



HASSAN ALLAM
H O L D I N G

Sustainability Report 2022 - 2023

**HASSAN ALLAM
SUSTAINABILITY
JOURNEY**

2 Years of Transformation
and Steady Progress

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01

INTRODUCTION

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We are pleased to present our sustainability report for 2022 and 2023, which showcases our alignment to Egypt's vision and our dedication to responsible business practices.





CEOs' Letter

Reflecting on Our History and Commitment



To Our Esteemed Stakeholders,

As we reflect on the accomplishments and challenges of the past fiscal years 2022-2023, Hassan Allam Holding reaffirms its enduring commitment to sustainable growth and prosperity. We have continuously adapted to meet the evolving needs of our dynamic world, and today, we stand at the forefront of sustainable development, ready to lead the way towards a brighter future.

Introducing Our New Sustainable Growth Strategy

In 2022, we unveiled a new strategy that not only strengthens our business resilience but also embraces the environmental, social, and governance (ESG) imperatives of our time. This strategy is more than a roadmap; it is a declaration of our unwavering dedication to weaving sustainability into the fabric of our operations.

Strengthening Governance Structures and Upholding Ethics

At the core of our strategy lies the principle of action and implementation. We continuously enhance our governance structures to rigorously monitor our environmental and social impacts, setting standards that exceed mere compliance. Moreover, we uphold ethical conduct and human rights as non-negotiable principles, ensuring the integrity of our operations.

Investing in Our People and Partnerships

Our commitment extends beyond profit. It encompasses the well-being and development of our most valuable asset: our employees. We are dedicated to fostering a safe, inclusive, and empowering workplace culture that encourages every team member to thrive and reach their full potential. In addition, we aim to leverage our extensive network to promote ESG knowledge and principles among our suppliers, recognizing the importance of the entire value chain in advancing sustainable practices and achieving mutual growth. We are also integrating ESG standards into our supply chain to ensure alignment with our vision for a sustainable future.

Advancing ESG-Aligned Initiatives and Services

As part of our comprehensive approach to sustainability, we are expanding our portfolio to include projects and services that prioritize ESG considerations. This expansion ranges from renewable energy initiatives to water treatment projects and sustainable infrastructure developments. Our commitment is to deliver solutions that promote both economic prosperity and environmental stewardship.

Through strategic partnerships and innovative solutions, we are transforming Egypt and the MEA region's infrastructure landscape by integrating green energy technologies and contributing to national and global sustainability goals.

Supporting Construction Sector Self-Reliance

Furthermore, our building materials division exemplifies our dedication to self-reliance and ESG control, leveraging our capacity to advance the development of greener materials and sustainable procurement processes. By leading the way in making our construction processes and materials more environmentally friendly, we set a precedent for the industry and demonstrate our commitment to sustainability.

As we look ahead, Hassan Allam Holding remains steadfast in its commitment to sustainable development, economic growth, and community prosperity. Together, we will continue to lead by example, driving positive change and creating a legacy of sustainability for generations to come.

Sincerely,

Hassan Allam & Amr Allam

Chief Executive Officers, Hassan Allam Holding



About this Report

We are pleased to present our sustainability report for 2022 and 2023, which showcases our commitment to both national and global sustainability directives, as well as responsible business practices.

This comprehensive report covers our ESG guidelines, performance, and activities, demonstrating our commitment to transparency with all stakeholders. With sustainability at the center of our operations, we continue to share our accomplishments and advancements with the wider community.

Reporting Scope and Boundaries

Our first sustainability report presents Hassan Allam Holding's ESG performance across our material topics for the period from 1 January 2022 to 31 December 2023. Disclosures outside the reporting dates are provided if relevant to the report's context. Any omissions or exclusions are stated within the report.

The scope of the report includes the operations of the Hassan Allam Holding Group, including its 18 subsidiaries listed below, unless otherwise stated throughout the sections of this report.

Reporting Standards and Frameworks

This report has been prepared in accordance with the GRI 2021 Universal Standards, incorporating the SASB Standards relevant to Engineering and Construction Services. It adheres to the recommendations set forth by the Task Force on Climate-Related Financial Disclosures (TCFD) and integrates the 10 principles of the UN Global Compact (UNGC). In addition, the report includes disclosures in line with the UN Sustainable Development Goals (UNSDGs).

Forward-Looking Statements

This report may contain certain forward-looking statements regarding the Company's business, which can be identified through the use of forward-looking terms such as "will", "planned", "expected", and "forecast". These statements reflect the Company's current outlook on future events and are subject to risks, uncertainties, and assumptions. Many factors could also cause the Company's actual results, performance, decisions, or achievements to be materially different from any future results that may be expressed or implied by such forward-looking statements.

Terms used in this report unless otherwise specified:

"The Group", "the company", "we", and "our" refer to Hassan Allam Holding and its subsidiaries (the 18 companies mentioned in the "Report Scope and Boundaries" section).

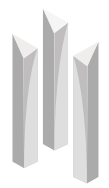
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Hassan Allam Holding at a Glance

Experience
85+ years

Employees
45,000+

Subsidiaries
18+

Global Operation
10+ countries

For over 85 years, Hassan Allam Holding has been a leading corporation in Egypt and the Middle East and Africa (MEA) region. We specialize in delivering comprehensive services and solutions across the engineering, construction, investment, and development sectors.

A Storied Legacy

With decades of industry experience, we have broadened our focus to encompass renewable energy, water management, logistics, mobility, and social infrastructure, while remaining firmly rooted in engineering, construction, investment, and development.

With a workforce exceeding 45,000 employees, our portfolio encompasses a wide range of projects, including solar power and water projects, petrochemical facilities, museums, airports, and extensive road and bridge networks across the region.

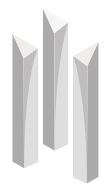
In the field of engineering and construction, we have been recognized by Engineering News-Record (ENR) among the Top 250 Global Contractors for 2022 and Top 225 International Design Firms in both 2021 and 2023. We provide comprehensive EPC services and fully integrated solutions across various sectors, including Power & Energy, Petrochemicals & Fertilizers, Water & Wastewater, Ports & Airports, Building Technologies, Metro & Railway, Landscape, Oil & Gas, Industrial & Manufacturing, Commercial & Residential, Roads & Bridges, Healthcare, Facility Management, and Digital Transformation.

Hassan Allam Utilities, our investment and development arm, focuses on sustainable infrastructure across four key sectors: water, energy, social infrastructure, and transport and logistics. It addresses service and availability gaps in Egypt and the wider MEA region.

- Egypt
- Algeria
- Libya
- KSA
- Oman
- DRC
- Jordan
- Germany
- Iraq
- UAE

Our Key Countries





Commitment to Sustainability and ESG Principles

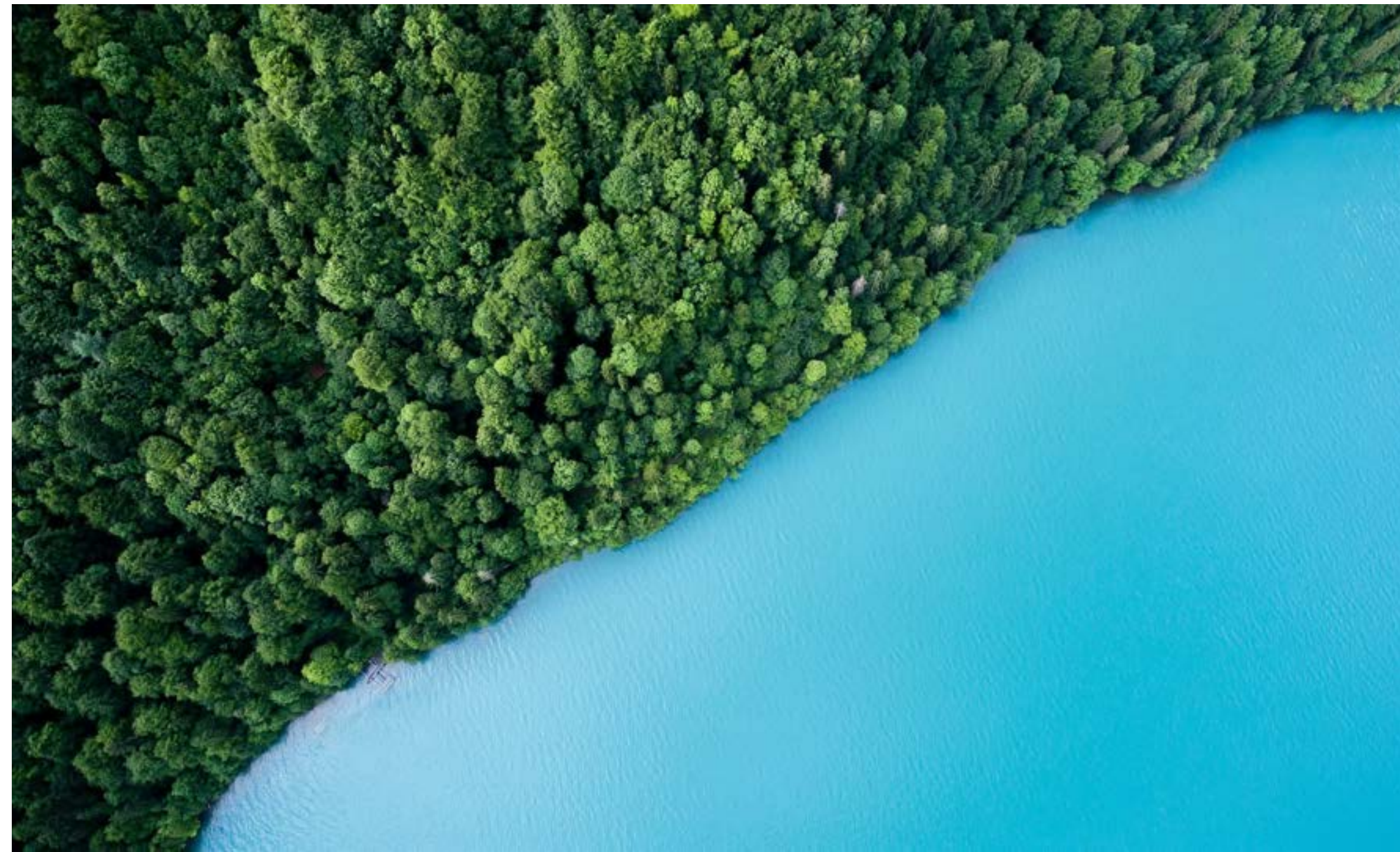
With growing international concerns, it is crucial to take both global and national measures to ensure a sustainable future for upcoming generations. This involves implementing a comprehensive plan that guarantees the ability of future generations to meet their needs. The urgency of addressing sustainability issues is clear, especially in the present global climate crisis, with a specific focus on the construction industry. Hassan Allam Holding implements sustainable principles across its lines of business when possible to support the global transition to societal and environmental preservation and empowerment.

The establishment of the United Nations Framework Convention on Climate Change (UNFCCC) in 1992 was a major step in the global fight against climate change. Additionally, some countries have established 17 sustainable development goals (SDGs¹) with 169 targets to address social, economic, and environmental challenges. The construction industry plays an important role in contributing to these goals through sustainable practices such as resilient infrastructure and energy-efficient technologies. The industry has adapted to global emission reduction goals through sustainable action, leading to economic shifts and the adoption of low-carbon materials and energy-efficient methods. The industry's contributions are crucial to achieving wider global climate objectives and promoting a sustainable future. Overall, the construction industry's commitment to climate action and sustainable development is necessary for a more sustainable and resilient world.

Net Zero Emissions

The active participation of the building and construction industry on a global scale is essential to achieving net zero emissions. By aligning with the goals of the Paris Agreement, the industry emphasizes the urgent need for action to reduce emissions.

Additionally, increasing environmental awareness within the industry is driving efforts to address challenges related to energy use, materials, and urbanization. Green Building frameworks and standards, such as LEED and EDGE, as well as collaborative efforts like the United Nations Framework Convention on Climate Change (UNFCCC) Buildings Monitoring Compendium, demonstrate the industry's commitment to achieving a net-zero future.



Renewable Energy Targets

Managing global energy responsibly is crucial for addressing the climate crisis. With targets aiming for a 50% reduction in emissions by 2030 and net-zero emissions by 2050, a shift to clean, affordable, and reliable alternative energy sources becomes imperative. According to IRENA, renewables are projected to provide 90% of global electricity by 2050, promoting economic diversification and poverty alleviation. This transition is an opportunity for the construction industry to become a leader in creating a sustainable future.

Regional Context: Middle East and Africa

The majority of Hassan Allam Holding's operations are based in the Middle East and Africa, a region particularly vulnerable to climate change. In recognition of this, the World Bank Group has developed a climate roadmap² from 2021-2025 for the region to guide leaders on how best to address the growing threats. This roadmap identified four key focus areas:



Food Systems, Water Security, and Resilient Natural Capital



Energy Transition and Low-Carbon Mobility



Climate-Smart Cities and Resilient Coastal Economies



Sustainable Finance for Climate Action

¹ [Read more on the UNSDGs here](#)

² [Read more on the MEA Roadmap here](#)



02

ABOUT US

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As one of the largest corporations in Egypt and the MEA region, Hassan Allam's legacy is commemorated today with streets bearing his name in Cairo—a testament to the journey of a young boy who left school at a young age to help his father run a small store selling construction supplies. In 1923, the 19-year-old boy moved to Cairo, where he started a small informal contracting company. He founded his first official firm, Hassan Mohammed Allam & Co., in 1936.





Our Vision, Mission, and Values

OUR VISION

To become recognized as one of the world's leading integrated solution providers

With diverse and often complementary clients, we want to have a strong reputation across all the sectors in which we operate: engineering, procurement, and construction, as well as investment and development. Known for our specialist capabilities and reliable approach, we aspire to be seen as "the regional partner of choice."

OUR MISSION

To ensure our clients receive the support they need

We deliver high-quality engineering, construction, investment, and development services, with a special focus on market differentiation, timely deliveries, and strategic investments. As we expand into the investment and development sectors, we seek to address the underserved infrastructure market to contribute to a better future. By recruiting and nurturing the market's top professionals, we ensure our clients receive the necessary support for their businesses to thrive.

OUR VALUES



Quality

We are committed to delivering the highest quality from the outset.



Integrity

We uphold honesty and integrity in all our dealings with stakeholders.



Innovation

We achieve leadership through technical innovations, systems, and products.



Reliability

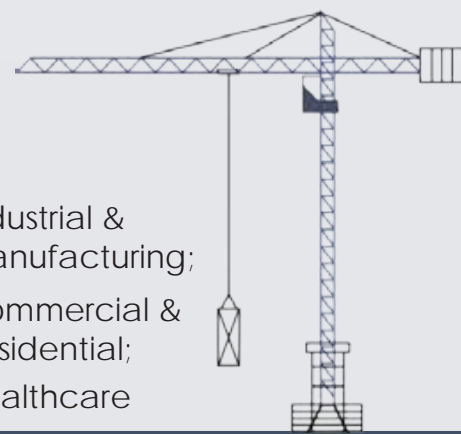
We've navigated the region's economic and business cycles for over 80 years, earning a strong reputation for reliability.

OUR BUSINESS

Engineering & Construction

Construction & Engineering:

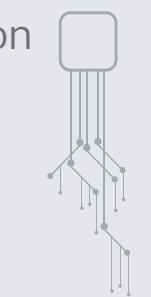
- Power & Energy;
- Water & Wastewater;
- Ports & Airports;
- Building Technologies;
- Roads & Bridges;
- Metro & Railway;
- Landscape;
- Petrochemicals & Fertilizers;
- Industrial & Manufacturing;
- Commercial & Residential;
- Healthcare



Facility Management

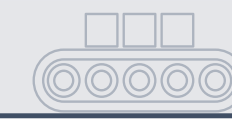


Digital Transformation and Management



Building Materials:

- Structural Steelwork;
- Ready Mix Concrete;
- Reinforced Concrete Pipes;
- Waterproofing and Mechanical Insulation Services;
- Wood Factory;
- Concrete Products;
- Aggregates;
- Construction Chemicals



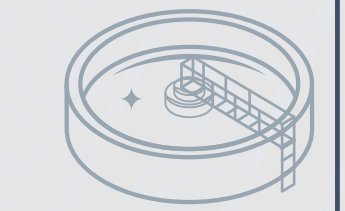
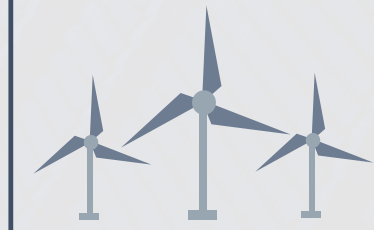
Social Infrastructure



Transport & Logistics



Energy



Water

Investment & Development



Our Journey

Our journey began in 1936 with Hassan Allam, a man who built a successful company from the ground up.



Hassan Mohamed Allam started Hassan Mohammed Allam & Co. as a general contractor specialized in high-quality infrastructure and heavy civil work across Egypt.



1936



The investment and legislative environment changed in 1975, allowing the private sector to re-emerge in Egypt. Hassan Allam established a new company: Hassan Allam Sons.

1975



The company acquired Rowad Modern Engineering Algeria to enter the Algerian market.

2007

Core Engineering Specialized Works was launched.



IFC became a minority shareholder.



Kortech was established as the Group's turnkey solutions provider in MEP, ICT, system integration, data centers, and ERP.



2016

1964

The company was fully nationalized under the socialist system of President Gamal Abdel Nasser and is now known as Nasr General Contracting. The company was run by the Allam family with Hassan Mohamed Allam as Chairman of the Board and his three eldest sons serving on the Board of Directors.



1979

The company entered the Saudi Arabian market with a Saudi partner under a national sponsorship setup.



2014/2015



In response to Egypt's National Roads Program, Hassan Allam Roads and Bridges was founded to meet the increasing demand for infrastructure projects in Egypt in 2014.



In 2015, 3S Ready Mix Concrete was launched, providing ready-mix concrete for the entire Group.



Our Journey

Hassan Allam Utilities was launched as an alternative energy and utility platform.

Hassan Allam Utilities also developed and bid for a 50MW Solar PV project in Benban through Swenette.



2017



Bioworks AG, based in Germany, and INTECH, based in Egypt, were acquired to design, engineer, install, and operate water treatment, wastewater treatment, and water desalination plants.



2019

2018



The majority of PGESCO was acquired, providing in-house engineering capabilities.



A joint venture with Lightsource BP was formed to build and operate solar energy resources across Egypt.

2020



Ridgewood

Ridgewood Egypt, a leading water desalination company, was acquired by Hassan Allam Utilities and Almar Water Solutions.



Facility Management and Landscaping was added to Hassan Allam Holding's portfolio after establishing Eden and Jinet.



Hassan Allam Holding ventured into three new countries: Democratic Republic of the Congo, Jordan, and Libya.

A concession to operate services at the Grand Egyptian Museum, the world's largest museum dedicated to a single civilization, was secured.

Chemtech partnered with Fosroc for the joint manufacturing and distribution of Fosroc's full range of construction chemicals.

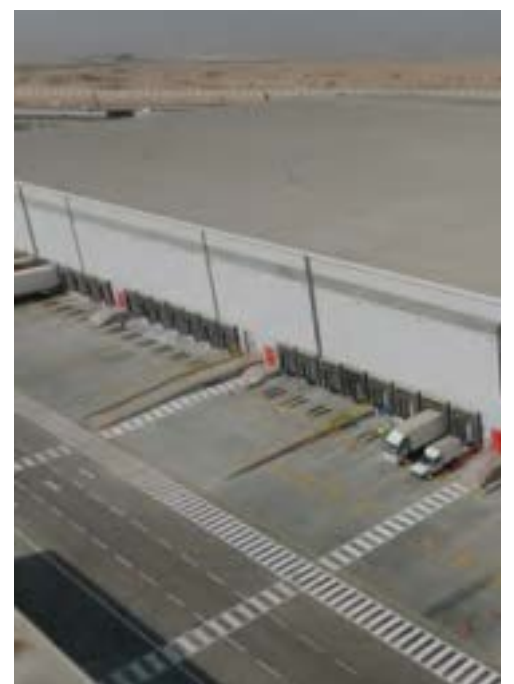
2021



2023



Hassan Allam Utilities and Agility, the industrial development arm, formed a joint venture named YANMU to develop, build, and operate modern logistics parks and Grade A warehousing facilities.





Lines of Business and Subsidiaries

Engineering and Construction



Investment and Development





Hassan Allam Construction, the flagship subsidiary of Hassan Allam Holding, is a leading contractor in Egypt and the MEA region. It has delivered exceptional construction, engineering, and infrastructure projects across various sectors.

Key Projects

- New Delta Water Treatment Plant
- Cairo Metro Line 4
- NEOM Community 1 Utilities

Capabilities

- **10 million m²** special buildings constructed
- More than **6 million passengers** per year pass through airports built by Hassan Allam Construction
- **40** different types of industrial plants built



62 green projects in 2023 (12.9% increase from 2022)



7,000+ tons of scrap waste recycled



Certified ISO **9001:2015** Quality Management System



5% women representation



Hassan Allam Roads and Bridges builds highways and bridges that connect communities, using its engineering expertise to deliver quality infrastructure projects in Egypt and the entire region.

Capabilities

- **3000+** km of roads and pavements
- **160+** bridges and tunnels
- **9** years of experience
- **11** projects for VSL
- **55 km** of railway tracks and bridges

Key Projects:

- El Qanater New Hydraulic Bridge
- Bashteel Railway Station
- New Capital City Roads
- High-Speed Rail
 - Khor May Bridge, Wadi El Natron, 6th of October City
- El Mounib Bridge



Kortech is a leading provider of turnkey solutions in Egypt, specializing in MEP, ICT, system integration, data centers, and ERP. Known for its innovative approach, the company delivers end-to-end projects in MEP and digital transformation solutions. It utilizes strategic partnerships and global standards to provide high-quality services across diverse sectors.

Key Projects 2022/23:

- Sphinx Airport
- Reviving Humanity Memorial
- Benha-Port Said (BPS) Railway



17% representation of women in new hires in **2023** (11% increase from **2022**)



International Environmental Technologies Company (INTECH) is a top contracting firm in Egypt, specializing in water and wastewater treatment. From design to maintenance, it offers comprehensive services in innovative design technologies, extending its reach to remote areas across the MEA region.

Key Projects 2022/23:

- 6th of October Water Treatment Plant
- Damietta Port New Western Breakwater
- Mostakbal Misr Water



Certified ISO **14001:2015** Environmental Management System



Saudi Tunneling Company for Contracting (STCC) is a leading contracting company specializing in tunneling services. Established in 2018, it offers a comprehensive range of services, including trenchless technology, such as micro-tunneling, horizontal directional drilling, open-face, and shaft works. Its solid track record and proven expertise positions it as a reliable partner for the region's growing tunneling needs.

Core Services:

- Micro tunneling technology using pipe-jacking method
- Horizontal directional drilling
- Open-face method
- Shaft works
- Cut-cover work



Certified ISO **14001:2015**
Environmental Management System



Certified ISO **45001:2018**
Occupational Health and Safety Management System



Certified ISO **9001:2015**
Quality Management System



3S Ready Mix specializes in ready-mixed concrete solutions for construction projects, offering tailored mixes for different construction and decor needs, ensuring quality, efficiency, and reliability.

Capabilities

- Annual output of **1.5 million cubic meters**
- **89 truck mixers** with 10 m3 each
- **14 batching plants** with a capacity of **120 m3/hour each**
- Pumping facilities with heights up to **110 meters**
- **19 concrete pumps** with reach of up to **36-55 meters length**



Certified ISO **14001:2015**
Environmental Management System



Jinet is a consultancy and landscape construction company that provides a diverse array of lands projects across Egypt.

Capabilities:

- **100+** experts
- **20+** mega projects
- Converting Al Fustat's landfill into a botanical garden, featuring a vast area of over **210,000 square meters** adorned with rare flora



11 green projects in 2022/2023



Eden Facility Management provides comprehensive solutions for property maintenance, including technical upkeep, janitorial services, security measures, landscaping, and emergency response. Its commitment to efficiency and safety ensures streamlined operations and satisfied clients.

Capabilities

- **13+** years of experience
- **50+** local and large-scale international clients
- **18,000+** assets managed and operated using MAXIMO
- Shabakat, managed by Eden
 - Installed **735+** electricity smart meters and **857+** water smart meters for residential and commercial projects
 - **2 O&M projects** (East Cairo Logistics Park since 2023 & Swan Lake North since 2022)
- IBM Business Partner
- Collaborations with Fine and Saraya to distribute locally manufactured products



11.6% women representation in 2023



Certified ISO **9001:2015**
Quality Management System



Power Generation Engineering and Services Company (PGESCO) is a leading provider of EPC/EPCM services in the power and utilities sector, specializing in transmission, renewables, and infrastructure, with extensive experience in delivering mega-scale projects.

Capabilities

- 70+ power generation projects, totaling over 54 GW capacity
- Construction of 26 water and wastewater treatment facilities and 12 desalination projects
- Installation of 100+ extra high/high voltage switchyards
- Completion of 8 offshore water structures and pipes
- Construction of 6 major housing projects
- Conducting 29 techno-economic studies for specific project development
- 7 industrial facilities



17.6% reduction in Scope 1+2 emissions from 2022 to 2023 (head office carbon footprint)



Development of over 2,000 MW of renewable energy from solar and wind sources



Certified ISO 9001:2015 Quality Management System



BIOWORKS AG is a global leader in engineering and designing water and wastewater treatment systems, offering comprehensive solutions using traditional methods and innovative technologies like the OXIWORKS® aeration system. The company is driven by a responsibility to protect the environment, with a commitment to continuous optimization.

Capabilities:

- Designing and building waste water treatment plants
- Equipment production and quality control
- Design and manufacturing of control and automation systems
- Research and development
- Support services

• 120+ projects across 25 countries



Core Engineering Specialized Works

focuses on specialized engineering fields, such as civil, mechanical, electrical, and chemical engineering. The company operates across a wide range of sectors, including industrial, oil and gas, commercial, power and energy, institutional, and residential spaces.

Capabilities:

- 200+ projects
- 15+ commercial buildings
- 24+ infrastructure plants
- 21+ mechanical insulation projects
- 6+ crystal lagoons
- 3 million square meters of waterproofing and flooring



28.6% women at senior management level in 2023



Hassan Allam Trading & Engineering is a leading trading company in Egypt, specializing in import and export services for special commodities, premium chemicals, construction supplies, and building materials. It is known for its expertise in electromechanical, civil, and architectural engineering, as well as logistics and heavy equipment services.

Key Projects 2022/23:

- Mostakbal Misr Water Intake
- National Museum of Egyptian Civilization
- Al-Arish Simple Cycle Power Plant
- El Salamlek Restoration



Hassan Allam Utilities is the investment and development arm of Hassan Allam Holding, specializing in sustainable infrastructure projects since its inception in 2017. It operates with a strategic focus on renewable energy, water, transportation and logistics, and social infrastructure. The company aims to drive impactful investments that promote long-term sustainability and contribute to societal development.

Key Verticals:

- Energy
- Water
- Transport & Logistics
- Social Infrastructure



50%+ of Hassan Allam Utilities' portfolio consists of green investments



Ridgewood is a leading water desalination company that operates in the water, wastewater, power, and environmental sectors. With enhanced technical and financial capabilities, the company is equipped to meet market demands and efficiently pursue strategic initiatives.

Capabilities:

- More than **65** projects completed
- Capacities ranging between **500** and **20,000** cubic meters
- **6** power generation plants with capacities ranging between **2** and **10** megawatts
- Water supply and management solutions provided in more than **200** resorts, hotels, and factories across Egypt



80,000 m3/day aggregate capacity of desalination assets (industrial)



YANMU Logistics Parks, developed by Hassan Allam Utilities and partners, prioritizes green logistics facilities. This Grade A sustainable park focuses on reducing power and water consumption while enhancing operational efficiency. It is committed to minimizing its carbon footprint and advancing sustainable infrastructure.



The Amazon Fulfillment Center at YANMU East is Egypt's first **EDGE certified** warehouse



Legacy Development and Management, prioritizes customer satisfaction, operational efficiency, innovation, and sustainability. received a 12-year concession to operate and provide services and facilities management at the Grand Egyptian Museum. The company focuses on promoting Egyptian heritage locally and internationally, integrating cultural and entertainment elements. It also applies high management and operation standards and technologies to support national economic development.



50,000 artifacts displayed at the world's largest museum dedicated to a single civilization



Hiring from local community and leasing commercial areas to local brands



Cairo Airport Cargo Company (CACC) Cargolinx provides comprehensive logistics solutions, including aviation cargo handling and on-site contract logistics. It serves leading airlines, such as Emirates SkyCargo and Lufthansa Cargo, and operates from a **191,000 sqm** facility adjacent to Cairo International Airport. With state-of-the-art terminals and a dedicated team, the company offers excellent service standards, establishing it as a trusted cargo service provider in Egypt.



Certified **ISO 9001:2015** Quality Management Strategy



Awards and Recognitions

ENR Global Best Project Awards



South Valley of Toshka Project 2022

Ranked 152 in Top 250 Global Contractors 2022

El Salamlek Palace - Best Project 2022

Best Water/Wastewater-New Delta Wastewater Treatment Plant 2023

The New Mansoura Desalination Plant Prestigious Award of Merit 2023

Ranked 132 in Top 250 Global Contractors 2023

Ranked 160 in Top 225 International Design Firms 2023

Ranked 32 in Top 200 Environmental Firms 2023

Ranked 10 in Top 20 Firms Working in Non-U.S. Locations 2023

Ranked 6 in Wastewater Treatment Segment 2023

Ranked 20 in Water Treatment Segment 2023

The Big 5 Egypt Impact Awards



Community Project of the Year (The Historical City) 2022

Residential Project of the Year (The Historical City) 2022

MEP project of the Year (The District Cooling) 2022

Female Construction Professional of the Year - Eng. Shimaa Mohamed Tawfeik 2022

Contractor of the Year – Hassan Allam Construction 2023

Power and Water Project of the Year & Partnership of the Year – The New Delta Wastewater Treatment Plant 2023

Residential Project of the Year – The Address Golf Hotel 2023

Construction Professional of the Year – Mennatullah Abdelgawad 2023

Meed Project Awards 2023



Leisure Project of the Year, Sharm El Sheikh Conference Center

Power Project of the Year, Sharm El Sheikh Power Plant

Water Treatment Project of the Year, New Delta Wastewater Treatment Plant

Refit Project of the Year, Al Salamlik Palace

Water Transmission Project of the Year - Development of the South Valley of Toshka Region Phases 1& 2

Living Business Awards



Country Winner: Sustainability Strategy Development (Hassan Allam Holding)

Best ESG Project in Egypt 2022

International Business Magazine 2022



Preferred Name in Construction in Egypt

Egypt's Best Construction Solution Egypt

The Complete Construction Solution in Egypt



Best Alternative Energy & Utilities Company



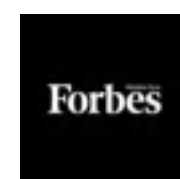
Best Infrastructure Project Award - Development of the South Valley of Toshka Region (Hassan Allam Construction) 2022



Construction Contractor of the Year (Hassan Allam Construction)



Ranked 75 in Top 500 Companies 2023



Top 100 Arab Family Businesses 2022 & 2023



Top Companies List 2022 for Egypt



Top Employer Award 2022 and 2023



Memberships

Memberships & Participation

 WE SUPPORT Participant of the United Nations Global Compact (UNGC)

 **BEBA** British Egyptian Business Association
الجمعية المصرية البريطانية للأعمال
British Egyptian Business Association

 American Chamber of Commerce in Egypt of Commerce

 **AFRICA BUSINESS LEADERS COALITION** Africa Business Leaders Coalition (ABLC)

 **ECES** Hassan Allam CEOs are members of The Egyptian Center for Economic Studies



Our journey with Hassan Allam Holding reflects a partnership that deeply values sustainable development and the integration of these practices into business operations. Throughout 2023, its initiatives have further solidified this commitment, showing considerable advancement in sustainability that merits recognition.

Partnership Overview

Our ongoing engagement with Hassan Allam Holding, though limited in direct collaboration on numerous activities under the local network's initiatives, remains strong, reflecting mutual respect and shared sustainability goals. In 2023, Hassan Allam Holding's proactive approach, especially in decarbonization and renewable energy projects, significantly contributed to the sustainability landscape.

Sustainability Practices Integration

In 2023, Hassan Allam Holding's integration of sustainability principles became more pronounced in their projects. The Company launched important initiatives, such as enhancing the energy efficiency of its existing infrastructure and promoting the use of sustainable materials across new developments. These efforts have shown tangible improvements in reducing environmental impact and fostering resilient, sustainable urban growth.

Innovation and Leadership

This past year, Hassan Allam Holding demonstrated leadership in sustainability through innovative project

implementation. Notably, its increased adoption of solar power solutions in project sites and the introduction of advanced water recycling systems demonstrate its commitment to innovative, eco-friendly practices. These initiatives not only address immediate sustainability needs but also pave the way for industry-wide adoption of similar technologies.

Impact Assessment

The social, economic, and environmental impacts from Hassan Allam Holding align with our set sustainability goals. Its 2023 projects have brought about significant local community development, particularly in regions that benefit from job creation in sustainable industries and improved local infrastructures, cultivating a greater sense of community ownership and involvement in sustainability efforts.

Challenges and Opportunities

Despite progress, challenges in fully integrating sustainability across all of Hassan Allam Holding's operations persist. However, these challenges are seen as opportunities to deepen sustainability efforts. For instance, enhancing transparency in its supply chain and increasing circular economy practices could serve as major areas for growth, driving further industry leadership in these fundamental aspects. Raising awareness among its clients and communities, as well as adopting green transportation practices, is another area. As an influential Group in Egypt, engaging in policy advocacy activities to promote sustainability practices will be a great opportunity for the

Company.

Materiality and Stakeholder Concerns

Continuing to focus on critical sustainability issues, such as waste reduction, energy efficiency, and community engagement is imperative for Hassan Allam Holding. Increased stakeholder dialogue in 2023 has helped to identify these priorities, which should continue to shape their sustainability strategies to ensure they address both local and global environmental challenges effectively.

Strategic Alignment and Future Direction

The Company's strategic vision in sustainability aligns with our objectives, particularly demonstrated by its efforts in 2023. By building on these efforts, it can strengthen its leadership by pursuing green building certifications and enhancing sustainability training for its workforce. These initiatives will boost its ability to meet the growing demands of sustainable development, educate clients and communities, and focus on green transportation.

Walaa El-Husseiny,
UN Global Compact Network
Egypt Country Director



03

SUSTAINABILITY IMPACT

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Our company ensures legal and regulatory compliance, implements integrated risk management, and adheres to some of the most demanding quality standards. We have established ourselves as a trusted partner, successful innovator, and leader in the region's markets and industries.

Building on our experience in some of the region's largest sustainable projects, we are now leading innovative developments in water treatment, solar, wind energy, land reclamation, and green hydrogen.





2022-2023 Key Performance Indicators



Steering the Future

20%
women representation on
the board

Conducted TCFD
**Climate Risk
Assessment**
for Hassan Allam Holding

EGP 180 mn
Corporate Climate
Governance Project with
EBRD

Instigated the
**Sustainability
Policy**

Established Hassan Allam
Holding's
**Green Governance &
Business Sustainability**
department



Rewiring the Economy

Developed Hassan Allam
Holding's
**Green Financing
Framework**

170
green projects in 2023
9.7 % increase from 2022
(excluding investments)

EGP 56.3 bn
revenue from green
projects and projects
aligning with SDGs
12% increase from 2022
(excluding investments)

**Launched The
Business Innovation
Hub**

11.2%
gross profit margin in 2023



Empowering Humanity

14,218
full-time employees

7%
women representation in
the Workforce in 2023

7,683
new hires between 2022 to
2023

63
employees with
disabilities in Hassan Allam
Construction and Kortech
in 2023, compared to 53 in
2022

**9 ISO
45001:2018
Quality
Management
Systems**

certifications across the
Group



Preserving our Planet

**GHG emissions and
carbon footprint
tracked and
calculated since 2021**

More than 50%
of Hassan Allam Utilities'
investments are green

**First EDGE Advanced
Preliminary certified
warehouse in Egypt**
(Amazon Fulfilment Center
in YANMU East)







7,000 tons
of Scrap material diverted
from landfills between 2022
and 2023

**8 ISO 14001:2015
Environmental
Management
Systems**
certifications across the
Group





Stakeholder Engagement

Stakeholder Group	Key Topics of Discussion	Engagement Method	Frequency
 <p>Customers and Clients</p>	Customer experience, fair pricing, information security, and data privacy	<ul style="list-style-type: none"> • Customer satisfaction surveys • One-on-one meetings • Social media 	Daily Weekly Bi-weekly Monthly Annually
 <p>Employees</p>	Health and well-being, training and career development, compensation and benefits, compliance, ethics, and integrity	<ul style="list-style-type: none"> • Annual engagement surveys • Internal communication via email and the intranet • Learning and development programs • Training sessions 	Daily Weekly Monthly Bi-monthly Quarterly Bi-annually Annually Ad hoc
 <p>Shareholders, Investors, and Business Partners</p>	Corporate governance, board independence and diversity, transparent ESG disclosure, business development, and ESG-related commitments and strategies	<ul style="list-style-type: none"> • Quarterly and annual disclosures • Analyst and investor calls • One-on-ones and group investor meetings • Investor conferences • General assembly meetings with the shareholders 	Daily Weekly Monthly Quarterly Annually Ad hoc
 <p>Governmental Entities and Regulators</p>	Supporting Egypt's national sustainable development strategies and agendas (Egypt Vision 2030, National Climate Change Strategy 2050)	<ul style="list-style-type: none"> • Public disclosures (e.g., regulatory reporting) • Surveys • Consultations, forums, and conferences 	Quarterly Annually Ad hoc
 <p>Local</p>	Compliance with environmental regulations.	<ul style="list-style-type: none"> • Website • Social media • Field visits • Corporate Social Responsibility (CSR) 	Monthly Ad hoc
 <p>Suppliers</p>	Community investments, donations, and volunteering	<ul style="list-style-type: none"> • Calls and conference calls • Surveys • One-on-ones and virtual meetings 	Weekly Monthly Quarterly Annually Ad hoc





Materiality

The notion of materiality holds great significance in corporate sustainability, as it allows organizations to prioritize the ESG issues that are most crucial to their business models. It also enables stakeholders to understand how these ESG issues affect the organization's ability to generate value and their impact on society and the wider environment.

Hassan Allam Holding is committed to continuously enhancing the information it discloses, which involves regularly reviewing material issues and key trends to ensure their relevance. In 2022, the Company conducted its first management assessment of materiality to guide its approach to ESG issues and reporting.

Hassan Allam Holding follows a comprehensive approach for reviewing and evaluating material issues, facilitated by an independent consultant. In 2022, the Company conducted a management review of its key trends and material topics.

Materiality Assessment

Based on its first group-wide materiality assessment, Hassan Allam Holding has identified core material topics that are fundamental to the existence and success of every company within the Group, as well as its impact on achieving the UNSDGs.

From an initial broad list of material topics, the Company has selected 16 topics based on significance of impact. The Company has been identified as being linked to all SDGs, with the strongest direct links to SDGs 6, 7, 8, 9, and 11, and strongest indirect links to 12, 13, 16, and 17. It also has observable links to all other SDGs.

Material Topics / UN SDGs



Material Topic	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Corporate Governance				●													●	
Business Ethics & Integrity																	●	●
Risk Management											●	●	●				●	
Quality & Compliance						●	●		●								●	●
Value Creation Model					●	●	●	●	●	●	●							
Investing Strategy					●	●	●	●	●	●	●	●						
Business Development							●											●
Procurement & Supply Chain						●			●	●								●
Human Wellbeing			●															
Diversity & Inclusion	●			●				●										
Talent Management				●			●		●									
Community Impact	●	●	●	●	●	●	●	●	●	●	●							●
Environmental Impact													●	●				
Built Environment			●		●	●			●									
Climate Change					●	●						●						
Material Flows						●	●			●	●							●

Making a Difference: SDGs With Our Strongest Impact



Impacts	Low	Moderate	Strong
Direct	●	●	●
Indirect	●	●	●



Sustainability Strategy

Hassan Allam Holding has developed a forward-looking Sustainability Strategy spanning from 2022 to 2030, guided by four fundamental pillars. Its material topics have been conceptualized and strategically reframed with a future-oriented approach to align with its vision, stakeholder expectations, regulatory developments, and market trends.

Its goal was to exceed expectations by setting a realistic framework for ambitious and inspiring action. This approach has led to the identification of core pillars and priorities that will guide the Company's sustainability journey.

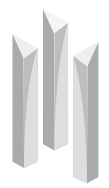
These pillars and priorities form the foundation of the Company's Sustainability Action Framework, shaping its actions and transforming its impact by 2030.

Sustainability Commitments

Hassan Allam Holding's sustainability strategy was developed by integrating key principles from global and national initiatives, including the UNSDGs, the United Nations Global Compact (UNGC), Egypt's Sustainable Development Strategy (Vision 2030), Egypt's National Climate Change Strategy 2050, the Task Force on Climate-Related Financial Disclosures, and Good International Practices (GIP). This strategy aims to implement these principles across the Company's business lines and align them with its operations to achieve its sustainability goals.



[Read more on our Sustainability Strategy here](#)



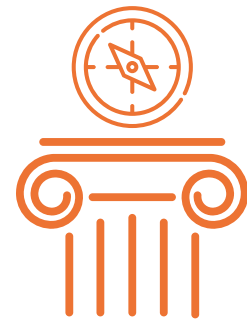
Sustainability Action Framework

Hassan Allam Holding's four pillars outline the future it is actively shaping, bringing together ongoing developments and its vision for positive change. These interconnected pillars, each powerful on its own, work together to create a significant impact. In addition to guiding internal operations, this framework has been designed, keeping all stakeholders in mind, across three levels of impact: operations, value chain, and the broader environment, which extends beyond the Company's direct involvement, such as lifestyle choices.

Purpose

This comprehensive framework provides a clear vision to guide the Company's development. It connects its diverse activities and impacts with its ambitious strategic goals, ensuring its path aligns with global priorities.

Pillars

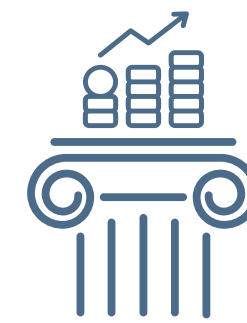


Steering the Future

We aim to enhance our current governance framework, originally focused on stability and continuity, to become more agile and future-proof.

Corporate Governance
Business Ethics and Integrity
Risk Management
Quality and Compliance

Read more on our progress under: [Steering the Future](#)



Rewiring the Economy

We aim to drive economic development by creating frameworks, business models, and tools that deliver tangible social and environmental benefits.

Value Creation Model
Investing Strategy
Business Development
Procurement and Supply Chain

Read more on our progress under: [Rewiring the Economy](#)



Empowering Humanity

We aim to make a meaningful impact on people and communities by building relationships, exploring human potential, and engaging in a collective learning journey.

Human Well-being
Diversity and Inclusion
Talent Management
Community Impact

Read more on our progress under: [Empowering Humanity](#)



Preserving our Planet

We aim to preserve the planet by respecting biophysical limits, actively conserving natural habitats, promoting responsible resource use, and leading the transition to sustainable energy.

Environmental Impact
Built Environment
Climate Change
Material Flows

Read more on our progress under: [Preserving our Planet](#)

Our Commitment

Our Material Topics





04

STEERING THE FUTURE

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To effectively navigate the accelerated and unpredictable changes in our social and environmental landscape, we must adopt new modes of thinking, interacting, and living. Our governance should evolve to reflect the intricate interdependencies that are essential for the existence of any business or institution. We aim to create a responsive, diverse organization capable of handling the complexities of the modern world. This foundation rests upon unwavering principles and values, demonstrated through responsible conduct at every level of our operations.





Corporate Governance

Our previous governance frameworks relied on stability and continuity. However, sustainability requires long-term thinking and an understanding of how our actions affect the world in diverse ways, as well as how economic, social and environmental trends influence our business.

Our Commitment

We are committed to developing an agile and future-proof governance framework to help us move toward a sustainable future and integrate sustainability into our long-term development.

SDG Impact



Focus	Target	Status	2022-2023 Performance
ESG Governance	<ul style="list-style-type: none"> Create a dedicated ESG committee in 2024 Implement ISO 26000 (Social Responsibility) and ISO 37000:2021 (Governance of organizations) group-wide in 2024 		We established the Green Governance & Business Sustainability Department in June 2022.
Materiality Assessment	<ul style="list-style-type: none"> Conduct streamlined double materiality assessment annually 		We conducted the first materiality assessment reflecting on the results of 2021. We will conduct a comprehensive double materiality assessment in the next reporting cycle.
ESG Alignment	<ul style="list-style-type: none"> Conduct ESG status and gap analysis and adopt corrective measures in 2023 		We have conducted an ESG Gap Analysis and developed an ESG framework.
ESG Data Management and Disclosure	<ul style="list-style-type: none"> ESG data management system in 2025 Annual disclosures using recognized frameworks, like GRI, UNGC, TCFD, and SASB, starting 2024 		Hassan Allam Holding has published its first sustainability report in accordance with the GRI standards, SASB, TCFD, and UNGC principles.
ESG Ratings	<ul style="list-style-type: none"> Annually join international sustainability rating systems, like S&P, CSA, and CDP, starting 2024 		

Achieved In Progress Not Started

Relevant Policies & Procedures

Sustainability Policy
Hassan Allam Holding acknowledges the integral role sustainability plays in business longevity, economic prosperity, social empowerment, and environmental preservation. This policy is aligned with its strategy and action framework, which recognizes the interconnectedness of environmental, social, and economic well-being. The Company strives to integrate sustainability principles into all aspects of its operations.



Corporate Governance

Corporate Leadership



Amr Allam

Executive Board Member and
Co-Chief Executive Officer



Hassan Allam

Executive Board Member and
Chief Executive Officer



Sameh Helal

Group Chief Human Resources
Officer



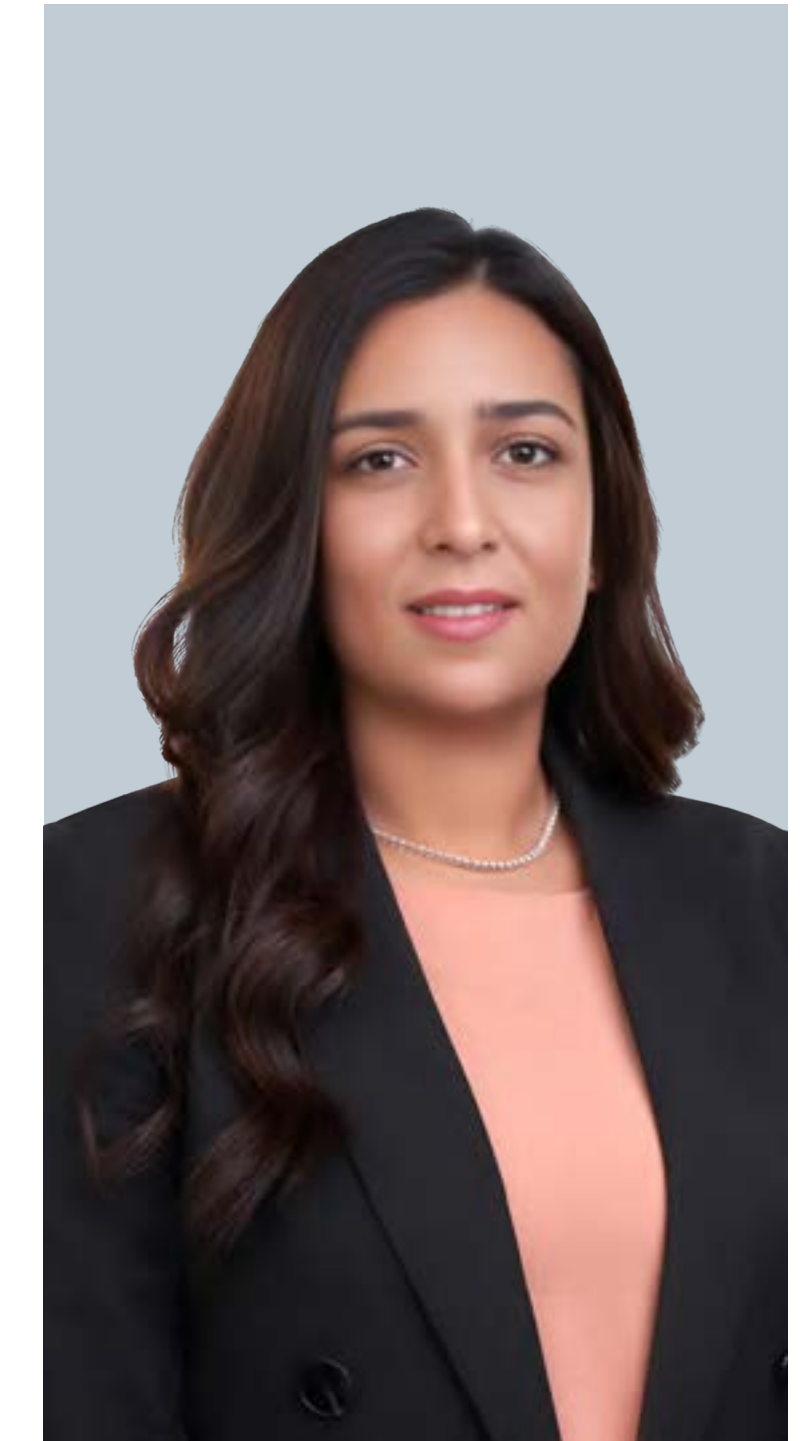
Mohy-Eldin Abdin

Executive Board Member and
Group Chief Financial Officer



Merette Elsayed

Group Chief Commercial
Officer and CEO of Legacy



Hoda Yehia

Group Corporate
Communications and Investor
Relations Director



Corporate Governance

Board of Directors

The Board of Directors is the driving force behind our success, bringing diverse perspectives to the table that enrich our strategy.



10 members

Board of Directors



20%

Independent Board Members



30%

Executive Board Members



20%

Women Members

Board Member	Position	Tenure	Board Member	Position	Tenure
Kamal Eldin Allam	Chairman of the Board	15 years	Neveen El Tahri	Independent Board Member	6 years
Hassan Allam	Executive Board Member and Chief Executive Officer	13 years	Wiebke Schloemer	Expert Board Member	2 years
Amr Allam	Executive Board Member and Co-Chief Executive Officer	13 years	Ahmed El Guindy	Expert Board Member	2 years
Mohy-Eldin Abdin	Executive Board Member and Group Chief Financial Officer	8 years	Mohamed Allam	Board Member	6 years
Dr. Ziad Bahaa El Din	Independent Board Member	6 years	Hossam Allam	Board Member	6 years



Corporate Governance

Board Committees

Hassan Allam Holding's corporate governance framework includes the following core committees, each with a set of responsibilities:

Committee	Responsibilities
<p>The Investment Committee</p>	<ul style="list-style-type: none"> • Evaluating potential investment opportunities • Conducting thorough due diligence on identified opportunities • Recommending the suggested allocation of financial resources to the board
<p>The Nomination and Remuneration Committee</p>	<ul style="list-style-type: none"> • Overseeing the selection, appointment, and compensation of key executives and board members • Identifying individuals with the necessary skills, experience, and expertise to drive the Company forward • Ensuring executive compensation packages are competitive, aligned with performance objectives, and conducive to attracting and retaining top talent in the industry
<p>The Audit Committee</p>	<ul style="list-style-type: none"> • Ensuring transparency, integrity, and compliance • Overseeing the Company's financial reporting process, internal controls, and risk management practices • Conducting regular audits, reviewing financial statements, and engaging external auditors • Providing assurance to stakeholders regarding the accuracy and reliability of the Company's financial information





Corporate Governance

Sustainable Innovation Teams

Hassan Allam Holding has launched its Green Governance and Business Sustainability Department with the aim of driving the Company toward the accomplishment of the Group’s sustainability objectives. This specialized department is responsible for developing the Company’s sustainability strategy and mobilizing initiatives across the Group to bring it to fruition. Furthermore, in collaboration with consultants, Hassan Allam Holding is currently developing the group’s ESG framework and assisting departments in following through on the sustainability strategy.

Hassan Allam Holding’s dedication to sustainability development extends across all subsidiaries, with each subsidiary setting its own sustainable action plans and monitoring its progress. The Company aims to support this progress by facilitating access to sustainability teams and training sessions, which are already underway.

Sustainability Committee Roles and Responsibilities

- Establish targets, indicators, and timelines for climate-related actions
- Oversee the integration of climate considerations across the organization
- Monitor and report progress on climate-related performance



Sustainability Training

UN Global Compact Academy

Hassan Allam Holding offers employees exclusive access to the UN Global Compact Academy. This innovative training platform provides invaluable insights into the best practices for sustainability, highlighting the importance of ethical sourcing and production. Moreover, it underscores how responsible business practices contribute to achieving the SDGs.

Building a Comprehensive ESG Framework and Integrating Sustainability

Hassan Allam Holding has conducted a series of awareness sessions across all key functions as part of its ESG framework. These sessions aim to provide a deeper understanding of sustainability principles and their integration into various business operations. Led by external consultants with expertise in global sustainability standards, these sessions facilitate collaboration and alignment, ensuring the implementation of a comprehensive approach to sustainability. The Company is committed to developing strategies and initiatives that reflect its dedication to ESG responsibilities by bridging physical and virtual platforms.





Business Ethics and Integrity

Our operations are driven by ethical conduct, business integrity, and respect for human rights. We actively consider the diverse backgrounds of our stakeholders and honor cultural heritage in all aspects of our work.

Our Commitment

We are committed to ensuring ethical conduct and business integrity remain core elements of our operations, engagements, and decision-making processes, so we are transparent about our impact and accountable to our stakeholders.

SDG Impact



Focus	Target	Status	2022-2023 Performance
Stakeholder Engagement	<ul style="list-style-type: none"> Develop and implement a Corporate Stakeholder Engagement Plan in 2024 		
Training	<ul style="list-style-type: none"> Provide all employees with annual training on core policies and procedures 		
Anti-Corruption	<ul style="list-style-type: none"> Maintain zero cases of corruption annually 		We are currently working on our compliance function to track and maintain zero cases of corruption.
Human Rights	<ul style="list-style-type: none"> Maintain zero human rights violations annually 		We are launching a new HR ticketing system in 2024 and the Sustainability Department is working on developing a grievance system for subcontractors.
Grievances	<ul style="list-style-type: none"> Achieve 100% resolution of grievances within system close time annually 		Our AMR reports confirm the achievement of this target.

Achieved In Progress Not Started

Relevant Policies & Procedures

Code of Conduct	The Code of Conduct defines ethical standards for all employees and addresses various aspects of business practices, employee relations, and reporting violations.	Whistle-blowing Procedures	These procedures establish a confidential reporting framework for concerns, complaints, and unethical behavior, with the aim to promote transparency and accountability within the organization.
Anti-Bribery and Corruption Policy	This policy ensures the Company adheres to global anti-bribery and corruption laws, focusing on compliance, transparency, and zero tolerance for corruption.	Stakeholder Engagement Plan	This plan outlines the objectives for identifying stakeholders, subjects, communication methods, timing, and responsible parties in Hassan Allam Holding projects.
Conflict of Interest Policy	This policy is designed to assist employees, officers, and directors of Hassan Allam Holding and its subsidiaries in identifying, disclosing, assessing, resolving, and gaining approval for actual, perceived, or potential conflicts of interest.		



Business Ethics and Integrity

Policies and Procedures

Unless otherwise stated, all policies apply to Hassan Allam Holding, its direct and indirect subsidiaries, as well as joint ventures controlled by the Company. Employees, officers, and directors in joint ventures without controlling interests are expected to adhere to the policies set by Hassan Allam Holding or equivalent ones.

Code of Conduct

The Code of Conduct establishes core principles for employees, including those in subsidiaries and joint ventures, emphasizing compliance with laws and company policies. It stresses the importance of reporting suspected breaches, highlights the Company's commitment to legal compliance, and enforces a zero-tolerance policy against bribery and corruption. This Code prioritizes ethical conduct, ensures compliance with laws, and upholds the Company's commitment to integrity and legal standards.

Employee Relations

The Code of Conduct has three primary points: First, it enforces a zero-tolerance policy against workplace harassment, stating clearly that any form of harassment is illegal and may lead to serious consequences, including dismissal. Second, it outlines the importance of health and safety, with line managers responsible for maintaining a safe work environment and encouraging employees to report hazardous conditions. Finally, it highlights the importance of environmental compliance, requiring employees to adhere to relevant environmental laws and regulations and suggesting they seek guidance from supervisors or unit managers when unsure about their responsibilities.

Customers, Business Partners, and Competition

The Code of Conduct addresses conflicts of interest and defines them as personal interests interfering with the Company's interests. The Code discourages employees from working for competitors, customers, or suppliers. However, exceptions are allowed with prior approval from the Board of Directors. The policy encourages employees to consult with their supervisors and report any conflicts of interest they may encounter. It also outlines guidelines for corporate opportunities and requires board approval for any personal gain derived from company property, information, or position. The Code promotes fair and ethical competition, prohibits actions like stealing proprietary information, and emphasizes compliance with quality and safety standards. The Code provides clear rules for business entertainment and gifts, emphasizing adherence to customary practices, regulations, and policies, and encourages employees to discuss with their supervisors any uncertainties about appropriateness.

Company Assets and Financial Integrity

The Code also prioritizes responsible business practices and asset protection. It emphasizes the importance of maintaining the confidentiality of proprietary information and the obligation to preserve it during and after employment ends. The Code encourages employees to report concerns regarding accounting or auditing matters and highlights the importance of honest, accurate, and timely recording and reporting of information, especially in financial contexts. The Code emphasizes the importance of protecting company assets, avoiding theft, carelessness, and waste, and ensuring the legitimate use of these assets. Furthermore, it stresses the protection of intellectual property, including patents, trademarks, copyrights, and confidential business data, and outlines the consequences of unauthorized use or distribution. Overall, this section guides employees in maintaining integrity and confidentiality, and practicing ethical financial and asset management.

Administration of the Code

Employees are encouraged to discuss any illegal or unethical behavior with their supervisors, managers, or relevant personnel. The Company has a strict non-retaliation policy for employees reporting misconduct in good faith and expects cooperation in internal investigations. It also encourages prompt action against code violations. The CEO, audit committee, board, and senior executives are responsible for administering the Code and ensuring compliance. In case of violations, a designated Committee headed by the CEO, and including the Chief Human Resources Officer, Group Internal Audit Director, and Legal Counselor, is responsible for updating, investigating, and ensuring consistent interpretation and enforcement of the code.

Employees are encouraged to report violations through whistleblowing channels, with potential escalations to the head of the committee for further assessment.

Read more under the Whistleblowing Policy Section.

Business Partners and Counterparties: Code of Business Conduct

Hassan Allam Holding's third-party Code of Business Conduct and Ethics outlines the Company's expectations for business partners and other counterparties, including but not limited to: contractors, customers, land agents, consultants, service providers, and contingent labor. These expectations complement the Company's Code of Conduct and existing legal obligations.





Business Ethics and Integrity

Anti-Bribery and Corruption (ABC)

Bribery and corruption are serious violations of the law that can result in to severe legal repercussions and significant damage to the Company's reputation. It is imperative that every interaction the Company engages in, whether with business partners, counterparties, or customers is conducted transparently and in adherence to relevant ABC laws and regulations.

Failure to comply with this policy not only breaches the Company's Code of Conduct and Ethics but also incurs criminal liability under the Egyptian law for both individuals and the Company as a whole. It can also result in disciplinary measures, including dismissal.

The policy adheres to internationally recognized best practices, serving as safeguards against reputational, operational, and financial risks.

Top Level Commitment

All employees are expected to comply with this policy. Executive management and leaders are responsible for spreading awareness of ABC risks, promoting a culture where corruption is not tolerated, allocating necessary resources to manage risks, and ensuring the adequacy of internal controls to prevent, detect, and deter any ABC issues.

Raising Concerns and Reporting Violations






All employees have a responsibility to report any unsafe, unethical, or potentially harmful activity, especially those that violate the ABC Policy. Retaliation against employees for reporting in good faith is strictly prohibited and will result in disciplinary action. Employees reporting violations may request that their reports remain confidential and/or anonymous, as the Company is committed to protecting their identities to the fullest extent possible.

Record-Keeping

Detailed record-keeping procedures are outlined in the policy to ensure that all transactions are accurately recorded and adhere to internal control procedures, accounting standards, and applicable laws. Prohibited record-keeping activities are also clearly delineated.



Guidelines for Addressing Corruption Risks

 <p>Company Development Activities and Relationships</p>	<p>Given the Company's diverse interactions, including with government officials, business partners, and various counterparts, employees must remain vigilant for red flags during company activities. Any compliance concerns should be promptly reported through established procedures. No employee, regardless of their position, can approve actions that conflict with this policy or other compliance guidelines.</p>
 <p>Company Selection, Due Diligence, and Engagement of Business Partners</p>	<p>The Company may engage business partners and counterparts to support its initiatives. It is crucial to prevent any business partner or counterpart from engaging in non-compliant acts on behalf of the Company and to ensure they comply with the Company's Code of Conduct. Due diligence, including background checks and regular monitoring, is necessary before engaging them.</p>
 <p>Gifts, Entertainment, and Hospitality</p>	<p>The Company does not allow or encourage the receipt of personal gifts and/or personal favors, except in specific limited cases where employees have received approval from their superiors.</p>
 <p>Charitable Donations and Community Grants</p>	<p>Charitable donations and community grants are encouraged, but they must comply with ethical standards and applicable laws. Approval is required for any company-related donations made in the Company's name.</p>
 <p>Facilitation Payments</p>	<p>Facilitation payments, or "grease" payments, to expedite government actions are prohibited for company employees and will not be reimbursed. Questions or concerns should be directed to the appropriate channels.</p>



Business Ethics and Integrity

Conflicts of Interest

Hassan Allam Holding is committed to conducting business in full compliance with applicable laws and regulations. The Conflict of Interest policy is one of the policies established to achieve this commitment. Its objective is to provide clear guidance on recognizing, addressing, and promoting transparency regarding actual, perceived, or potential conflicts of interest. The policy encompasses procedures for identifying, disclosing, assessing, resolving, and approving such conflicts.

Guiding Principles

- Employees must not exploit their position at Hassan Allam Holding for personal gain
- Individuals subject to this policy should avoid situations where their relationships or activities compromise their impartiality
- Individuals must immediately report any actual, perceived, or potential conflicts of interest to their line manager

Data Register

Hassan Allam Holding will maintain a Conflict of Interest Register to log all reported conflicts of interest and their assessment, proposed actions, and resolution status.

Disciplinary Actions

Policy violations, including non-disclosure, will be investigated and addressed with disciplinary measures commensurate with the nature and circumstances of the violation.

Whistleblowing Policy

Hassan Allam Holding, is committed to upholding the highest ethical standards in its operations. This Whistleblowing Policy serves two important purposes:

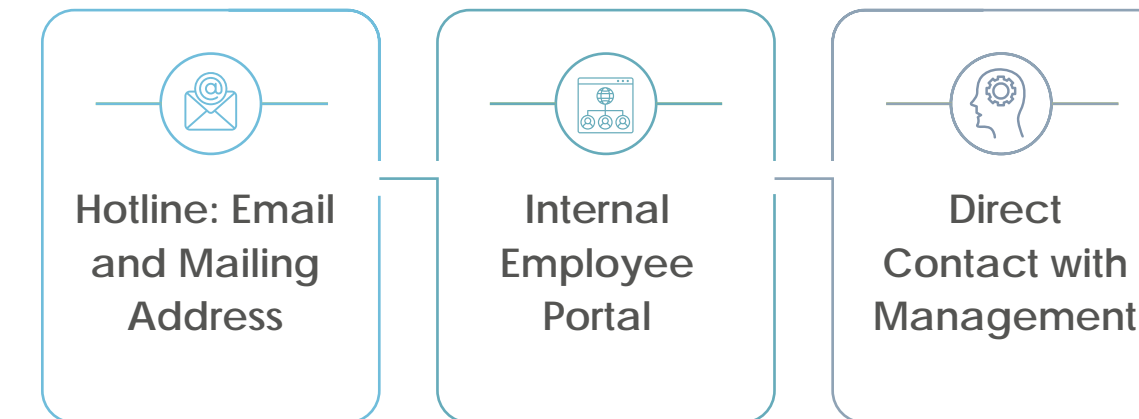
- 1. Confidential Reporting:** Provides a structured system for the confidential and anonymous reporting of concerns. Employees are encouraged to report issues related to accounting, internal controls, auditing, and any illegal or unethical behavior.
- 2. Code of Conduct:** Reinforces the importance of honest and ethical conduct, full and accurate disclosure, compliance with laws, prompt internal reporting of violations, and accountability for adherence to these principles as outlined in our Code of Conduct, applicable to all employees, directors, and officers.

The Whistleblowing Policy applies to all employees. The Audit Committee regularly reviews the Company's procedures to ensure compliance with laws and standards. Any amendments to these procedures require the Audit Committee's approval. Hassan Allam Holding encourages all employees and stakeholders to follow this policy to protect the organization's integrity and ensure its success.

Whistleblowing Procedures

Hassan Allam Holding has established a clear and effective framework for employees to report concerns, and for the Company to address these issues.

Whistleblowing Channels



Developing Stakeholder Engagement

Website Redesign

Hassan Allam Holding prioritizes the delivery of efficient and user-friendly communication methods. Therefore, the Company completely revamped its website to elevate and sustain high-quality communication. The website is the platform where the Company displays its current information, provides valuable resources, announces important updates, and enables direct communication with its stakeholders. It is designed to enable seamless and effective communication, ensuring the accurate and timely delivery of the Company's messages and updates.

The purpose of the website's revamp was to promote transparency, accessibility, open dialogue, and exploration of the Company's diverse services, groundbreaking projects, subsidiaries, and latest news. This initiative reinforces the Company's commitment to maintaining superior communication standards with all its stakeholders.





Risk Management

In recent times, there has been a shift from discrete risk management to more multidimensional approaches. It is crucial for us to recognize that both risk and opportunity landscapes are evolving rapidly. This requires us to ensure that our approaches are agile enough to keep up with the speed and scale of these changes.

Our Commitment

We are committed to implementing a comprehensive and dynamic approach for managing financial and sustainability risks and opportunities, while continuously improving our decision-making tools.

SDG Impact

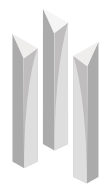


Focus	Target	Status	2022-2023 Performance
Business Continuity Management	<ul style="list-style-type: none"> Develop a corporate-wide BCM and Operational Resilience Plan (e.g. ISO 22301) in 2024 	⊖	
Risk and Opportunities Management	<ul style="list-style-type: none"> Review Risk Management Procedures to incorporate all ESG risks and opportunities in 2024 	◐	We have conducted a climate-related risk assessment based on TCFD recommendations and are actively integrating ESG-related risks into our overall enterprise risk management framework.
Decision-Making	<ul style="list-style-type: none"> Provide training for senior management on Many Objective Robust Decision-Making (MORDM) and Dynamic Adaptive Policy Pathways (DAPP) guidelines and methodologies in 2024 	⊖	
Data Privacy and Cybersecurity	<ul style="list-style-type: none"> Enhance the suite of policies and procedures for cybersecurity risks in 2025 Enhance data privacy and responsible technology practices and receive COBIT and ISO 27001:2013 (Information Security Management) in 2025 	◐	Our network infrastructure is supported by Cisco equipment, and our IT staff undergoes comprehensive training in cybersecurity and governance.

✔ Achieved ◐ In Progress ⊖ Not Started

Relevant Policies & Procedures

Risk Management Policy	This policy outlines a systematic process for identifying, analyzing, and responding to risks to maximize benefits and minimize threats in projects.
Enterprise Risk Management Procedure	This procedure promotes knowledge management and conformity of products and services across all departments, aligning with ISO standards.
Project Contingency Reserve Management Procedure	This procedure guides the estimation and management of cost contingencies to prevent cost overruns in projects.

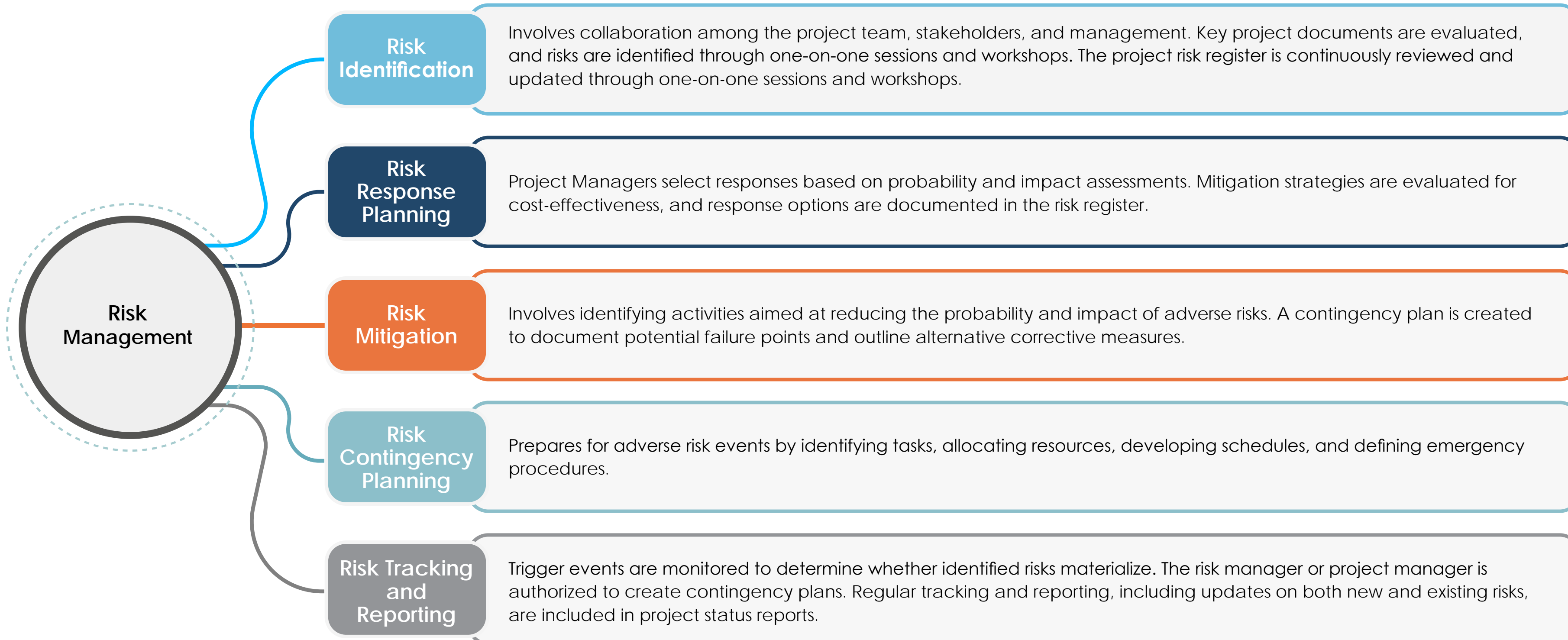
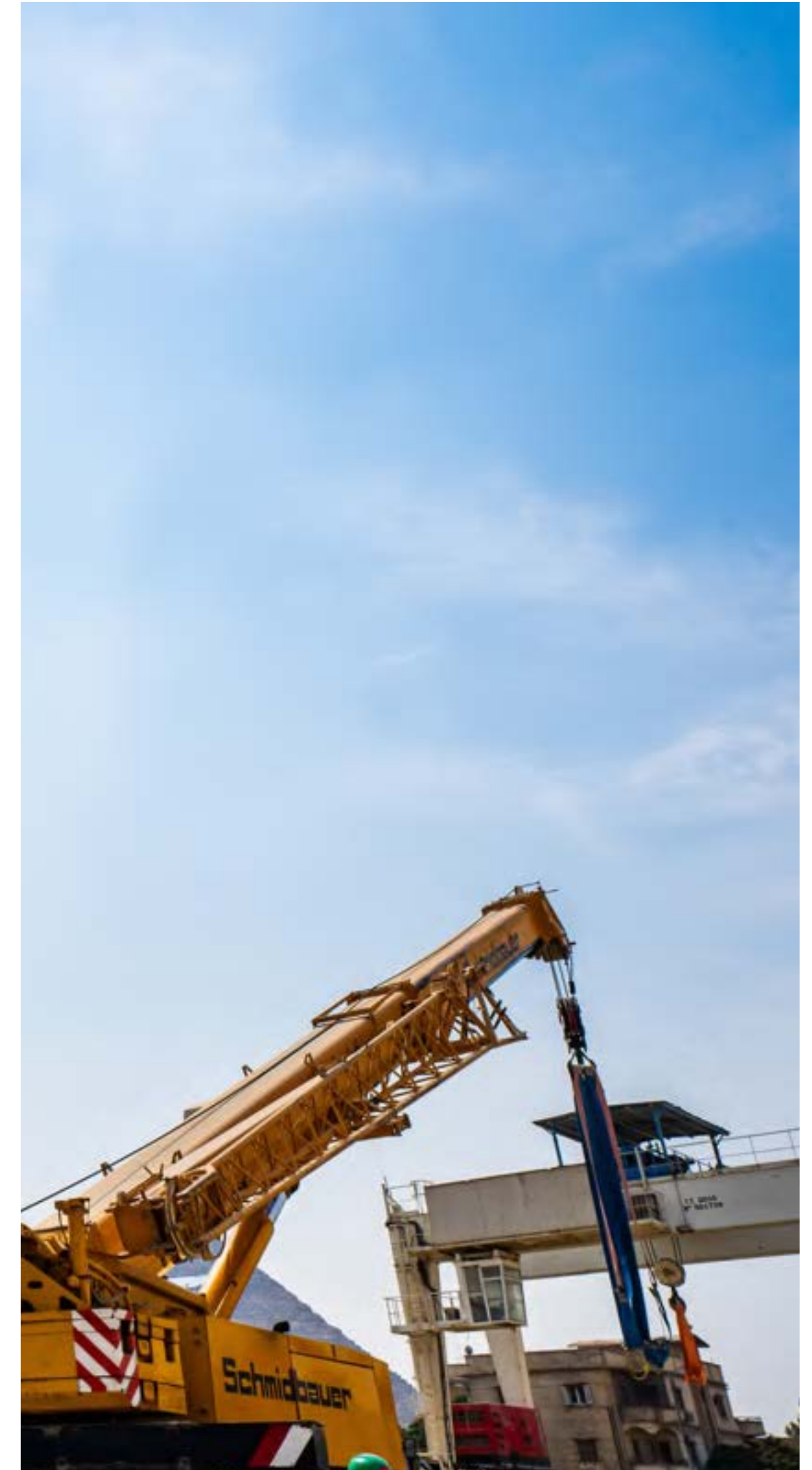


Risk Management

Risk Management Framework

Hassan Allam Holding's Risk Management Framework aims to identify, analyze, and respond to potential project risks. It focuses on maximizing benefits and minimizing threats associated with unexpected events.

The risk management plan sets a reliable approach for all Hassan Allam Holding activities. It covers planning, identification, analysis, monitoring, and control, with a focus on continuous updates. The goal is to reduce the probability and impact of adverse events while maximizing positive opportunities.



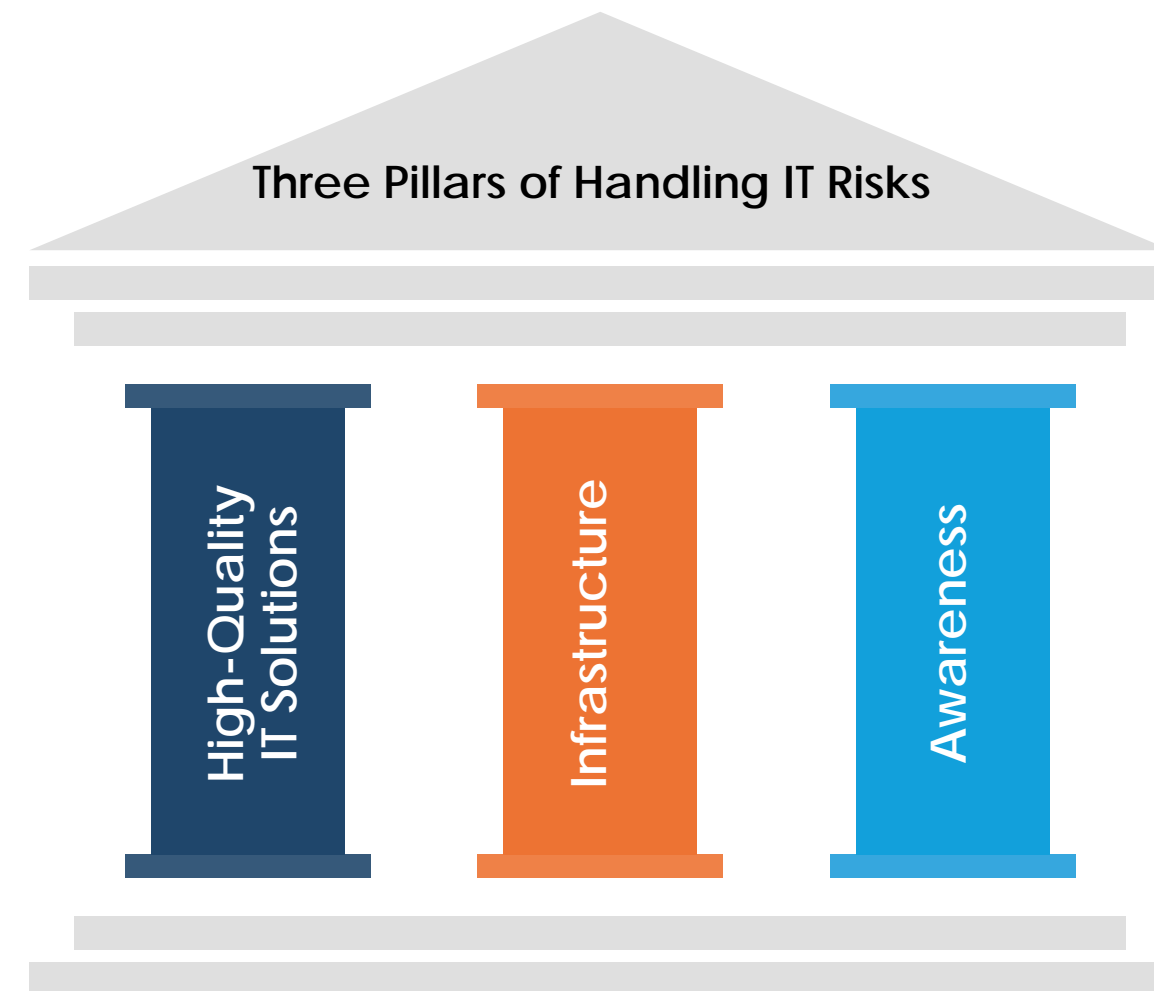


Risk Management

IT Risks & Mitigation

Hassan Allam Holding follows a comprehensive approach when managing IT risks to ensure the security and stability of its digital infrastructure. Its data center facilities, including the Main Data Center and the IT services' Disaster Recovery Data Center, have both been built according to ANSI/TIA/EIA 942 global standards. These facilities are equipped with precision cooling, backup power systems, access control, and fire suppression solutions. The Company's ERP infrastructure, including its SAP environment, is hosted on the AWS cloud to provide flexibility and scalability.

The network infrastructure, powered by native Cisco equipment, guarantees secure and reliable connectivity. Hassan Allam Holding provides its IT staff with globally recognized training programs and professional workshops in cybersecurity, service desk management, strategic governance, and networking. Its IT department is equipped with the necessary skills and certifications, such as Security+, ITIL, and CCNA, enabling them to effectively manage IT risks and uphold the organization's IT governance policies.



High-Quality IT Solutions

- Cutting-edge IT security solutions to ensure the security of business users' equipment
- CrowdStrike as EDR, Windows Defender and Kaspersky Anti-Threat solutions' suites to protect users business PCs/LTs

Infrastructure

Infrastructure is based on security equipment and managed services, such as Cisco FTD/Firepower with IPs/IDs firewall cluster, Sophos Firewall, Cisco open DNS cloud service for securing DNS resolution and protecting against DNS-based attacks

Awareness

Raising users' security awareness through email campaigns, IT policies, and procedures published on the Company's internal portal

Environmental and Climate Risk Assessment

In response to the escalating impact of climate change, Hassan Allam Holding has commissioned a TCFD report to integrate climate-related risks and opportunities into its governance structure, highlighting the active approach it takes in implementing sustainability into its everyday operations.

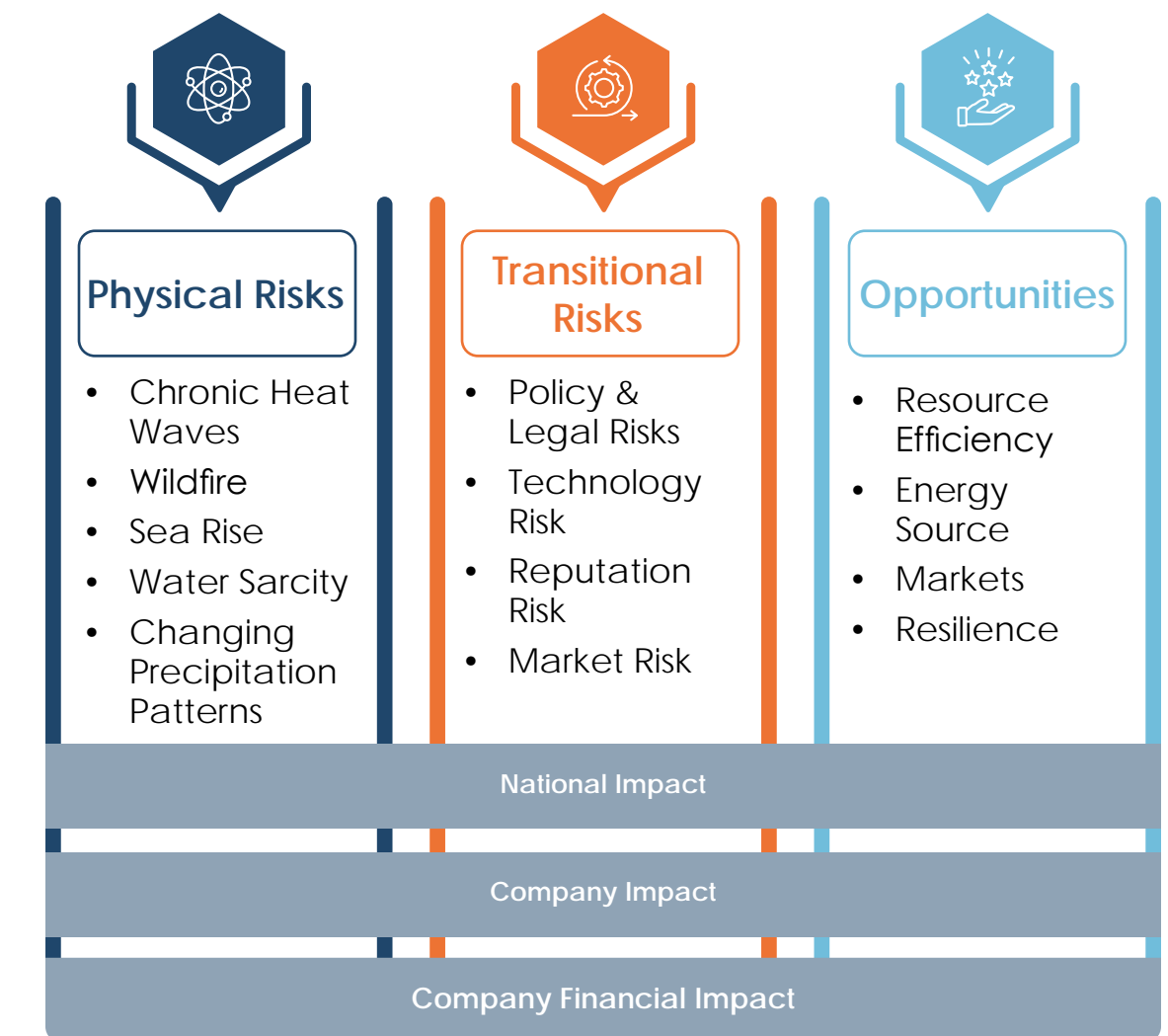
Following TCFD guidelines empowers enables the Company to fully understand climate risks and their financial implications, enhancing its financial performance in the long run. This transparent disclosure positions the Company as a leader in transitioning to a low-carbon economy. Through a comprehensive risk mapping process, Hassan Allam Holding has identified priority areas to address physical and transitional risks while capitalizing on emerging opportunities. Moreover, developing a climate risk register will pave the road for more sustainable growth. This underscores the Company's commitment to responsible governance and sustainable business practices amidst climate change challenges.

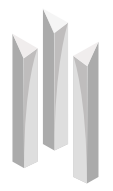
In keeping with TCFD guidelines, Hassan Allam Holding has quantified and communicated its climate-related risk management framework, outlining specific risks and strategies based on general and sector-specific impacts in Egypt. Adopting a standardized approach ensures effective identification, measurement, response, reporting, and monitoring of internal and external climate risks. By assessing these risks based on their potential impact and categorizing them accordingly, the Company gains insights to operate responsibly within environmental constraints while proactively preparing for environmental challenges.

Climate risks have been assessed based on their potential impact and categorized as low, medium, or high. This evaluation considered the national significance of each risk, its specific implications for the Company's operations, and potential financial consequences, utilizing a rating scale from low to high. Hassan Allam Holding's goal is to

apply mitigations and opportunities into the Environmental Management Risk System (ESRM) system. By integrating these risks into the Company's approach, it ensures a comprehensive understanding of how to operate responsibly within environmental constraints while addressing any potential environmental challenges.

Climate Risk Assessment





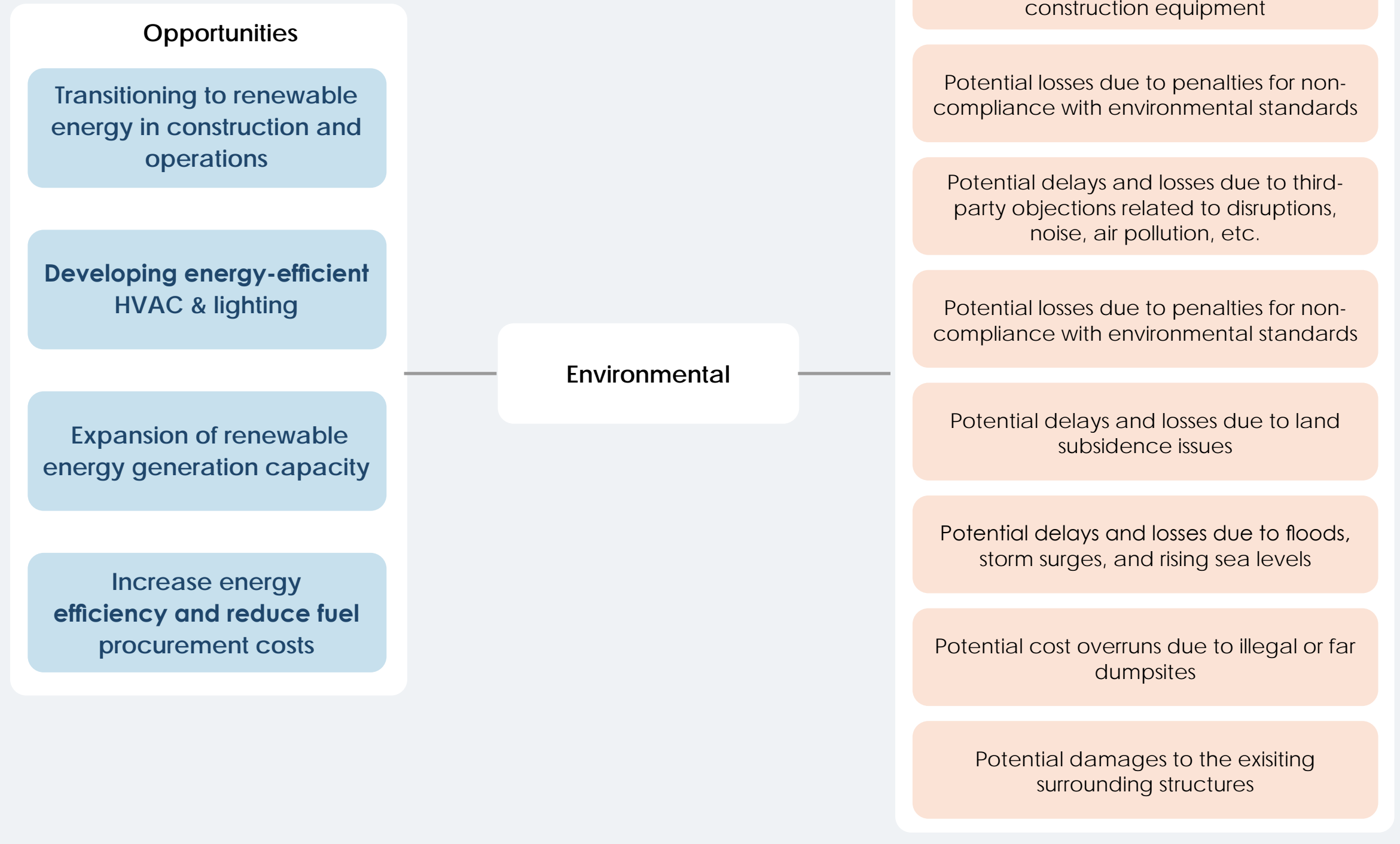
Risk Management

Hassan Allam Construction Environmental Risk Management Framework

As Hassan Allam Holding's largest subsidiary, Hassan Allam Construction is integral to the environmental risk management process, given the significant environmental impact associated with the construction industry.

Hassan Allam Construction has successfully integrated Health, Safety, and Environment (HSE) risks into its comprehensive risk registry. In an industry traditionally

associated with severe environmental impacts, Hassan Allam Construction's proactive stance on HSE risk management underscores its dedication to sustainable practices. By identifying and addressing these risks, Hassan Allam Construction not only mitigates potential negative impacts but also identifies opportunities for positive ESG outcomes.





Quality and Compliance

The rapidly evolving markets and regulations create pressure on companies, but they also spark innovation and continuous improvement. We have built a reputation for quality and compliance, customizing solutions to meet the demanding requirements of our clients.

Our Commitment

We are committed to enhancing our Quality Management System to ensure reliability, performance, and compliance at all levels of the Company, while meeting all legal and regulatory requirements. We are particularly focused on aligning our system with leading international environmental and social frameworks.

SDG Impact



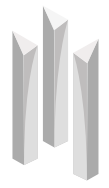
Focus	Target	Status	2022-2023 Performance
Environmental and Social Management	<ul style="list-style-type: none"> Develop and adopt a Corporate Environmental and Social Management System (C-ESMS) based on existing HSE policies and procedures in 2024 Align with IFC Performance Standards, EBRD Performance Requirements, World Bank ES Framework, and Equator Principles in 2024 		Hassan Allam Holding developed its ESG Framework in July 2023 and introduced sustainability-related KPIs across Holding-level functions. Annual performance monitoring is reported to the IFC, given that the IFC is a shareholder in Hassan Allam Holding.
Anticipatory Compliance	<ul style="list-style-type: none"> Annually assess compliance to legal and regulatory ESG requirements, including future developments Integrate ESG criteria into internal audit system in 2024 		
Quality Management	<ul style="list-style-type: none"> Integrate ESG criteria and sustainability targets into the current QMS (Quality Management System) across all functional areas as part of the C-ESMS in 2023 		

Achieved In Progress Not Started

Relevant Policies & Procedures

Hassan Allam Construction's Quality Policy

The Quality Management System is based on the ISO 9001:2015 standard, providing a framework for measuring and improving quality performance. It aligns with our strategic goal of being our client's preferred choice.



Quality and Compliance



Hassan Allam Holding views sustainability as integral to its mission and values. Our commitment to sustainability is not merely a strategic choice but a fundamental promise to contribute to a better future.

Hassan Allam Construction is a key driver of sustainability within Hassan Allam Holding. We prioritize green building practices, waste reduction, and recycling across our projects. Our commitment to green certifications is evident in projects like East Cairo Logistic Park, BEKO Factory, AAIB, City Center Almaza, Schlumberger, Zewail University, L'Oreal, and ongoing ventures in the Red Sea Global Projects in KSA. Additionally, we're expanding our renewable energy portfolio through partnerships with Masdar for green hydrogen production and ACWA Power for a 1.1GW wind project in Egypt. Our involvement in solar energy projects, such as the Benban solar park and a solar PV power plant in Sharm El Sheikh, further underscores our commitment to clean energy. Moreover, our collaboration on hydrogen-natural gas fuel blend technology at the Sharm El-Sheikh Power Plant highlights our innovative approach to sustainable energy solutions. Through these initiatives, we're actively contributing to a more sustainable and environmentally friendly future.

Hassan Allam Construction is strategically positioned to contribute significantly to Egypt's push for more sustainable regulations in the engineering and construction sector. With an extensive portfolio of projects in Egypt and beyond, we focus on infrastructure development, job creation, and enhancing human capital, having created over 45,000 job opportunities as a Group. We also attract foreign direct investment through our commitment to innovation and sustainability, while also prioritizing environmentally friendly practices.

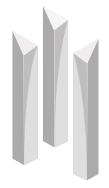
Strong partnerships with both public and private sectors ensure our projects align with national goals and community needs, fostering economic growth. Additionally, our emphasis on renewable energy projects, such as wind and solar, supports Egypt's transition towards a greener future, reducing reliance on fossil fuels and promoting sustainability.



Mohamed El Dahshoury

Chief Executive Officer
of Hassan Allam Construction





Quality and Compliance

Quality Management System

The operational components of the Quality Management System within Hassan Allam Holding is structured to ensure quality assurance.

ISO Quality Management Standards

Hassan Allam Holding holds ISO 9001:2015 ISO certifications across its subsidiaries, demonstrating adherence to quality management standards. These certifications encompass engineering and construction across various local and international sectors.

	Hassan Allam Construction
	Eden
	INTECH
	Kortech
	Magna Engineering and Construction
	Hassan Allam Construction Steel Division
	Hassan Allam Construction Concrete Products Division
	Hassan Allam Construction Wood Products Division
	Sarl Hassan Allam Construction Algeria





05

REWIRING THE ECONOMY

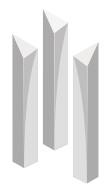
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In the past, economic systems operated at the expense of both people and nature. We can no longer afford to continue down this path.

We urgently need frameworks, business models, and tools that reconnect the economy to people's needs and nature's boundaries. We need an economy that works for everyone, and we need everyone to make this economy work.

Future economic systems will be shaped by new and expanded notions of value, large-scale projects revamped by impact investors, innovations that produce tangible social and environmental benefits, and partnerships with a collective commitment to sustainable business practices.





Value Creation Model

The traditional notion of value determined solely by price and functionality is being replaced by a broader understanding. This new perspective is enabled through co-creation, with a shared purpose and mutual benefits.

Our Commitment

We are committed to creating meaningful value for all our stakeholders and driving positive change in the world by listening to real human needs and helping our customers navigate their sustainability transition.

SDG Impact

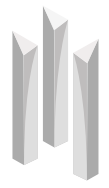


Focus	Target	Status	2022-2023 Performance
Business Metrics	<ul style="list-style-type: none"> Annually adopt sustainable value metrics (shared value creation, direct and indirect economic value creation and distribution, and impact frameworks) 		A CSR function will be established in January 2024. We are currently monitoring our projects and investments, and classifying them according to environmental and social criteria.
Tailored Services	<ul style="list-style-type: none"> Annually implement tailored services for clients to meet their sustainability goals and certifications (e.g., LEED, ISO-24510 certifications related to drinking water and wastewater services) 		We are constructing and developing green buildings and actively pursuing LEED and EDGE certification.
Revenue Streams	<ul style="list-style-type: none"> Annually diversify revenue to come from responsible products and services contributing to SDGs 		47% of revenues are from projects that have a direct impact on specific SDGs.

Achieved In Progress Not Started

Relevant Policies & Procedures

Hassan Allam Construction Tendering Department Manual	This manual outlines ethical and efficient tendering practices, promoting quality construction work and cost-effectiveness through collaborative efforts. It covers tender selection, preparation, submission, negotiation, monitoring, and reporting procedures applicable to the Company and its suppliers/subcontractors.
Hassan Allam Construction Business Development Procedure	This procedure outlines Hassan Allam Construction's business development life cycle to improve and sustain the end results of bid selectivity, strong capture, and client relationships.



Value Creation Model



The long-term success of Hassan Allam Holding as a leading business in Egypt and the region is intrinsically tied to the well-being of our environment and communities. Therefore, we have a responsibility to prioritize sustainable operations. This will not only safeguard the group's own future but also contribute to a future that will benefit Egypt and the entire region.

Eden's most unique asset is its manpower, comprising over 4,000 employees. As a "company of people," Eden invests heavily in the well-being and development of its staff at all levels and across various functions. For example, Eden has implemented a skill assessment tool for all employees to ensure that training and reskilling programs are tailored to their needs. Additionally, employees with existing skills that qualify them for more advanced roles are given opportunities for upgrades. Eden also ensures that the social needs of its workers are met by establishing worker camps in distinct locations and offering transportation and other services. Moreover, by collaborating with Al Orman School and other establishments, Eden provides job opportunities to recent graduates from local communities.

In addition to the aforementioned internal efforts, Eden also contributes to sustainability through utilizing digital solutions, partnering with local suppliers, implementing efficient grievance mechanisms, and managing waste effectively. Furthermore, Eden plans to provide more accurate estimations of asset values through digital tools such as Maximo. This will include not just the area, value of land, and type of asset, but also the lifecycle and depreciation of building components and equipment.

Eden is uniquely positioned to support the sustainable management of key Egyptian assets, such as the New Administrative Capital's ministries and the Grand Egyptian Museum, pioneering the concept of public-private partnerships. The success of these projects can help persuade other clients to adopt similar measures for green operations, further supported by Eden's ongoing initiatives.



Wael Ahmed Mostafa
Chief Executive Officer
of Eden Facility Management





Value Creation Model

Sustainable Business Metrics & Value⁶

Hassan Allam Holding is committed to expanding its financing sustainability initiatives, actively engaging in and leading investments that prioritize environmental preservation. Its financial portfolio reflects this dedication, with the bulk of revenue (94.9%) in 2023 derived from projects contributing to the UNSDGs, reaching 59.37 billion and marking a notable 14% rise from 2022.

The Company's sustainability portfolio is divided into two categories: one follows the UNSDGs and the second aligns with the International Capital Market Association's (ICMA) Green Bond Principles (GBP). These classifications guide the Company in measuring and communicating the positive contributions it makes to society and the planet.



94.9%

revenue from projects⁶ contributing to the SDGs in 2023



Green Projects⁷

Utilizing ICMA's Green Bond Principles strengthens Hassan Allam Holding's credibility by demonstrating its commitment to transparent and accountable sustainable investing practices. This standardized reporting framework ensures consistency and comparability, enabling stakeholders to assess its environmental impact effectively. Furthermore, aligning with emerging environmental regulations and best practices positions the Company for long-term success in an evolving sustainable market. The category of green projects represents 47.6% of its sustainable revenue, including the subsidiaries listed on the following page.



47.6%

of revenue from engineering & construction subsidiaries⁷ was from green projects in 2023

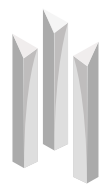


ICMA Categorization of Green Projects



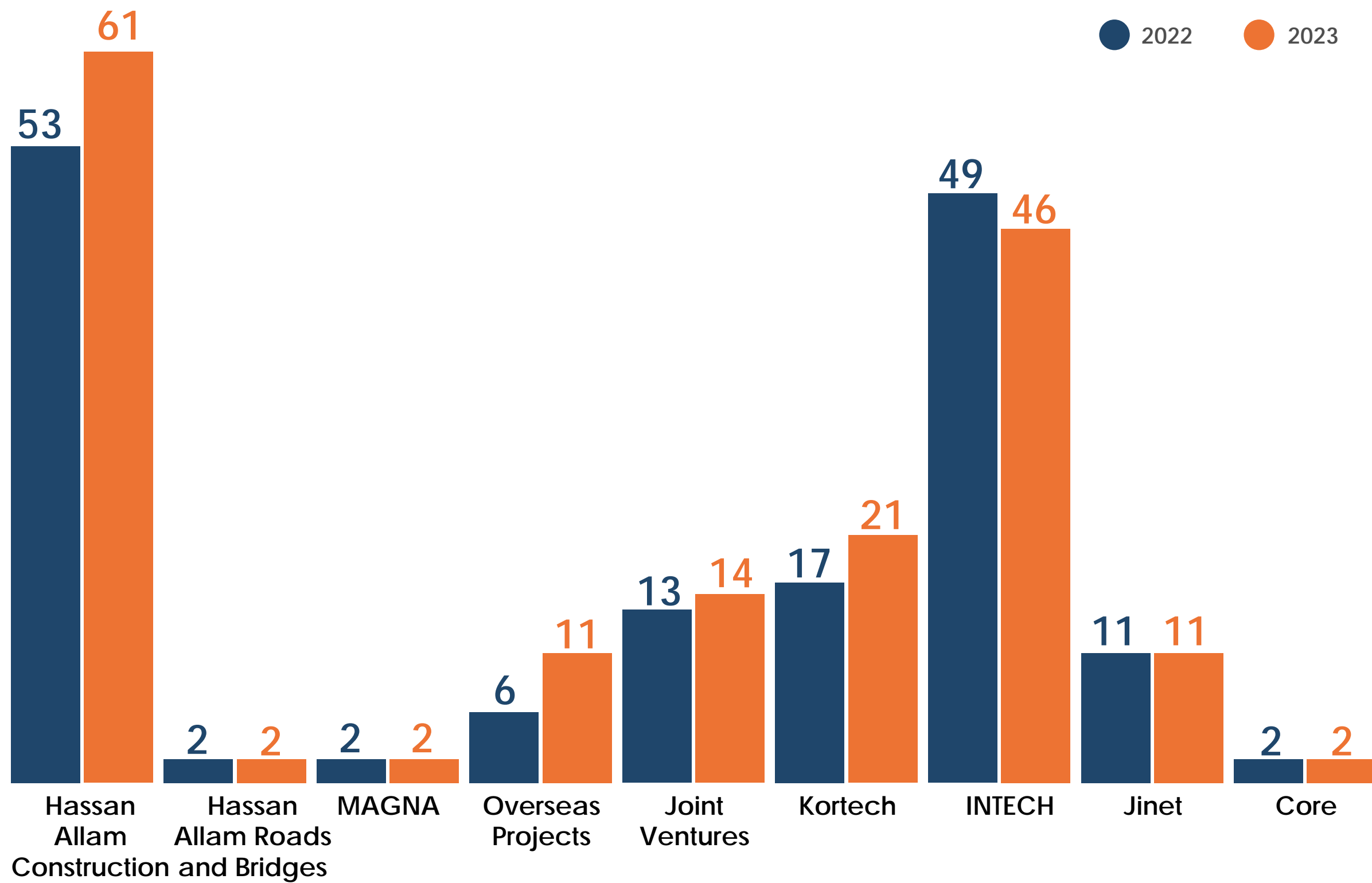
⁶ These values represent Hassan Allam Construction, including operations overseas and joint ventures, MAGNA, Hassan Allam Roads and Bridges, Kortech, INTECH, Jinet and Core.

⁷ These values represent Hassan Allam Construction, including operations overseas and joint ventures, MAGNA, Hassan Allam Roads and Bridges, Kortech, INTECH, Jinet and Core.



Value Creation Model

Green Projects by Subsidiary



170
green projects in 2023

9.7%
increase from 2022

Hassan Allam Holding continues to expand its efforts in integrating sustainability projects into its portfolio, with the number of green projects increasing from 2022 and 2023. Hassan Allam Construction, the largest subsidiary, accounted for 36% of these green projects in 2023.

Projects Contributing to UNSDGs⁸

Most of the revenue Hassan Allam Holding has generated aligns with the UNSDGs, with the majority of projects contributing to SDG 9 (industry, innovation, and infrastructure). This is consistent with the Company's objective to support the nation's aim to improve infrastructure and strengthen the local economy.



47.65%

revenue from projects contributing to the SDGs in 2023

52.5%

revenue from projects contributing to the SDGs in 2022



⁸ These values represent Hassan Allam Construction, including operations overseas and joint ventures, MAGNA, Hassan Allam Roads and Bridges, Kortech, INTECH, Jinet, and Core.



Investing Strategy

The financial system shapes our economy and influences our priorities and decision-making processes. Therefore, it must evolve into a driving force for sustainability, ensuring that every funded idea and project truly contributes to a future that is both livable and fulfilling for all.

Our Commitment

We are committed to leveraging diverse sustainable investment approaches and strategies to ensure responsible and ESG-aligned investments.

SDG Impact



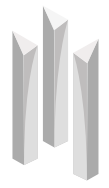
Focus	Target	Status	2022-2023 Performance
Framework	<ul style="list-style-type: none"> Launch Green Financing Framework in 2024 		Hassan Allam Holding started developing its Green Financing Framework with EBRD and DNV in June 2022.
Tailored Services	<ul style="list-style-type: none"> Screen all investments based on minimum ESG criteria annually New investments provide a measurable contribution to SDGs annually 		Hassan Allam Utilities' investments undergo ESG screening and actively contribute to SDGs.
Revenue Streams	<ul style="list-style-type: none"> Conduct sustainable investment and finance training programs across relevant subsidiaries, management levels, and teams in 2024 		Hassan Allam Holding's Sustainability Department plans to collaborate with UNDP Egypt to deliver training on the SDG Impact Standards in 2024.

Achieved In Progress Not Started

Relevant Policies & Procedures

Hassan Allam Utilities Investment Strategy

Hassan Allam Utilities invests in four key sectorial verticals, namely green energy, water, logistics and transport, and social infrastructure. These investments are guided by several principles outlined in the Investment Strategy: sector and sub-sector, geography, control and governance, partnership strategy, holding period, target returns, exit routes, and average ticket size.



Investing Strategy



Sustainability matters to any business group that wants to remain profitable in the long run, as it is no longer a choice. Developers, governments, and other clients seeking services, such as those offered by Hassan Allam Holding, will prioritize providers who can help them achieve their sustainability and climate-related goals and targets.

At Hassan Allam Investment Managers, our unique asset is our identity - who we are as a company. We are a team of investment professionals who excel in identifying the right investments, forming the right partnerships, and seeing projects through to success. While other assets progress and change over time, maintaining the right human capital is crucial to ensuring our capability to meet the expectations of our partners, who rely on our brand name and expertise when deciding to do business with us.

Our investment strategy focuses on sustainability. We either invest in green projects or integrate sustainability into our other projects, including those in the transport and logistics sectors. For example, in addition to building green warehouses, we also evaluate existing assets to implement measures aimed at conserving water and energy, thereby reducing our carbon footprint and negative environmental impact. We also have long-term plans to produce green hydrogen. This initiative aims to unlock additional value by replacing fossil fuels in some energy-intensive industries like steel and cement production.

One example of Egypt's strategies towards sustainability is its ambitious plan to increase energy production from green and renewable sources. This initiative enables us to develop and invest in more projects and attracts key players to participate in these endeavors. Additionally, the government is promoting efforts to secure water resources through treatment and desalination, while also paying particular attention to logistics and urban transportation. These efforts aim to maximize contributions to climate change mitigation and adaptation.



Dalia Wahba

Chief Executive Officer of
Hassan Allam Investment Managers





Investing Strategy

Green Financing Framework & Investment Framework Strategy

Hassan Allam Holding aims to strengthen its sustainability strategy by investing in sustainable solutions that empower communities, minimizing its carbon footprint, and integrating sustainable practices across the industry. It has successfully built a strong portfolio of investments that supports national goals by aligning its projects with the (UN SDGs) and the ICMA's Green Bond Principles (GBP).

Collaborations and Partnerships for Sustainable Investments

In 2022 and 2023, Hassan Allam Holding formed multiple partnerships dedicated to sustainable development by allocating funds and resources to ESG initiatives, demonstrating its commitment to implementing its sustainability strategy.



Hassan Allam Holding - Corporate Climate Governance (CCG) Technical Cooperation Program

This program is designed to equip Hassan Allam Holding with the knowledge and tools needed to effectively implement strong corporate climate governance practices. This process involved collaborating with experts to develop a comprehensive climate change strategy and establish clear reporting and accountability mechanisms that align with the Task Force on Climate-Related Disclosures. By taking these steps, Hassan Allam Holding can demonstrate its commitment to sustainability and environmental stewardship while also mitigating climate-related risks and seizing opportunities associated with the transition to a low-carbon economy.

Legacy Development & Management - Gender and Inclusion Technical Cooperation Program

This program aims to promote gender equality and social inclusion within Legacy by developing and delivering educational materials through a training of trainers model. By creating a more inclusive workplace and encouraging the participation of both genders in the workforce, the program strengthens Legacy's efforts to address the gaps in the Egyptian labor market.



The relationship between A.P. Moller Capital and Hassan Allam Holding has been mutually beneficial, and we fully support Hassan Allam Holding's strong commitment to sustainability. We are collaborating with Hassan Allam Utilities on strategic initiatives to decarbonize our joint investments, and Hassan Allam Holding's role in monitoring progress on the ground is critical to our success.

Hassan Allam Holding is a large organization capable of leveraging expertise from its diverse business units and functions. We have witnessed this firsthand, utilizing Hassan Allam Holding's cross-functional expertise to conduct specific reviews and assignments on our projects and leveraging specialized personnel to perform a health and safety audit of our operational assets. Additionally, Hassan Allam Holding's Sustainability Team is monitoring the greenfield logistics park and is committed to implementing best practices and obtaining certifications such as EDGE for this facility in particular. In collaboration with Hassan Allam Holding, we have made significant progress in implementing the Environmental and Social Action Plan (ESAP) for our brownfield asset.

We are working with Hassan Allam Utilities and a qualified third party to establish science-based reduction targets and develop a decarbonisation roadmap for our joint venture investment. This strategic roadmap will guide the company toward emission reductions aligned with the objectives outlined in the Paris Agreement.

As an article 9 fund, sustainability is at the core of everything we do. A.P. Moller Capital and Hassan Allam Holding share aligned sustainability objectives. We are pleased to partner with Hassan Allam Holding, given our shared vision and objectives. Moving forward, we will remain committed to reducing carbon emissions and increasing the economic impact of our projects to improve the well-being of society and communities where we operate.

AP Moller Capital



Investing Strategy

Sustainable Investment Through Hassan Allam Utilities

Hassan Allam Utilities, serves as the investment and development arm of Hassan Allam Holding, strategically focused on four integral sectors, with a core emphasis on sustainable infrastructure. The company aims to address disparities in service and availability across key sectors, including water, energy, transportation, logistics, and social infrastructure across Egypt and the wider MEA region.



Energy

Aligned with Egypt's target to fulfill 42% of its electricity needs from renewable sources by 2030, Hassan Allam Utilities' projects aim to support the country's efforts to decarbonize the energy sector. By doing so, the company contributes to Egypt's Intended Nationally Determined Contributions (INDCs) under the UNFCCC, strengthening the nation's commitment to fighting climate change.



Hassan Allam Utilities and ACWA Power signed a Power Purchase Agreement with EETC to build a 1.1 GW wind power generation site, set to become one of the world's largest onshore wind farms and the Middle East's largest.

Water

In response to severe water scarcity in Egypt, Hassan Allam Utilities is actively involved in the development and operation of various types of water management assets across the sector's value chain. These efforts include desalination plants, wastewater treatment facilities, and closed community water management solutions.



Ridgewood is a leading water desalination company with over 60% market share in key regions. Ridgewood specializes in constructing, operating, and owning reverse osmosis water desalination plants along Egypt's coast.



80,000 m³/day

aggregate capacity of industrial desalination assets



Transportation & Logistics

Hassan Allam Utilities' investments in warehouse and cargo solutions contribute to sustainable development by promoting economic growth (SDG 8), and industry, innovation, and infrastructure (SDG 9). These projects create job opportunities, enhance productivity, and support technological advancements in the logistics sector, contributing to economic prosperity and infrastructure development. Additionally, by improving supply chain efficiency and reducing the operational carbon footprint, through building green warehouses, for example, these investments help achieve environmental sustainability goals outlined in SDG 13 (Climate Action) and SDG 12 (Responsible Consumption and Production).



CACC Cargolinx, with a **40% market share** in 2022, operates cutting-edge import, export, and express cargo terminals across **191,000 square meters**. CACC facilities are ushering in a new era of advanced logistics, handling over **76,000 tons of cargo** annually.



Social Infrastructure

Hassan Allam Utilities' commitment to social infrastructure investment, including education, healthcare, museums, and arts promotes sustainable development by addressing societal needs and enhancing human capital.



The Grand Egyptian Museum embodies sustainability by integrating multiple sustainable functions into its design. Beyond being a museum, it includes entertainment, commercial, and dining areas, promoting local products and encouraging cultural exchange. This investments aligns with SDG 11 in supporting social infrastructure, particularly targeting 11.4, which aims to "protect the world's cultural and natural heritage."

Legacy Development and Management was granted Egypt's first museum management concession to operate and provide services and facility management at the Grand Egyptian Museum for 12 years.

The Grand Egyptian Museum is the world's largest museum dedicated to a single civilization. The estate surrounding the museum will feature entertainment, commercial, and dining areas displaying a selection of Egyptian products and brands. It will also include education centers to host international speakers and educators. The museum is designed according to several national and international green building standards, significantly reducing its carbon footprint through measures such as passive cooling.

L | E | G | A | C | Y

A HASSAN ALLAM HOLDING COMPANY





Investing Strategy



From the first day we started working together, I was impressed by the efficiency of the employees at Hassan Allam Utilities and Hassan Allam Holding as a whole. Their highly qualified and skilled teams create an environment where collaboration thrives and the right solutions for the business are found. Hassan Allam Utilities, in particular, demonstrates a unique ability to place the right people in the right teams at the right time. I was pleased to see a diverse range of experience levels, especially among young talent, in an industry that is typically dominated by seasoned experts. This focus on promoting a supportive growth environment truly reinforces Hassan Allam Holding's dedication to sustainability. Transparency lies at the core of this commitment, empowering accountability and driving continuous improvement, which are essential elements for long-term, sustainable growth.

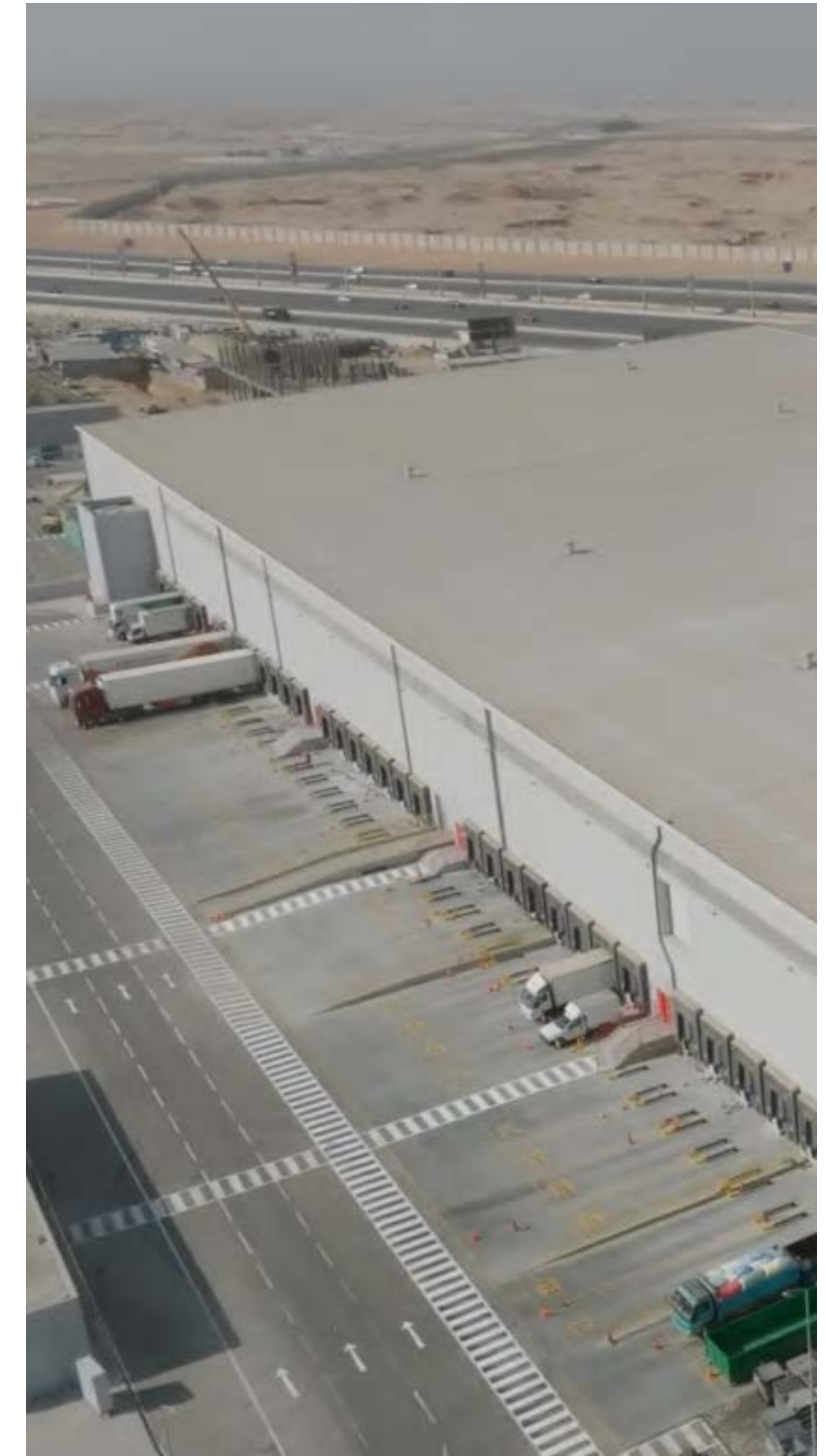
Our partnership represents a pioneering business model in Egypt, addressing a unique niche in the supply chain. We provide high-quality warehousing solutions that significantly enhance management functionality and efficiency, addressing the prevalent issue of outdated and poorly managed facilities in developing countries, which can lead to problems like wastage and even illegal activities. In addition to empowering local supply chains, this partnership also ensures economic sustainability for stakeholders.

Beyond operational excellence, our collaboration extends to sustainable building and construction practices. We utilize on-site solar PV panels, carefully chosen building materials, and natural lighting solutions to minimize the carbon footprint of our operations. Additionally, we adopt advanced construction technologies as part of our sustainability efforts. To future-proof our warehouses, we use electric vehicle (EV) charging stations for our clients' vehicles, encouraging them to reduce their own carbon footprint and achieve their sustainability goals. These efforts, coupled with our dedication to providing a clean, healthy, and safe working environment for both our employees and our tenants' employees, reflect our shared commitment to a sustainable future.

We, at Agility, are proud to partner with Hassan Allam Holding on their sustainability journey and look forward to more collaborations on innovative solutions that benefit both our businesses and the environment.

Joe Lebrato

Vice President
of Agility Logistics Parks





Business Development

Every innovation starts with a dream of making things better, whether in everyday life or business operations. There is another side of innovation—one that explores new opportunities, taps into entirely new ventures, and expands the realm of possibilities. This is the type of innovation we aim to focus on.

Our Commitment

We are committed to building capacities and harnessing innovation to accelerate the transition to sustainability through feasible, practical, and scalable solutions.

SDG Impact



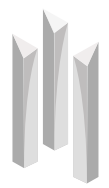
Focus	Target	Status	2022-2023 Performance
Sustainability Innovation Teams	<ul style="list-style-type: none"> Develop and train dedicated research and development teams in each subsidiary to develop solutions addressing sustainability challenges in 2024 		We have established the Business Innovation Hub on a Group level.
Sustainability	<ul style="list-style-type: none"> Develop a proprietary program to facilitate the next generation of sustainable solutions by supporting innovative start-ups and ideas, such as Khazna and Bioworks AG (a Hassan Allam Holding subsidiary) in 2025 		
Innovation	<ul style="list-style-type: none"> Hold an annual workshop to bring together bright minds and exchange ideas about the future of sustainable infrastructure in the region in 2025 		

Achieved In Progress Not Started

Relevant Policies & Procedures

Business Development Procedure

This procedure outlines Hassan Allam Construction's business development life cycle to improve and sustain the end results of bid selectivity, strong capture, and client relationship.



Business Development



Every decision, from wastewater management to eco-friendly initiatives like hybrid vehicles and paperless operations, is a step toward a greener future. Our commitment extends beyond reducing our carbon footprint. It encompasses preserving our planet for future generations. By embracing sustainability, we enhance our competitive edge, mitigate risks, promote a healthier environment, and attract top talent. At Bioworks AG, sustainability isn't an option; it's our promise to prioritize people and the planet for a brighter tomorrow.



Executive Board of Bioworks AG

Business Innovation Hub

In 2023, Hassan Allam Holding launched its Business Innovation Hub, a dynamic and collaborative platform dedicated to promoting innovation across the entire organization and its subsidiaries. This initiative is built upon three main pillars:

1. Value Creation	2. Cultural Change	3. Startup & Acquisitions
<p>Exploration of New Technologies: Embracing cutting-edge technologies, such as virtual reality, augmented reality, 3D printing, automation, and artificial intelligence to revolutionize our offerings and enhance operational efficiencies.</p> <p>Innovative Products and Services: Introducing groundbreaking products, services, value propositions, and business models that redefine industry standards and create substantial value for our stakeholders.</p>	<p>Process Optimization: Implementing new processes and optimizing existing ones to enhance efficiency, productivity, and overall performance. This includes leveraging advanced analytics and AI-driven insights to streamline operations.</p> <p>Metrics and Incentives: Establishing new metrics and incentive systems to cultivate a culture of continuous innovation and creativity. By setting clear innovation goals and rewarding outstanding contributions, we aim to inspire and motivate teams to think outside the box.</p>	<p>Strategic Recommendations: Providing insightful recommendations for both conglomerate and congeneric acquisitions, ensuring strategic expansion and alignment with our innovation goals. These acquisitions are aimed at integrating new technologies and capabilities that complement and enhance our existing operations.</p> <p>Startup Engagement: Actively seeking partnerships with innovative startups to integrate fresh ideas and cutting-edge solutions into our business ecosystem. This proactive approach allows us to stay ahead of industry trends and leverage the agility and creativity of emerging enterprises.</p>

To further enhance collaboration and drive innovation, the Business Innovation Hub encourages all Hassan Allam Holding employees to actively participate in the innovation process. Employees can share their ideas and collaborate with the dedicated business innovation team, comprised of passionate and forward-thinking professionals, through direct communication via the dedicated email address businessinnovationhub@hassanallam.com. This engagement ensures that every innovative idea is nurtured and developed to its fullest potential, driving Hassan Allam Holding toward a future of unparalleled success and technological advancement.

The Business Innovation Hub establishes Hassan Allam Holding as a beacon of progress and industry leadership by promoting an environment that values innovation and utilizes the latest technological advancements. Together, we are paving the way for a future where innovation is at the heart of everything we do.

Warehousing Innovation

In the presence of the Minister of Civil Aviation, Hassan Allam Utilities and A.P. Moller Capital have collaborated to develop an integrated logistics platform for warehousing and handling services in Egypt. This strategic partnership, aimed at attracting around USD 200 mn in direct investments, focuses on supporting Egypt's logistics sector, particularly in freight and warehouses. The goal is to enhance trade flows and capitalize on emerging market opportunities in Egypt and Africa, in cooperation with international institutions.



USD 200 mn

project investment attraction





Business Development

IMM-Box

- 1 Introduction**

IMM-Box is a cutting-edge immersive reality solution designed to revolutionize the way we display and interact with project BIM models. By integrating advanced visualization and modeling technologies, Imm-Box allows stakeholders to experience, evaluate, and refine designs in a highly interactive environment. This innovative approach enhances decision-making processes, optimizes project workflows, and elevates overall project delivery.
- 2 Bidding Phase**

This phase leverages Imm-Box's advanced visualization capabilities to transform conceptual designs from designers, architects, and consultants into the most efficient construction methodologies. By employing state-of-the-art verification and validation techniques, we ensure accuracy and facilitate the proposal of multiple quotations based on diverse design options. Our cutting-edge visualization tools enable clients to explore and understand design possibilities, significantly enhancing the likelihood of securing project awards.
- 3 Design & Coordination Phase**

This phase utilizes life-size 3D visual inspections within Imm-Box to enhance the understanding of intricate details, thereby reducing project complexity. Real-time coordination and collaboration platforms enable teams to visualize and address pre-construction issues, preventing costly reworks. Immersive HSE training inductions conducted in a completely secure virtual environment dramatically improving safety outcomes.
- 4 Construction Phase**

The "Visualize Now - Build Later" model proactively identifies and eliminates errors before they occur. It minimizes the need for on-site visits by integrating 360° cameras and laser scanners, ensuring precise As-Built records for Operations & Maintenance (O&M) and Asset Information Management. Its around-the-clock, on-demand 3D/4D modeling capabilities allow for remote project management and oversight, thereby enhancing efficiency and flexibility throughout the construction process.





Business Development

Building Boundless Horizons

Hassan Allam Holding is on track with its global expansion strategy, maintaining a strong regional presence in over ten countries. Its biggest market is currently Egypt. The Company is committed to delivering exceptional projects while adhering to the highest international standards of quality and safety. It remains dedicated to delivering excellence, building partnerships, and making a significant impact in the construction and engineering industry in the region.

Saudi Arabia Expansion

Through subsidiaries like Hassan Allam Construction KSA and Saudi Tunneling Company for Contracting (STCC), Hassan Allam Holding is involved in important projects across various sectors, such as infrastructure, water and wastewater, hospitality, utilities, and buildings. The Company's contributions include notable projects like civil works for water treatment plants and partnerships in the hospitality sector. With expertise in tunneling, the Company brings valuable capabilities to ongoing projects in Saudi Arabia. The awarded projects make Saudi Arabia a crucial market for the Company's expansion.

By contributing to the fulfillment of Saudi Arabia's Vision 2030, Hassan Allam Holding actively supports and contributes to the realization of its ambitious plans. The Company recognizes the role Vision 2030 plays in diversifying the economy, promoting sustainability, and driving social and cultural progress across the country. This demonstrates its dedication to supporting sustainability and growth across its subsidiaries and international branches.

United Arab Emirates Expansion

Hassan Allam Construction is expanding its operations to the United Arab Emirates by opening a new office in 2023. Hassan Allam Holding aims to contribute to the development of the UAE and the region by leveraging the Company's expertise and proven track record. Hassan Allam Holding anticipates a future of limitless possibilities and monumental achievements by combining capabilities with the dynamic environment of the UAE.



Hassan Allam Holding: A Dedicated Partner for COP27

Hassan Allam Holding demonstrated its commitment to sustainability and climate action at COP27. The Company partnered with Egypt's Ministry of Foreign Affairs as a supporting sponsor for COP27, aligning with Egypt's Vision 2030 and the UNSDGs.



Preparation

Hassan Allam Holding helped develop essential buildings, services, and infrastructure in Sharm El-Sheikh for COP27 through the following subsidiaries: Hassan Allam Construction, Hassan Allam Utilities, Kortech, Jinet, and PGESCO.

Solar PV Power Plant

Hassan Allam Utilities developed a solar PV power plant with a capacity of 5 MW. The plant will generate over 9 GWh of green energy per year, offsetting more than 4,000 tons of CO² annually.

Sharm El-Sheikh Power Plant

Six years after Hassan Allam Construction built this conventional power plant, a General Electric (GE) LM6000 gas turbine was safely and successfully operated on hydrogen-blended fuel for the first time in Africa. This project was executed less than five months after a strategic cooperation agreement was signed among the Egyptian Electricity Holding Company (EEHC), GE, Hassan Allam Construction, and PGESCO. This project illustrates that it is possible to generate lower carbon, reliable, on-demand power.

The Reviving Humanity Memorial

Hassan Allam Construction, Kortech, and CORE built seven exhibitions dedicated to celebrating human values and achievements while promoting environmental awareness.

Sharm El-Sheikh Conference Center

Built in collaboration between Hassan Allam Construction and Kortech, this project was executed by Hassan Allam Construction in a record time of 8 months in 2018, housing 7000 people.

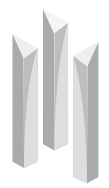
The Blue Zone Area COP27

Hassan Allam Construction and Kortech partnered on the Blue Zone project, completing the construction and installation of 22 tents over 54,885 sqm within 5 months.

Golf Villas

Built by Hassan Allam Construction and Kortech, 52 villas were prepared for the delegates with landscaping completed by Jinet, replanting 140,000 sqm of grass and 1000 trees, and reviving 5 lakes.





Business Development

Hassan Allam Holding: A Dedicated Partner for COP27

Participation in COP27

Hassan Allam Holding's Blue Zone Panels featured discussions on key topics like sustainable architecture, showcasing diverse perspectives and insights.

Panels

Sustainable Architecture and the Architecture of Sustainability

This panel discussed the importance of green architecture in cooling cities, highlighting both traditional and modern construction practices in Egypt and around the world, using the Grand Egyptian Museum as a case study.



Accelerating the Decarbonization of the Power Sector

This panel focused on exploring the possibility of decarbonizing the existing power sector by transforming existing gas turbines into hydrogen-natural gas fuel blend turbines.



Water Scarcity: The Challenge for Food, Humans, and the Environment

This panel discussed the idea of adapting to climate change by reusing water to achieve access to clean water, sanitation, and zero hunger. It also explored the potential for using water in green hydrogen production to promote clean and affordable energy.










Business Development

Knowledge Development: Panels, Expos, and Exhibitions

Participating in trade shows and national trade exhibition is an opportunity for Hassan Allam Holding to improve its sustainability performance. Engaging in these events allows the Company to connect with stakeholders who prioritize sustainability, thereby attracting investors, customers, and partners aligned with ESG values. Furthermore, participation facilitates knowledge exchange and collaboration with industry peers, driving innovation and continuous improvement in sustainable practices.



Event	Hassan Allam Holding's Contribution
 <p data-bbox="1126 639 1402 699">2023: EGPES – Egypt Petroleum Show</p>	<ul data-bbox="1452 615 3218 727" style="list-style-type: none"> • Hassan Allam Holding's booth showcased the Company's impressive track record in delivering major projects. • Hassan Allam Utilities CEO participated as a panelist in the "Sustainability in Energy Conference and Awards" and "Finance and Investment Energy Conference."
 <p data-bbox="1126 868 1359 958">2023: Egypt Infrastructure and Water Expo</p>	<ul data-bbox="1452 840 3218 986" style="list-style-type: none"> • Hassan Allam Holding participated in the Egypt Infrastructure and Water Expo as a diamond sponsor at the Egypt International Exhibition Center (EIEC). • Hassan Allam Holding showcased its innovative solutions and technologies and engaged with key stakeholders, contributing to the growth and development of the industry as a whole.
 <p data-bbox="1126 1127 1369 1187">2023: Saudi Infrastructure Expo</p>	<p data-bbox="1452 1127 3218 1187">Hassan Allam Holding participated in the Saudi Infrastructure Expo (SIE), where it networked with other businesses and showcased its innovative projects aimed at developing smart city infrastructure in alignment with the Saudi Arabia Vision 2030.</p>
 <p data-bbox="1126 1390 1392 1450">2022-2023: The Big 5 Construct Egypt</p>	<p data-bbox="1452 1318 3218 1521">Hassan Allam Holding participated as a diamond sponsor of the Big 5 Construct Egypt, which brought together key market players to explore cutting-edge technologies that can achieve economic growth. They also discussed new horizons for sustainable design and green building, the untapped potential of green hydrogen in Egypt, facilities management, and supply chain localization. The event hosted over 30 CPD-certified covering topics such as the creation of strong compliance frameworks for innovative building materials, systems and methods, the future of sustainable design and green building, blockchain in water infrastructure, revitalizing urban spaces in Egypt, and the future of urban design.</p>
 <p data-bbox="1126 1618 1379 1740">2022: Annual Meeting of the Asian Infrastructure Investment Bank</p>	<p data-bbox="1452 1647 3218 1712">Hassan Allam, CEO of Hassan Allam Holding, participated as a panelist in a discussion focused on the involvement of multilateral development banks in mobilizing private sector funding for infrastructure investment, demonstrating the Company's support for SDGs 9 and 11.</p>



Procurement and Supply Chain

Over the years, we have developed lasting and trusting relationships with our suppliers, continuously exploring ways to enhance our collaboration and support each other in our respective journeys. This strategy aims to strengthen these ties by establishing a shared ESG baseline and enabling every supplier to benefit from our sustainability commitments, achievements, and resources.

Our Commitment

We are committed to building responsible, strong and sustainable supply chains, utilizing the knowledge and experience of our partners and supporting their journey toward sustainability.

SDG Impact



Focus	Target	Status	2022-2023 Performance
Supplier Responsibility and Security	<ul style="list-style-type: none"> Supplier Code of Conduct and ESG Due Diligence in 2024 Supply Chain Transparency in 2025 Adopt PAS 7000 (Supply Chain Risk Management – Supplier prequalification) and ISO 28000 (Security Management System for the Supply Chain) in 2026 	⊖	
Procurement	<ul style="list-style-type: none"> Adopt Green Procurement System according to ISO 20400 (Sustainable Procurement) in 2025 Launch Green Vendor database in 2026 Localized Supply Chain in 2030 	◐	We have started developing a green vendors database and forming partnerships with suppliers with enhanced environmental performance.

✔ Achieved ◐ In Progress ⊖ Not Started

Relevant Policies & Procedures

Business Partner and Counter Party Code of Business Conduct	This code of conduct ensures full compliance with Anti-Bribery and Corruption laws, emphasizing a zero-tolerance approach to corruption in all business dealings. Partners are expected to uphold professional integrity, fairness, and sustainability standards in alignment with the Company's Code of Business Conduct.
Procurement Procedures Manual	This manual aims to establish best-in-class procurement services, providing high-quality goods and services at competitive prices, with defined roles and responsibilities. It covers various procurement procedures for the benefit of the Company and stakeholders.
Warehouse Procedures	These procedures define the roles and responsibilities of personnel involved in warehouse services and acts as a reference for ensuring consistent application of procedures by warehouse staff.



Procurement and Supply Chain



Sustainability is not only important to Hassan Allam Holding but to the entire world. Its importance stems from our need to reduce our carbon footprint for long-term viability. As a prominent company in Egypt, Hassan Allam Holding must lead by example and strive for sustainable development.

At Hassan Allam Trading and Engineering, our workforce is our most valuable asset, serving as the cornerstone of our enterprise. Nurturing talent and investing in our employees are paramount to our operations. Moreover, we prioritize their well-being and acknowledgment, fostering their growth and empowerment.

On the business front, we prioritize supporting local suppliers and only resort to imports when the requested item is unavailable in the Egyptian market. This approach helps strengthen the Egyptian economy and reduce our GHG footprint. Additionally, we focus on reducing our office's energy and water consumption to minimize our environmental impact. We also collaborate with neighboring companies to enhance and develop our community. For example, we transformed a nearby dumping site into a garden as part of our CSR efforts. Furthermore, we are committed to introducing innovative and sustainable solutions to the Egyptian market. We are currently collaborating with 3S to include EV concrete mixers into their fleet. Our goal is for our entire company fleet to consist of electric vehicles within the next five years. Moreover, we collaborate with international suppliers on training programs to empower our workers and strengthen our local talent pool.



Ahmed Mostafa

Chief Executive Officer
of Hassan Allam Trading and Engineering

Toward Sustainable Supply Chain Management

Hassan Allam Holding excels in procurement and supply chain management, prioritizing efficiency and quality. Through strategic partnerships and innovative solutions, the Company streamlines processes, ensuring optimal material sourcing and service delivery for its diverse projects. With a commitment to best practices, Hassan Allam Holding stands out as a reliable and forward-thinking player in the industry.

Hassan Allam Construction's Procurement Procedures Manual is one example that cements the Company's commitment to responsible procurement and compliance. Looking forward, the Company is resolutely focused on further embedding sustainable procurement practices into its operations. This entails a concerted effort to reduce environmental impact, strengthen social responsibility, and enhance long-term resilience.

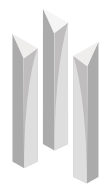
Within Hassan Allam Holding, each subsidiary has its own distinct supply chain profile, shaped by the nature of its business activities, types of suppliers, and stakeholders involved. Despite these variations, all subsidiaries remain steadfast in their adherence to the overarching principles outlined in the group-wide procurement policies.

Hassan Allam Holding is committed to continuously enhancing its procurement and supply chain management practices. This involves enhancing transparency and efficiency, building stronger relationships with suppliers through collaborative initiatives, and exploring innovative solutions to tackle emerging challenges head-on.

Strategic Alliance in Global Expansion

Hassan Allam Trading and Engineering has partnered with SCG International Corporation Co., Ltd. to enhance its procurement and supply chain capabilities. SCG International's expansion into the South Asia, Middle East, and Africa (SAMEA) region provides an opportunity for Hassan Allam Holding to access diverse products. SCG International's moves in Dubai and Saudi Arabia align with its growth plans, strengthening Hassan Allam Holding's presence in Egypt and beyond. This alliance highlights Hassan Allam Holding's commitment to global expansion and efficient procurement strategies.





Procurement and Supply Chain

Sustainable Procurement and Social Responsibility at Hassan Allam Construction

Hassan Allam Construction recognizes its significant influence over the group's supply chain impacts, both socially and environmentally. To address these impacts effectively, it has implemented tailored policies and procedures throughout its operations.


Furthermore, Hassan Allam Holding actively pursues sustainability by engaging in green procurement practices. The Company aims to minimize its environmental footprint and promote sustainability throughout its supply chain. The initiatives it has undertaken include establishing a green vendors database and cultivating partnerships with suppliers who share its commitment to sustainability.

Integrating Environmental and Climate Considerations in Hassan Allam Holding's Procurement Process


As part of Hassan Allam Holding's Sustainability Strategy, its procurement process plans to incorporate climate considerations into supplier selection and evaluation processes. This incentivizes suppliers to enhance their competitiveness by adopting more sustainable business practices. Under this strategy, Hassan Allam Holding is committed to promoting sustainable procurement practices, which include prioritizing materials and services from environmentally sustainable sources. Additionally, the Hassan Allam Holding aims to collaborate with suppliers to reduce carbon emissions and strengthen supply chain resilience. To ensure accountability and track progress, it will monitor and report on the sustainability performance of its suppliers.




"We seek to support local suppliers and only import products that are new to the Egyptian market."



"We focus on local procurement as a substitute due to the current currency crisis."



"Localized supply chain; vendors are by default green-aligned."





06

EMPOWERING HUMANITY

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We empower our employees to build future-fit careers while thriving both personally and professionally. Similarly, with care and diligence, we approach local communities wherever we operate, respecting local traditions, indigenous people, and cultural heritage.

Whenever possible, we try to make an impact that helps people and communities thrive. We focus on building lasting relationships, unlocking human potential, and embarking on a shared quest for purpose and impactful solutions.





Human Well-being

Everyone deserves to work in a safe and healthy environment. People should have the opportunity to enjoy their lives, care for their loved ones, and feel good about their work. We want to help people achieve this by listening to their needs, aspirations, and dreams.

Our Commitment

We are committed to nurturing the physical, emotional, psychological, and spiritual well-being of our employees. Our goal is to minimize all types of accidents and injuries while designing environments that enhance health and well-being, allowing people to truly thrive.

SDG Impact

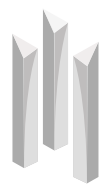


Focus	Target	Status	2022-2023 Performance
Health and Safety	<ul style="list-style-type: none"> 100% certification by ISO 45001 (Occupational Health & Safety) in 2025 Maintain Zero Lost-Time Injuries Goal annually Enhance preventative healthcare schemes for all employees in 2025 	⊖	9 subsidiaries have received ISO 45001:2018.
Well-being and Benefits	<ul style="list-style-type: none"> 100% employees are annually covered by well-being services and benefit schemes 90-95% annual employee satisfaction 	🟡	We have achieved an 80% satisfaction rate in our employee satisfaction survey.
Corporate Culture and Sustainability	<ul style="list-style-type: none"> Provide introductory sustainability courses, seminars, and campaigns for all employees in 2023 Launch reward scheme for sustainable practices and sustainability innovation in 2025 	⊖	200 participants have enrolled in the UNGC Academy.

✔ Achieved 🟡 In Progress ⊖ Not Started

Relevant Policies & Procedures

Health Safety and Environment (HSE) Procedures	These procedures are tailored to specific construction processes and promote the safe use of tools and equipment. They consist of more than 55 procedures, including but not limited to: toolbox talks, risk assessment, accident management, emergency preparedness, first aid and medical services. Additionally there are 25 HSE Guidelines for working at heights, lifting, excavation, site access, safety induction, and environmental guidelines among others. This is in addition to HSE Training Plans and awards to incentivize safety.
Manpower Policy (MPP)	This policy outlines department responsibilities for ensuring safety, assessing contractor performance, organizing daily workers, and facilitating the safe exit of non-group staff. It aims to achieve occupational health, safety, and environmental goals.



Human Well-being

Ensuring workplace well-being involves implementing strategies that promote physical health, mental wellness, and emotional balance among employees. This includes providing safe working conditions, promoting a supportive culture, encouraging work-life balance, and offering opportunities for personal and professional growth. Hassan Allam Holding's commitment to unity within the company remains strong, encompassing 18 diverse subsidiaries and a workforce exceeding 45,000 professionals.

Taking Care of Our People: ISO 45001:2018

Hassan Allam Holding's goal is to achieve 100% ISO 45001:2018 certification, which establishes a framework for occupational health and safety management systems. This certification aims to enhance workplace safety, decrease accidents, and promote employee well-being. The Company's main objective is to ensure the well-being of internal employees and external stakeholders.

Health & Safety

Hassan Allam Holding's approach to health and safety is aligned with national laws and regulations, and the ISO 45001 framework, ensuring the well-being of employees, contractors, and visitors. Regular internal audits conducted across subsidiaries assess system performance, with a focus on prioritizing employee safety, minimizing workplace hazards, and promoting safer working conditions.

Health, Safety and Environment (HSE) Training

Hassan Allam Holding places great importance on improving working conditions and taking proactive measures to mitigate accidents by aiming to keep workers well-informed about possible issues that may arise through training programs. Hassan Allam Holding provides comprehensive occupational health and safety training for workers, which includes generic training as well as specific instructions for work-related hazards, hazardous activities, and situations. This training includes firefighting, civil defense, first aid, US National Institute for Occupational Safety and Health (NIOSH) protocols, HSE awareness, procurement, tendering, IOSHA guidelines, lifting techniques, power tool safety, rigging and slinging, scaffolding, and welding technology.



Hassan Allam Construction
Kortech
INTECH
STCC
3S Ready Mix Concrete
Jinet
Eden
Ridgewood
MAGNA

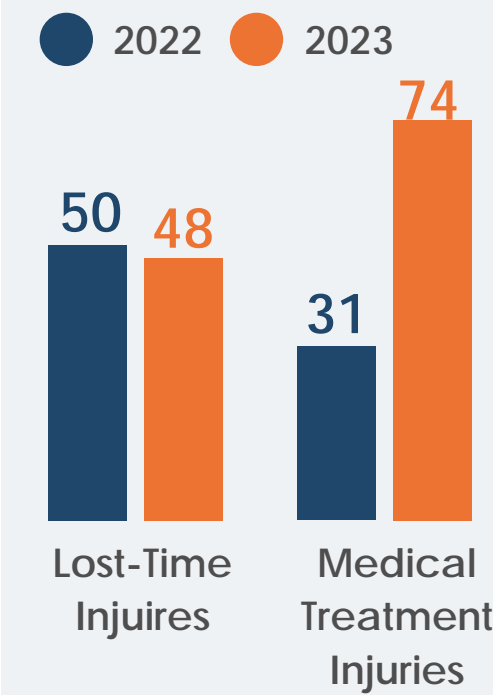


Hassan Allam Construction, Excelling in HSE

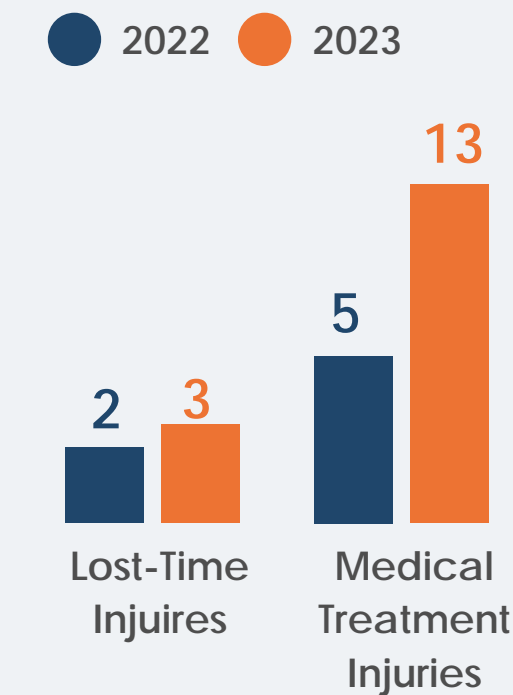
Hassan Allam Construction's top management is actively enhancing the company's safety performance. The company has implemented a 2-year safety project aimed at improving safety performance and capabilities across the organization. This project, named the 'Top 10', involved conducting a gap assessment of the company's safety performance. It has produced significant changes in safety leadership, equipment and tool management, worker motivation and engagement, and performance monitoring. This project was very successful and resulted in the reduction of recordable incidents by 65% by the end of 2022.

Hassan Allam Construction Safety Achievements

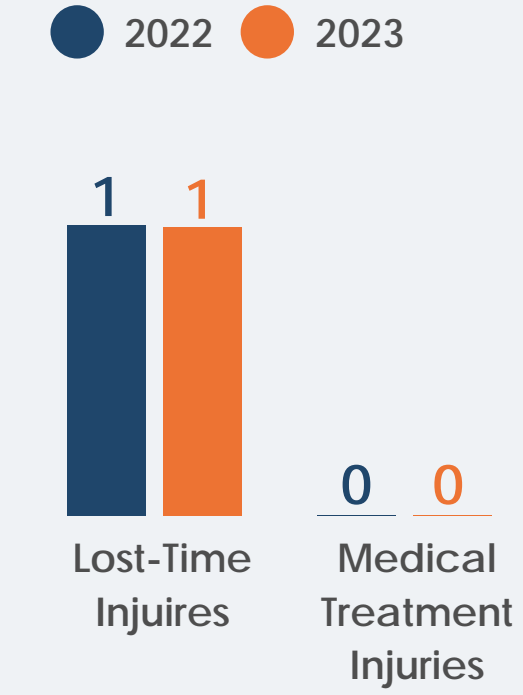
Hassan Allam Constuction



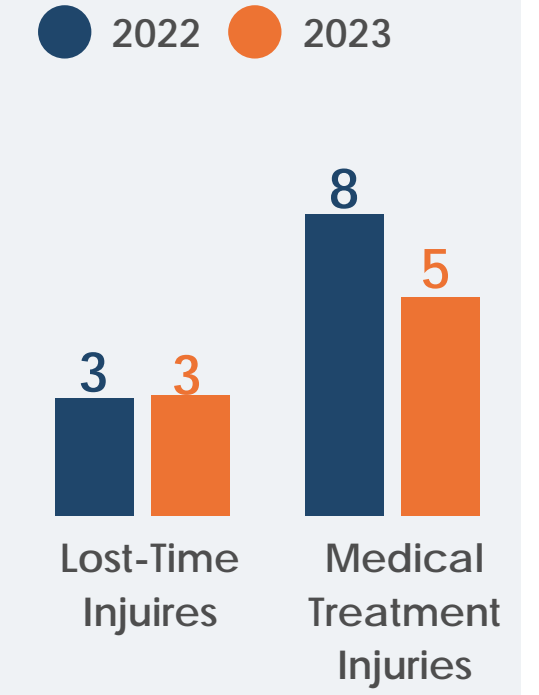
Steel Divison



Wood Divison



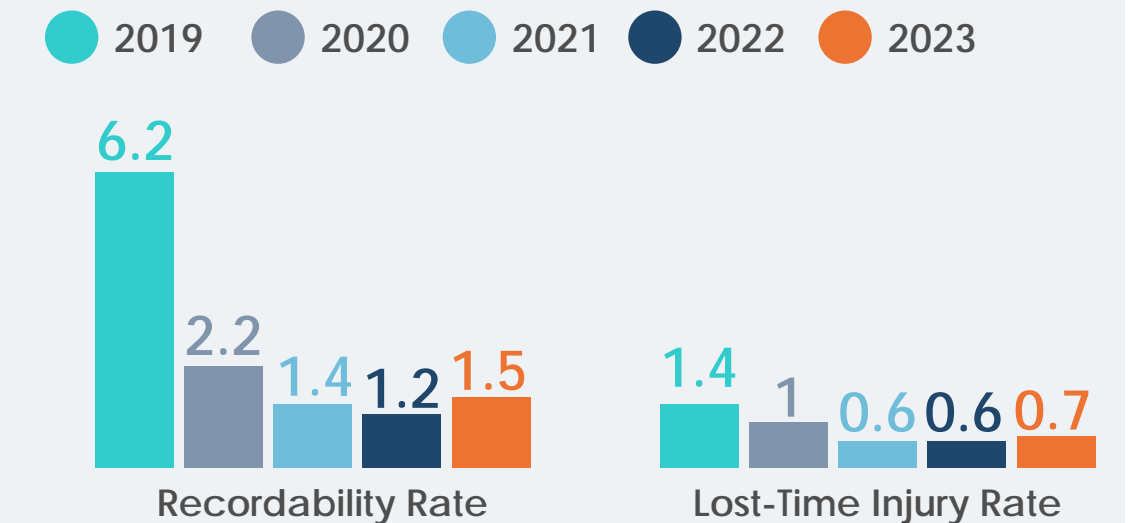
Brick Factory

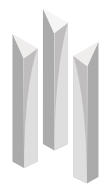


Safety Injuries Performance

Hassan Allam Construction continuously monitors injury rates to ensure the regular enhancement of occupational health and safety. The Lost-Time Injury (LTI) Rate remained low at 0.6% per million hours in 2022 and 0.7% per million hours in 2023. Furthermore, Hassan Allam Construction closely monitors Medical Treatment Injuries (MTI) through the recordability rate, which accounts for all Lost-Time Injuries and Medical Treatment Injuries per million hours.

Monitoring Safety





Human Well-being

Promoting Safety in the Workplace

To promote safety in the workplace, an incentive program was developed in 2022. Additionally, to further motivate managers to ensure safety, relevant KPIs were added worth 20% of their performance evaluation. It was observed that the blue-collar workforce had a direct impact on safety. Consequently, a blue-collar incentive program was developed to promote safety at the floor level by providing a monthly award to 2-5% of the blue collars' in every project. These incentive awards are delivered in the mass Toolbox Talk (TBT) sessions, which are conducted monthly for the workers.

Our Subcontractors

Hassan Allam Construction has launched a Subcontractors Safety Management program designed to motivate subcontractors through a system of rewards and penalties. Additionally, the company facilitates monthly subcontractor construction management meetings to ensure the participation of all subcontractors. Attendance at these sessions is tracked and incorporated into project KPIs. Moreover, the company conducts monthly safety evaluations for each construction subcontractor, providing them with feedback to improve safety performance.

Hassan Allam Construction prioritizes comprehensive safety training for all employees, with a specific focus on providing blue-collar workers with training tailored to the demands of their roles.



45,219 training hours

for white-collar employees at Hassan Allam Construction in 2023

142,925 training hours

for blue-collar employees at Hassan Allam Construction in 2023

Kortech

Kortech places great emphasis on ensuring that employees are well-informed about HSE issues, creating a knowledgeable workforce to minimize potential accidents. There were zero employee lost-time injuries in 2023, marking a notable improvement from the five lost time injuries recorded in 2022.



60,783 hours

of HSE training in 2023, exceeding the 50,000 hour goal set for 2023



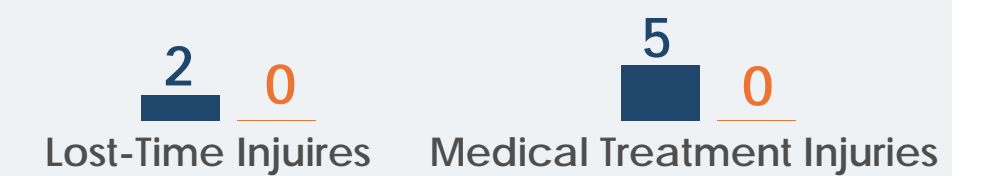
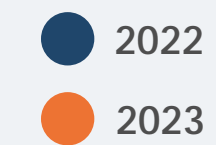
INTECH

In 2023, INTECH achieved notable success in HSE by recording zero lost-time injuries, compared to two lost-time injury in 2022. This improvement led to a decrease in the lost-time injury rate from 0.4 in 2022 to 0 in 2023.



103 Attendees

from Top and Middle Management trained on HSE polices and procedures in 2023



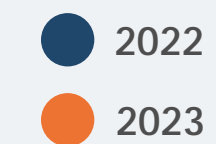
3S Ready Mix Concrete

3S Ready Mix demonstrated strong HSE performance with a lost-time injury rate (LTIR) of 0.7 in 2023, in addition to a recordability rate of 1.5 for the same year. In 2022, their lost-time injury rate was 0, with a recordability rate of 0.78.



98% compliance

with HSE procedures



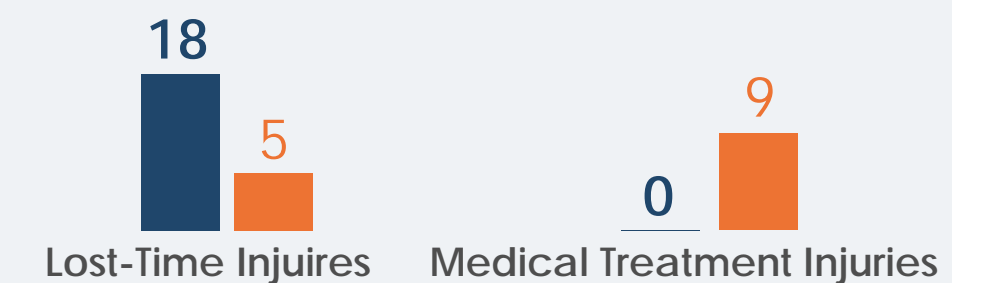
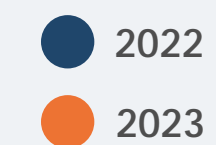
Jinet

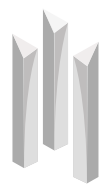
From 2022 to 2023, Jinet significantly reduced the number of lost-time injuries from 18 in 2022 to 5 in 2023, highlighting the effectiveness of its safety measures. Additionally, in 2023, Jinet achieved a recordability rate of 2.5. The lost-time injury rate decreased significantly from 3.9 in 2022 to 0.9 in 2023, highlighting its dedication and success in promoting an occupational health and safety culture.



77% decrease

in lost-time injury rate from 2022 to 2023



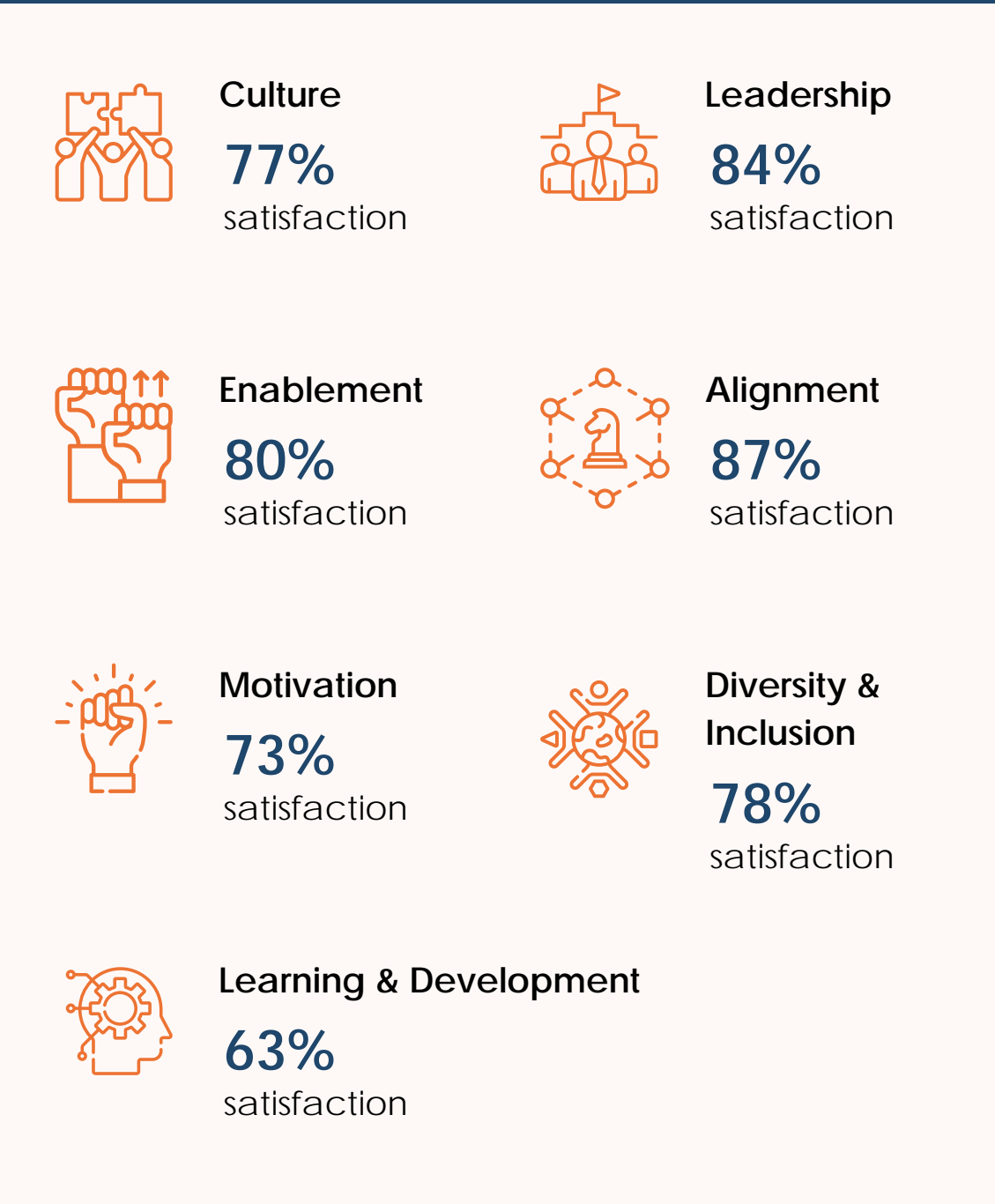
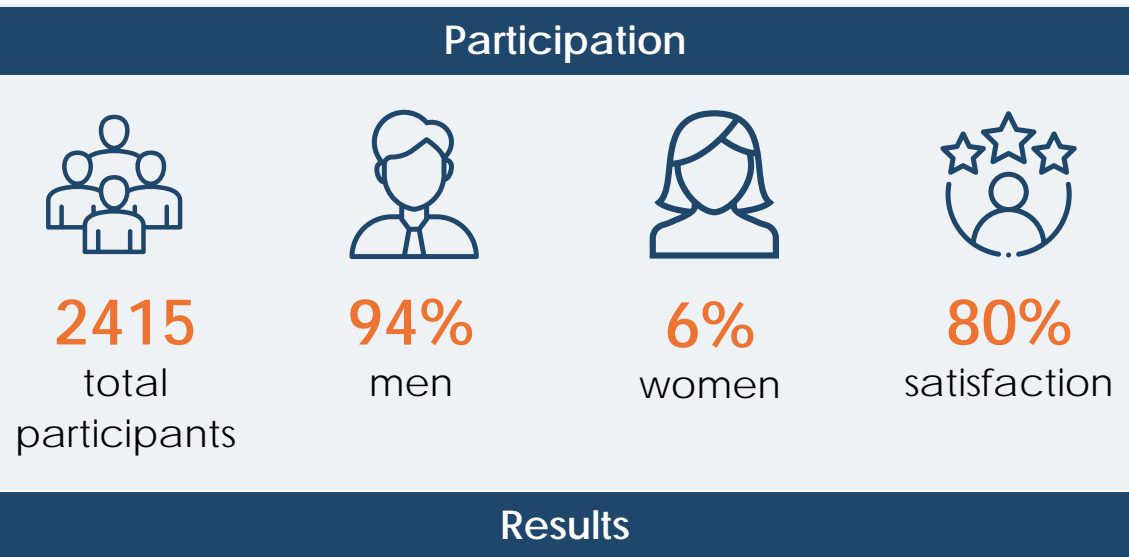


Human Well-being

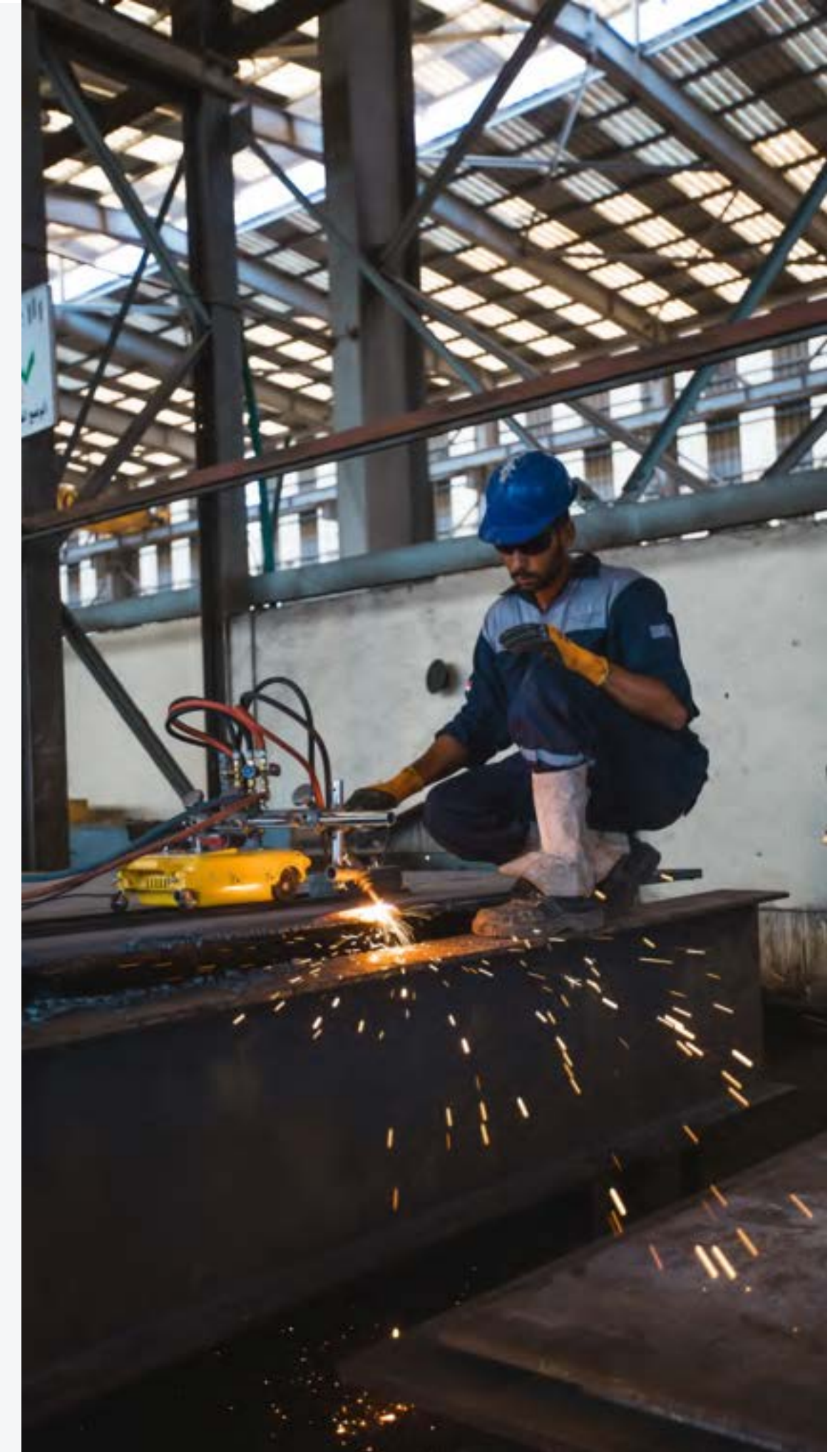
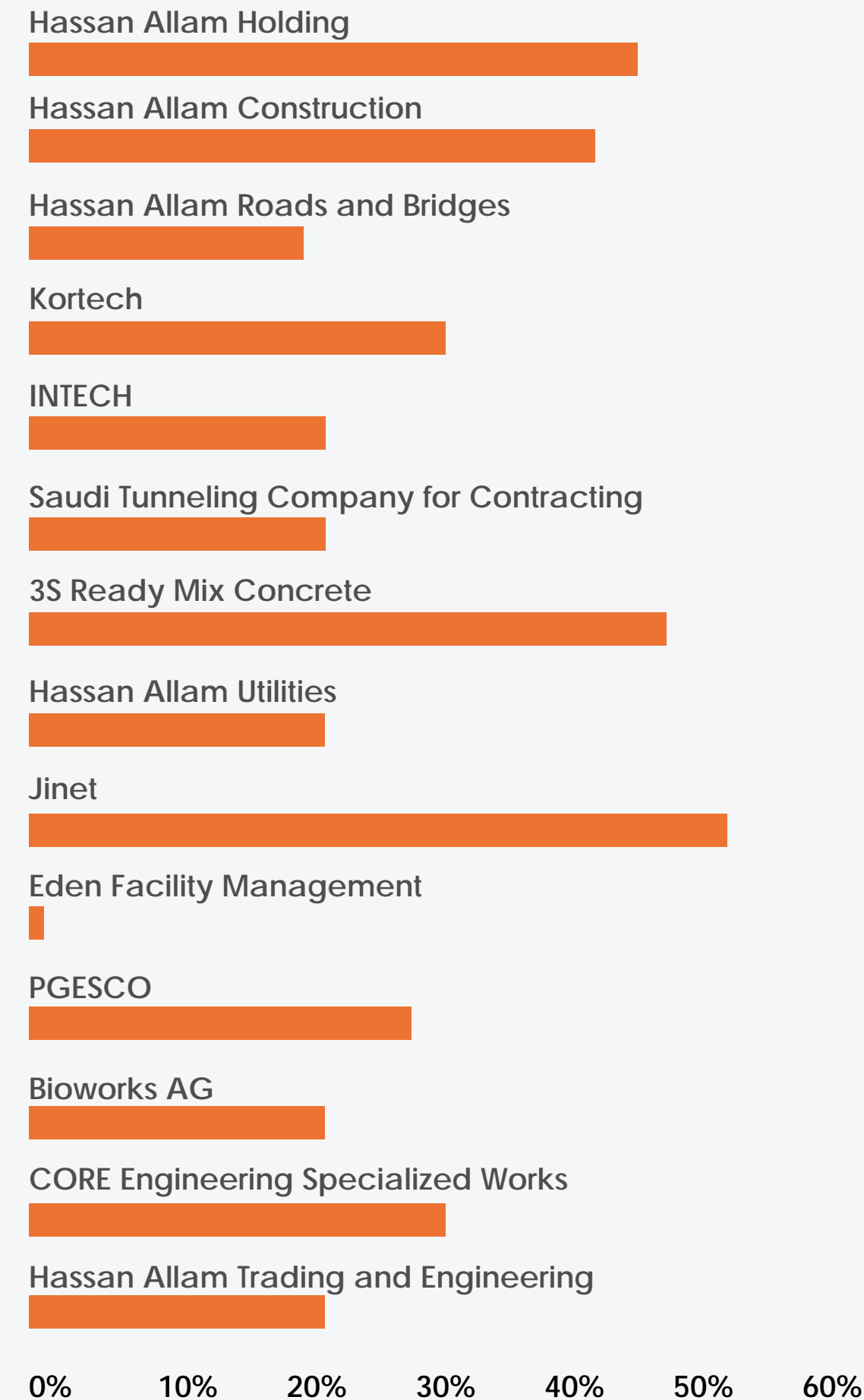
Feedback and Communication

Hassan Allam Holding values the feedback and opinions of its employees and actively encourages open communication. The Company recognizes the importance of understanding how its workforce feels and believes that employee feedback is crucial for promoting a positive and productive work environment. The Company conducted its Engagement Survey in 2023, emphasizing its commitment to valuing and acting upon employee feedback to enhance their workplace experience.

Employee Engagement Survey



Rate of Participation in Satisfaction Survey





Human Well-being

Employee Support

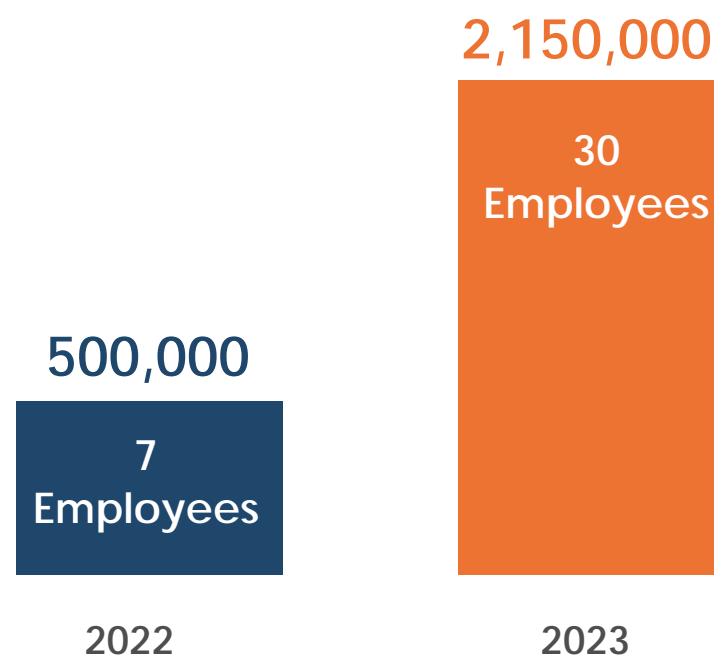
Hassan Allam Holding takes pride in its commitment to developing human capital by investing in its employees' growth and well-being.



Takafol Fund

Hassan Allam Holding is committed to providing new means of support for its employees, particularly during these challenging times. In 2021, the Company launched the 'Takafol' social solidarity fund, through which employees can submit their cases and receive assistance from a dedicated committee. The fund, created and subsidized by Hassan Allam Holding, operates as an anonymous system that aims to support associates experiencing financial hardships. Hassan Allam Holding encourages all employees to benefit from the Takafol fund, creating a more supportive community within the organization.

Takafol Fund (EGP)



Employee Assistance Program (EAP)

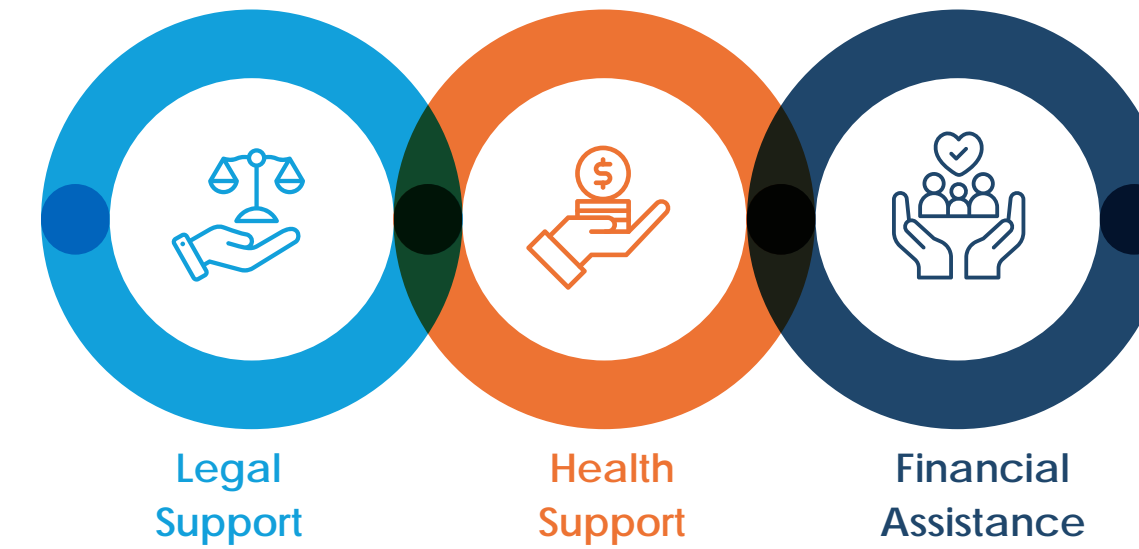
As part of the Company's commitment to promoting the well-being of its employees, it has recently introduced an EAP to provide essential support when its employees face challenging times in their personal lives. The EAP is thoughtfully designed to assist employees in identifying and resolving personal concerns, whether related to health, family, finances, legal matters, stress, or other challenges that may have a negative impact on their well-being and productivity. Through this program, the Company aims to offer its employees the support they need to navigate life's hurdles and lead happier, healthier lives.

Who Can Take Part

The EAP is open to all employees of Hassan Allam Holding, as well as their family members, including parents, children, and spouses. The Company understands that personal and family issues can significantly impact an employee's performance and satisfaction. Therefore, this program is designed to comprehensively address these concerns, aiming to improve overall employee satisfaction and productivity.

Program Services:

The EAP primarily focuses on three important areas:

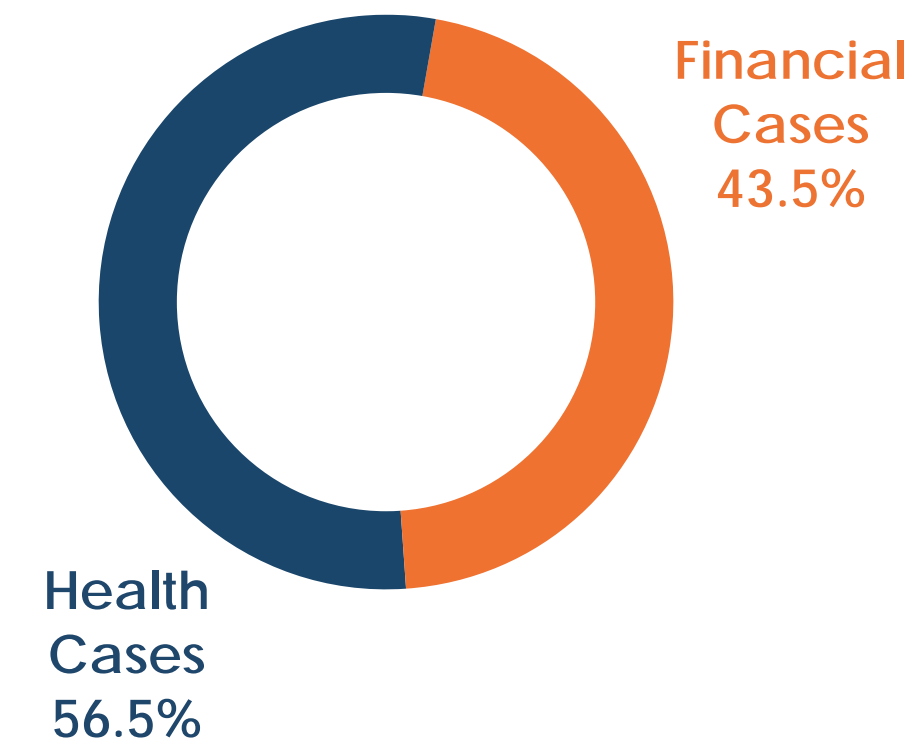


Legal Support: Provide free legal consultation and advice to address legal matters or concerns

Financial Assistance: Offer financial support for critical events or emergencies

Health Support: Provide assistance for emergent medical conditions and mental health support through referral services

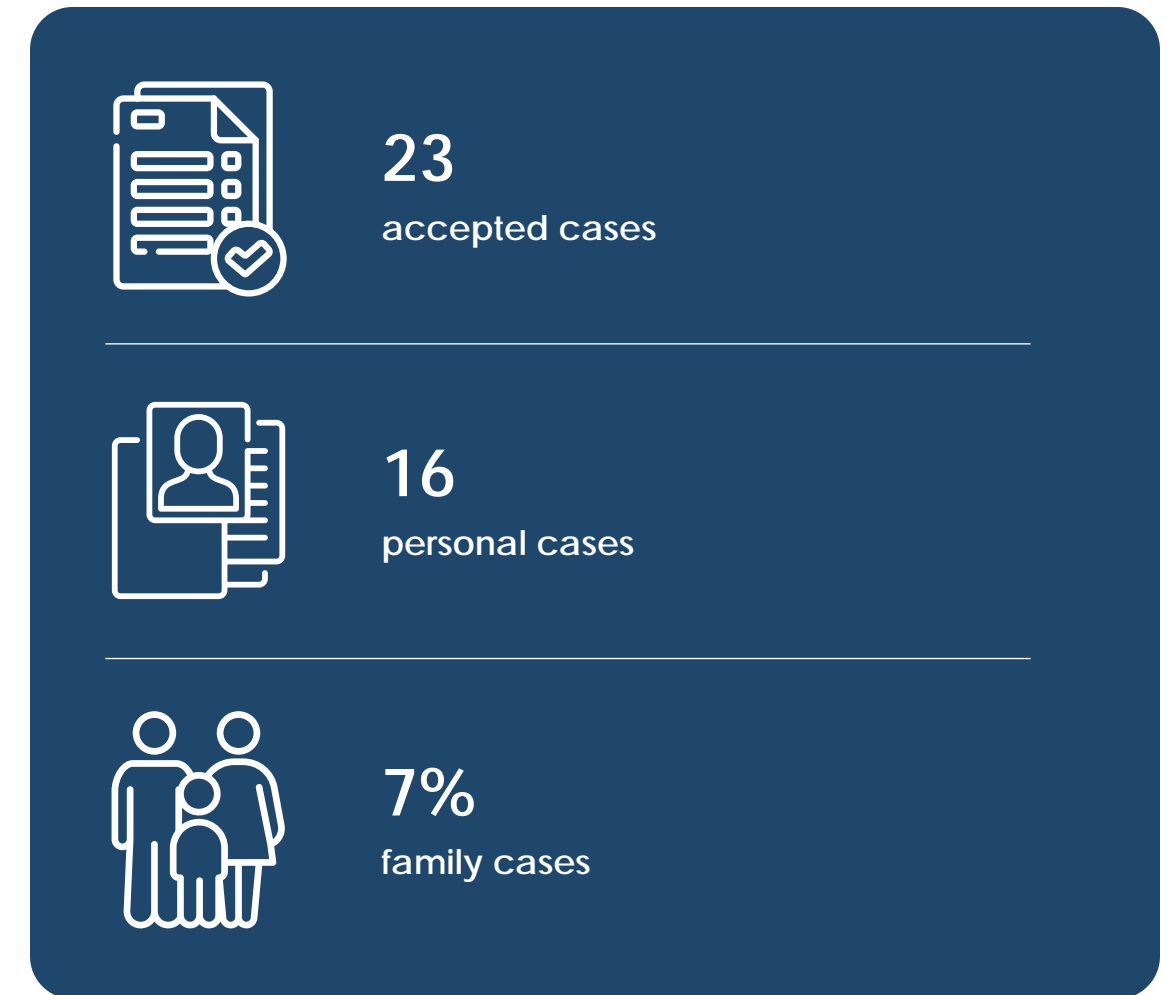
Breakdown by Case Type in 2023



Accessing EAP Services

To access the EAP services, employees should complete the Employee Assistance Form, where they can share the details of their case. Once submitted, the Employee Experience Function reviews each case individually, ensuring that the process remains confidential and secure.

In 2023, Hassan Allam Holding provided support to its employees for a wide range of issues and successfully addressed 23 cases affecting employees and their families.



Hassan Allam Holding's talent management team launched the Career Coaching Program in 2022.



Diversity and Inclusion

Diversity, equality and inclusion reflect our organizational values and act as powerful tools for building organizations that can grow in an increasingly unpredictable world. The more effectively organizations capture the needs and perspectives of diverse social groups, the better we can integrate them into our operations, products, and services.

Our Commitment

We commit to fostering a culture that respects and empowers individuals from all backgrounds, ensuring they feel welcome and heard. Our focus is on supporting vulnerable groups and promoting cross-cultural understanding.

SDG Impact



Focus	Target	Status	2022-2023 Performance
Diversity, Equality, and Inclusion (DE&I)	<ul style="list-style-type: none"> Integrate diversity and inclusion considerations into internal audits in 2024 Launch tailored program to support vulnerable and disadvantaged groups in 2025 Attain EDGE (DE&I) Move and EDGE Lead Certification in 2028 	⊖	
Anti-Discrimination	<ul style="list-style-type: none"> Record zero cases of workplace discrimination and harassment annually 	🟡	We are in the process of establishing a grievance mechanism for suppliers and subcontractors.
Family and Parenting	<ul style="list-style-type: none"> Launch a program for equal parenting, return to work, and support to single parents in 2025 	⊖	
Remuneration	<ul style="list-style-type: none"> Establish a Fair and Decent Wages Policy in 2024 	⊖	

✔ Achieved 🟡 In Progress ⊖ Not Started

Relevant Policies & Procedures

Recruitment and Selection Policy	This policy aims to establish a consistent and fair approach for recruiting candidates across all subsidiaries, prioritizing the selection of the most qualified individuals without discrimination based on factors like race or gender.
Hiring and Termination Policy	This policy sets guidelines for hiring procedures, highlighting the Company's commitment to selecting qualified individuals who contribute to the Company's success. It also outlines professional termination protocols aimed at minimizing disruption to work functions, applicable to all employees.



Diversity and Inclusion¹⁰

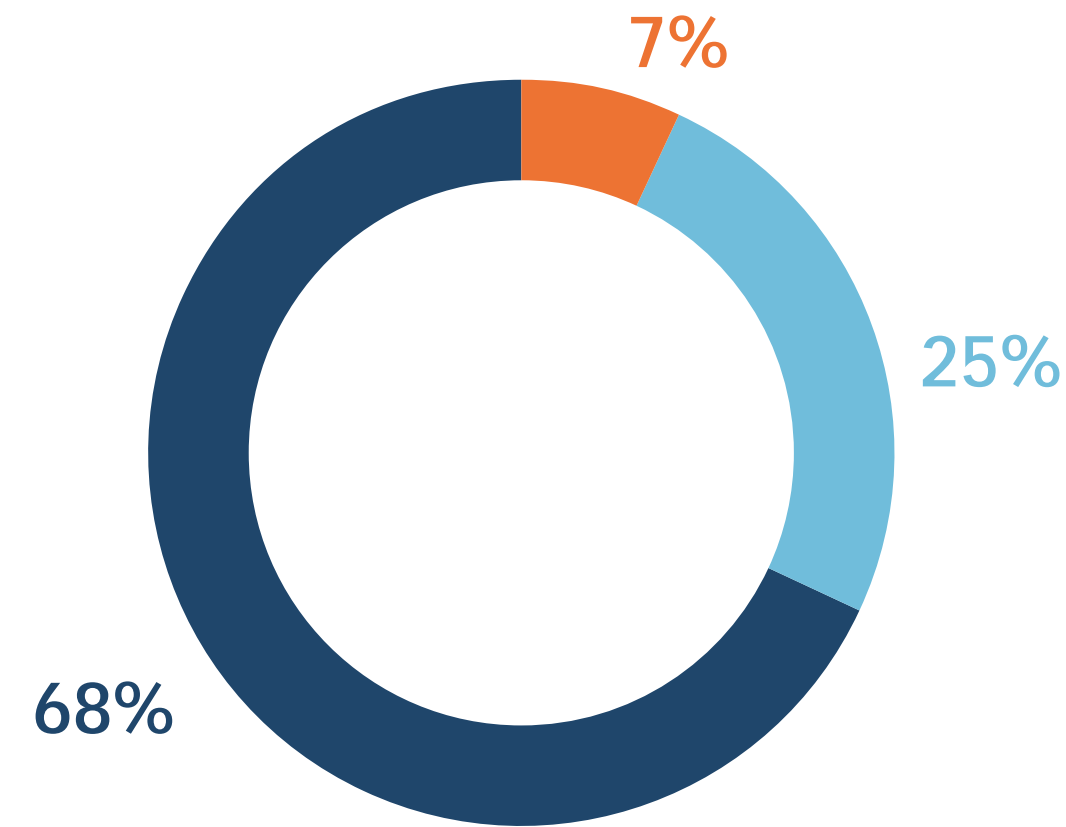
Workforce Overview

In 2023, our workforce expanded to 14,128 employees, with women comprising 7%, compared to 10,950 employees in 2022, with a 5% women representation. In 2023, there were 1,905 employees in management positions, with women accounting for 6%, compared to 1,328 employees in management positions in 2022, with 5% women representation. This shows an increase in women representation in the workforce, despite entering countries traditionally dominated by men.

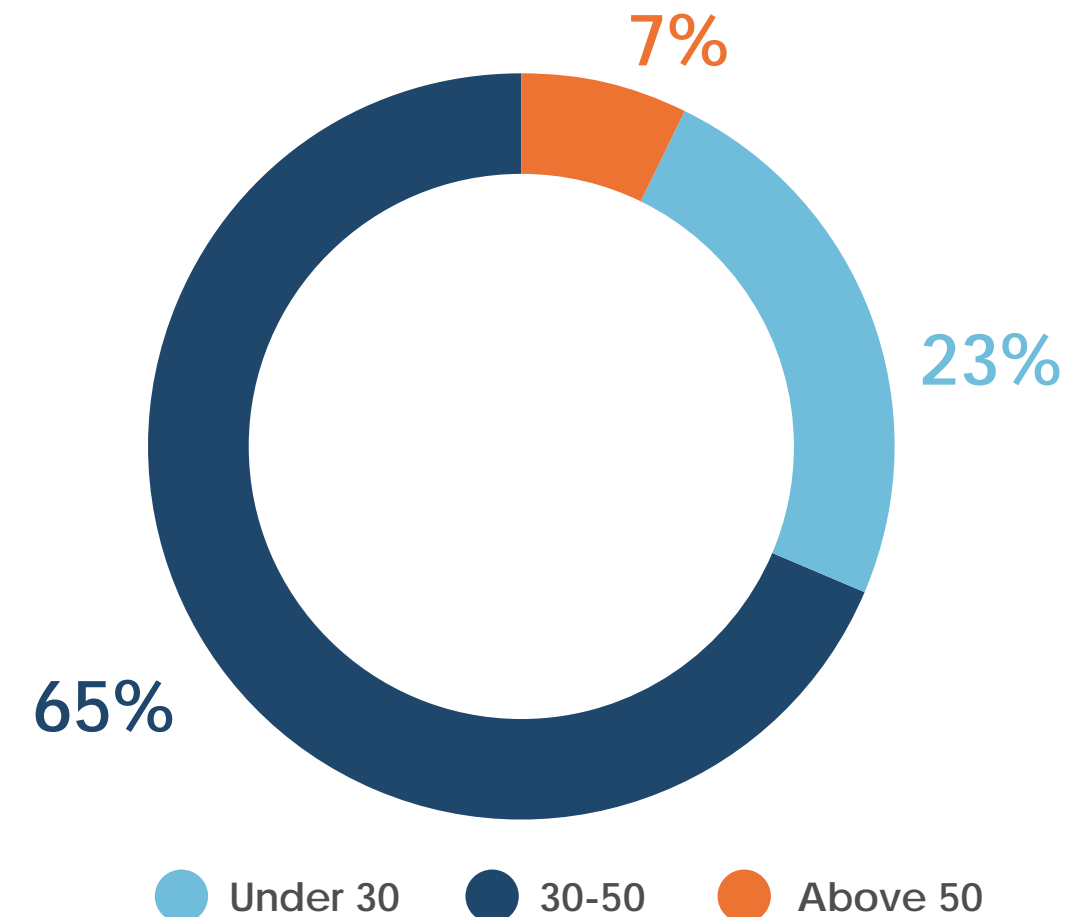
Age Diversity

Hassan Allam Holding values the diversity of age and experience within its workforce. The Company recognizes that a multi-generational workforce brings a wealth of knowledge, skills, and perspectives that contribute to its overall success. It actively promotes an inclusive culture that respects and values individuals of all ages. From the data presented in the following graphs, it is evident that the majority of Hassan Allam Holding's workforce falls between the 30 to 50-year-old age bracket, with nearly a quarter of all employees being under 30. This highlights the Company's commitment to empowering and employing youth.

Employee Age Diversity 2022



Employee Age Diversity 2023



Inclusive Workplace for People with Disabilities (PwDs)

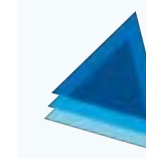
Hassan Allam Holding is dedicated to creating a workplace that is accessible and inclusive for people with disabilities. The Company's commitment extends beyond compliance with legal requirements. It aims to create an environment where every employee, regardless of their abilities, can thrive and contribute to their fullest potential. From 2022 to 2023, the Company increased its PwD representation in the workforce from 53 to 63, marking a 19% increase in PwD representation.

New Hires

In 2023, Hassan Allam Holding welcomed a total of 5,830 new employees, representing a significant increase from the 1,853 new hires in 2022. Notably, 10% of these new hires were women, up from 7% in the previous year, showcasing increased women representation in the workforce. Furthermore, a significant portion of the new hires belonged to the under-30 category, highlighting Hassan Allam Holding's commitment to providing opportunities for youth employment and driving the development of entry-level employees.



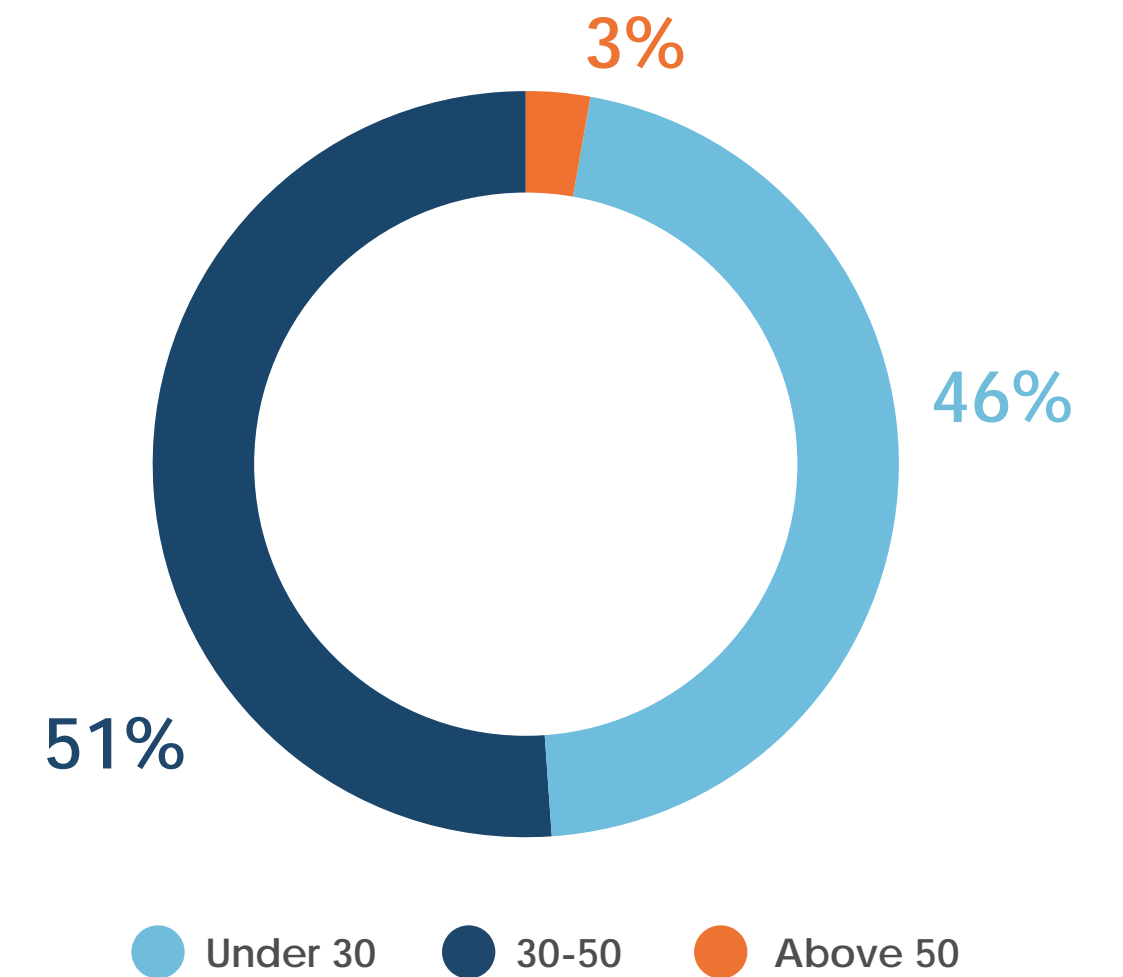
The representation of women and minority groups increased to more than 13% in 2023, compared to 5% in 2018, while also prioritizing local hiring.



CORE
Engineering Specialized Works

28.6%
women representation at senior management level in 2023

New Hires Age Diversity 2023



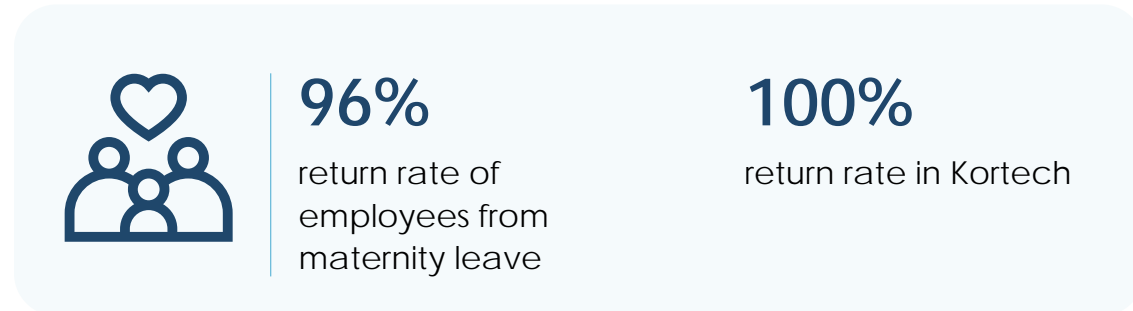
¹⁰ The scope includes Hassan Allam Holding, Hassan Allam Construction (in Egypt, KSA, Jordan, Oman, Algeria, DRC, and Gambia), Hassan Allam Roads & Bridges (in Egypt and Libya), Korteck, INTECH, Saudi Tunneling Company for Contracting, 3S Ready Mix Concrete, Hassan Allam Investment Managers, Legacy, Jinet, Eden for Facility Management, Shabakat, Bioworks AG, CORE Engineering Specialised Works, and Hassan Allam Trading and Engineering, not accounting for casual employees.



Diversity and Inclusion

Supporting Families: Maternity Leave

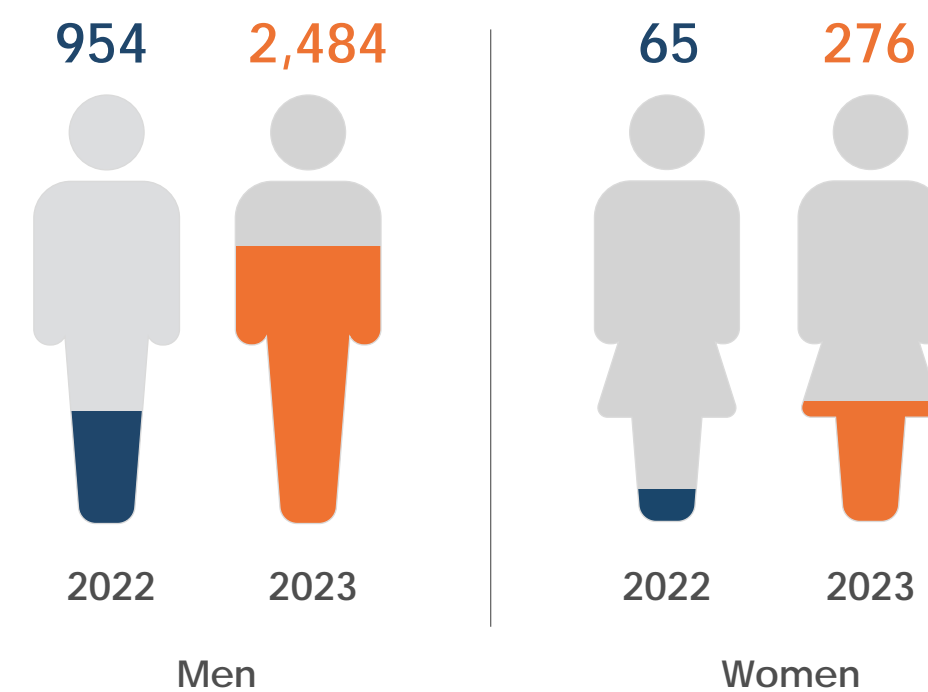
Hassan Allam Holding's maternity leave policy offers paid time off for new mothers. The 96% rate of return-to-work rate is a testament to the Company's success in creating a workplace culture that supports and encourages new mothers to return to work.



Employee Turnover

Hassan Allam Holding aims to minimize turnover and enhance overall employee experience within the organization through continuous analysis and targeted initiatives. In 2023, the turnover rate was 19.6%, with 2,760 employees leaving the organization. Among these departures, voluntary turnover accounted for 87%, while turnover due to cause represented 13%. There was a significant difference in turnover from 2022 to 2023, primarily due to the substantial growth in the workforce and the expansion of operations. The Company acknowledges the importance of addressing turnover and remains committed to creating a supportive and engaging work environment that encourages employee retention and satisfaction.

Turnover by Gender



Challenging Gender Imbalances in the Construction & Engineering Industry

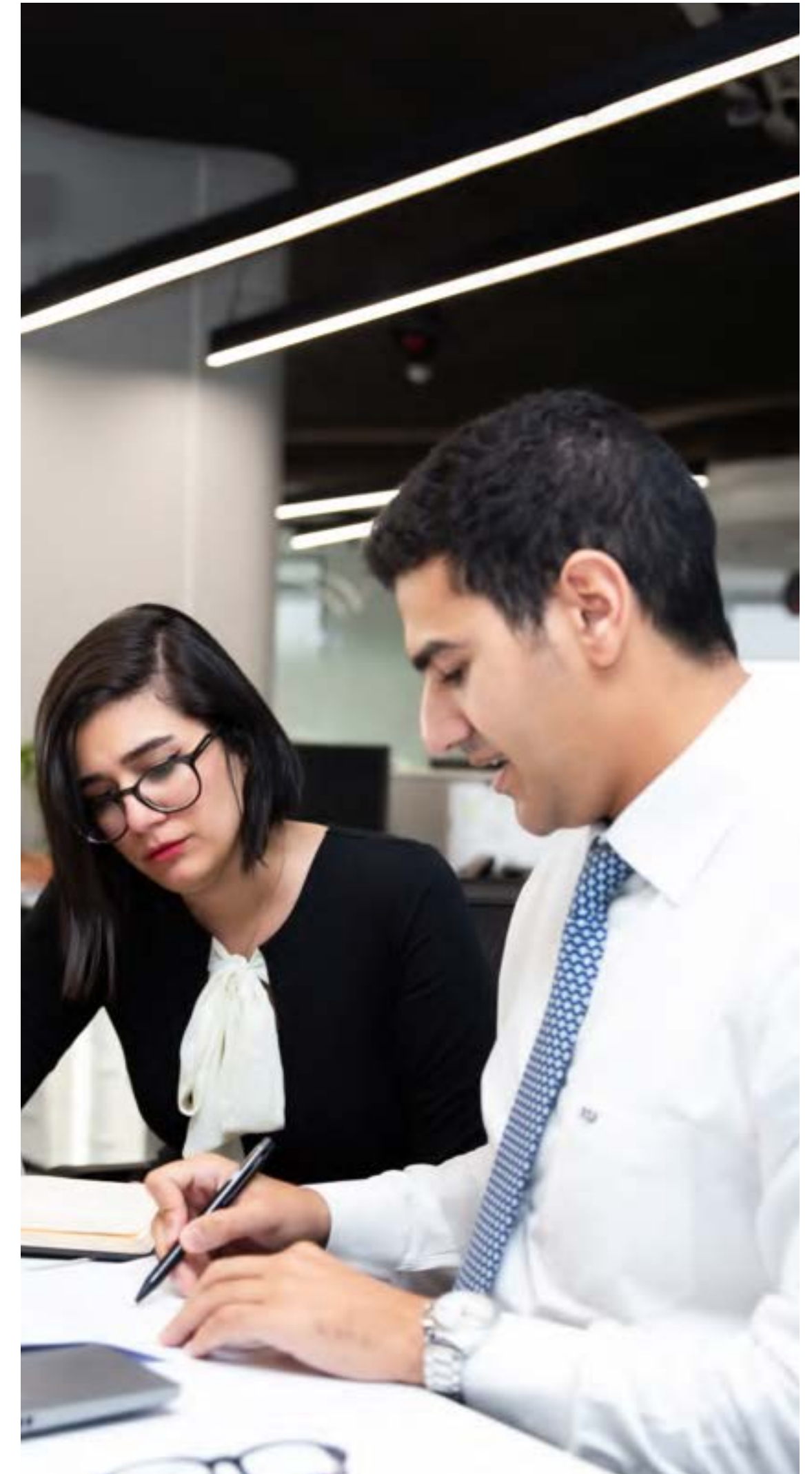
The construction and engineering industry has historically been characterized by male dominance. For this reason, Hassan Allam Holding recognizes the need for change and is committed to promoting gender diversity and an inclusive workplace culture. The Company actively seeks opportunities to enhance gender representation and create a more equitable professional environment.

Celebrating Achievements: Inspiring Diversity Beyond Observances

Hassan Allam Holding annually celebrates the achievements of its diverse workforce, in addition to public observances, such as International Women's Day and Women Engineering Day. These events reflect the Company's appreciation for the outstanding contributions of its women professionals. The Company uplifts its women workforce by showcasing their accomplishments, inspiring others to pursue their passions without constraints.

EBRD and Legacy Development & Management: Gender and Inclusion Technical Cooperation Program

This program aims to promote gender equality and social inclusion within Legacy by developing and delivering educational materials through the training of trainers program. By creating a more inclusive workplace and encouraging the participation of both genders in the workforce, the program strengthens Legacy's efforts to address the gaps in the Egyptian labor market.





Talent Management

People choose to work at Hassan Allam Holding companies for various reasons. They each bring with them a unique set of experiences, skills, and aspirations. We believe it is our responsibility to support every employee in navigating their career within the Company, taking in consideration their life goals, priorities, career ambitions, and unique personalities.

Our Commitment

We are committed to providing opportunities for people to reach their fullest potential by offering fulfilling jobs, numerous training opportunities, and impactful career paths.

SDG Impact



Focus	Target	Status	2022-2023 Performance
Training	<ul style="list-style-type: none"> Provide all employees with tailored training annually Make sustainability and future-proof skills program accessible to employees annually 		We have conducted training programs for all employees across all functions. We have conducted sustainability training programs across all functions upon request, including providing access to the UNGC Academy.
Career Development	<ul style="list-style-type: none"> Provide employees with career development plans annually 		We have started coaching programs.
Workers Organization	<ul style="list-style-type: none"> Adopt Freedom of Association and Collective Bargaining Policy in 2025 		

Achieved In Progress Not Started

Relevant Policies & Procedures

Training Policy

This policy supports the Group's commitment to promoting an environment conducive to continuous learning, where individuals are encouraged to pursue opportunities for professional growth aligned with the organization's objectives.

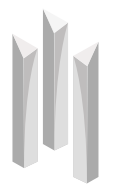


At STCC, sustainability isn't just a goal; it's our lifeline in a dynamic market. Hassan Allam Holding's unwavering commitment to progress acknowledges that environmental and social challenges demand constant evolution. Embracing sustainability isn't just about short-term gains; it's about securing a legacy of responsible growth. By investing in our people, fostering their talents, and empowering grassroots innovation, we're not only enhancing operations but also nurturing a culture of sustainable leadership. Our strategic expansion into niche services not only diversifies revenue streams but also strengthens Hassan Allam Holding's position as a sustainable industry leader, paving the way for enduring success in Egypt and beyond.



Khalid Mustafa Hasan

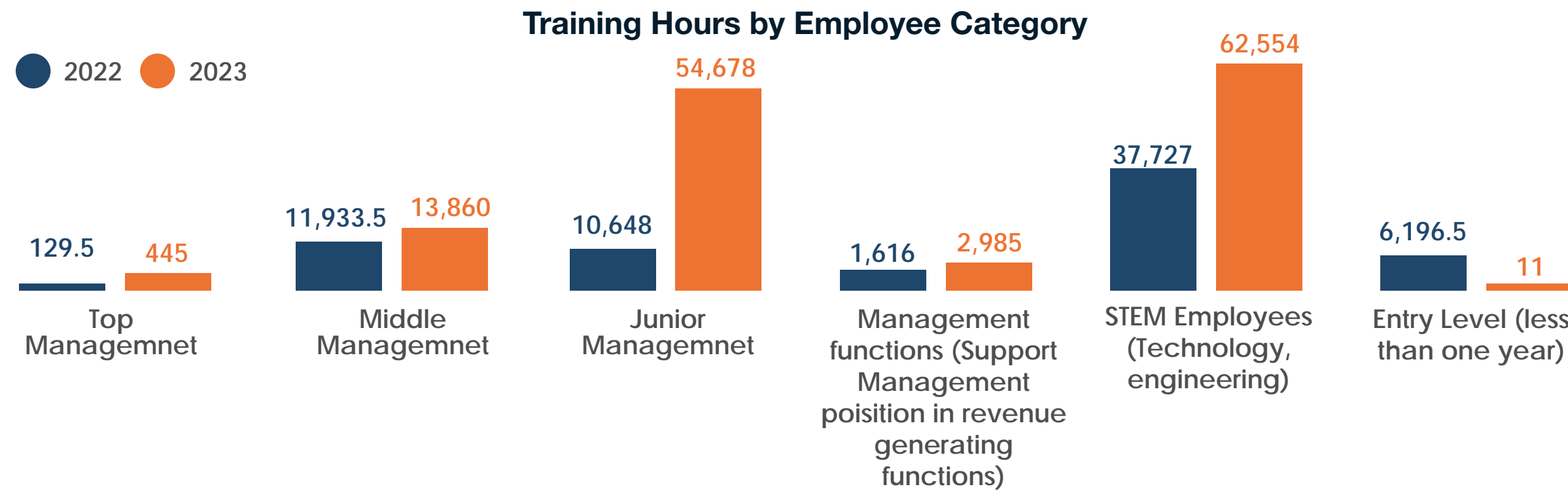
Chief Executive Officer of Saudi Tunneling Company For Contracting



Talent Management

Training

Training is conducted across all employee categories, from top management to blue-collar employees. Company wide training benefits employees at all levels by enhancing their skills, promoting professional growth, and improving overall organizational performance. From 2022 to 2023, there was a 13.1% increase in the total number of training hours, this is consistent with the overall growth in headcount.



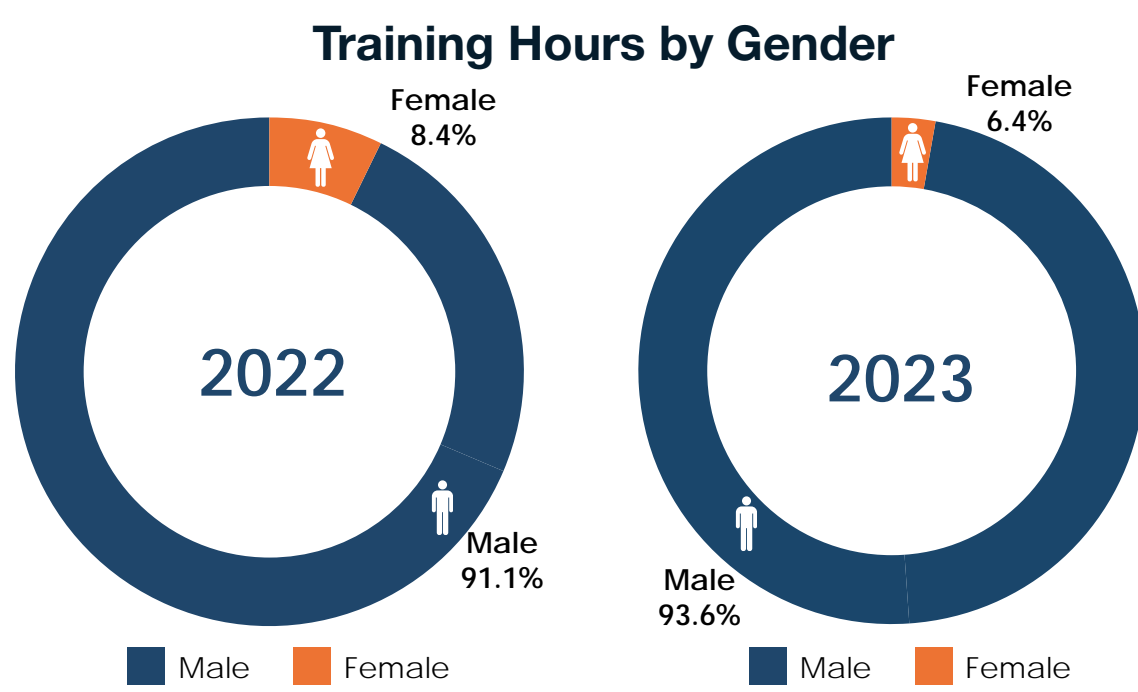
57%
Increase in total training hours for female employees

66%
Increase in total training hours for STEM Employees

Blue Collar Employees
306 trained in 2022
180 trained in 2023

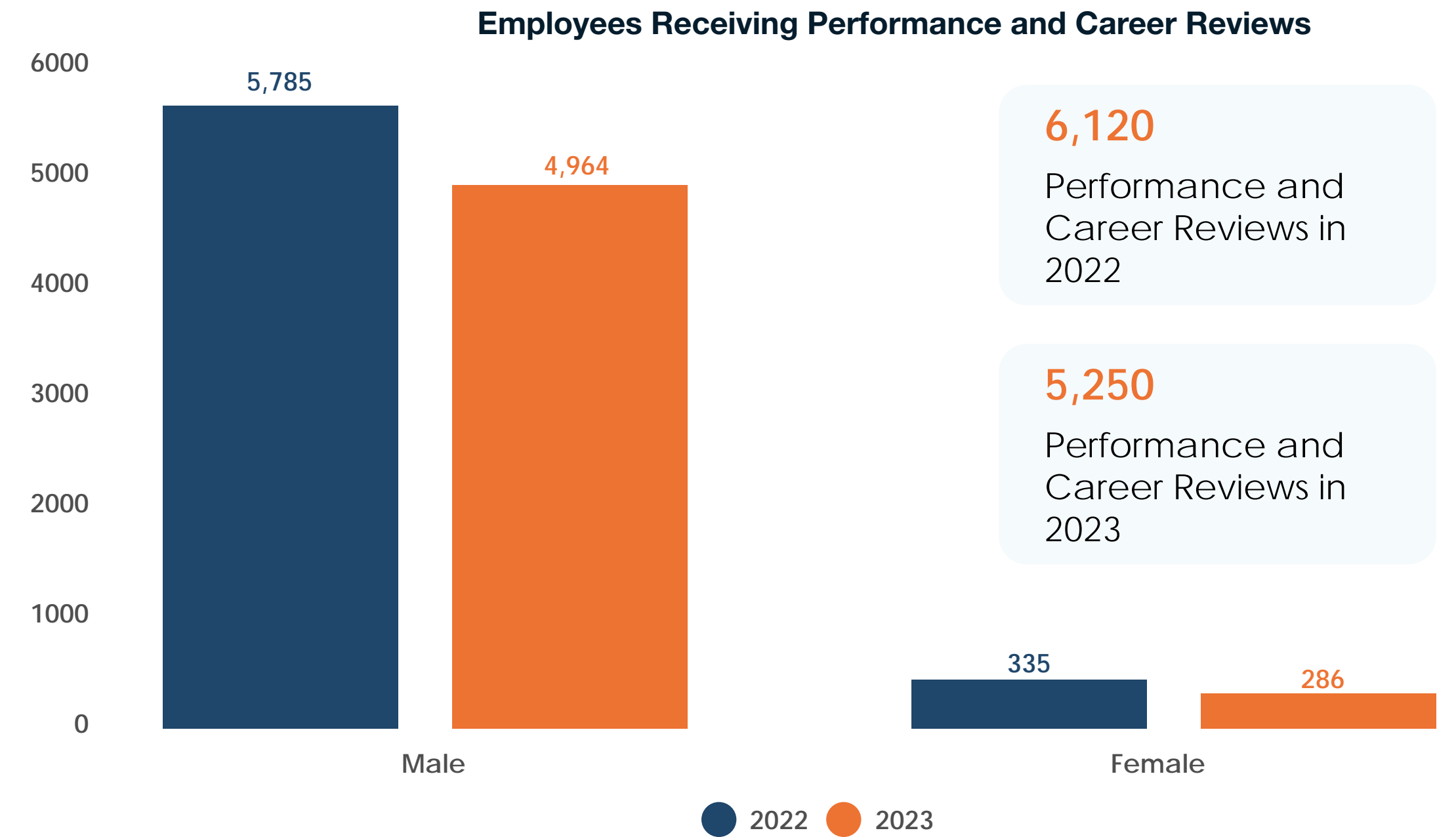
Eden Facility Management
100%
employee skills assessed and trained

Year	Total Training hours	Average training hours per employee
2022	56,792	14
2023	64,205	12



Performance and Career Development Reviews*

At Hassan Allam Holding, we believe that building our employees' capacity includes continuous evaluation to support their personal growth. We aim for employees to receive valuable feedback, clear career progression, and development opportunities, leading to greater job satisfaction and motivation.



Kortech A HASSAN ALLAM COMPANY
100% of Employees conducted Performance Reviews using the Group's Appraisal System in 2022 and 2023.
Increase in Average Training Hours per Employee from 6.9 hours in 2022 to 8.6 hours in 2023

* For Hassan Allam Holding, Hassan Allam Construction and Kortech



Talent Management

Internal Training Academy

Established in 2022, the Internal Training Academy aims to train potential employees to become internal trainers. By encouraging employees to transfer their knowledge, skills, and experiences, the academy enables colleagues to acquire new skills and enhance existing ones. This initiative creates a promising platform for knowledge transfer, multiplying the number of trainings across all departments and subsidiaries. Moreover, trainings conducted by internal employees are more engaging and relevant to the Company's needs, contributing to overall organizational development and effectiveness.

Vision

Translate Hassan Allam Holding's Strategy into real capabilities and calibers who can lead change within the organization

Mission

Develop business capabilities for members of the Hassan Allam Academy that align with and contribute to the organization's strategic goals

Strategy

- International and local training programs
- Coaching
- Mentoring
- Reflection
- Projects and assignments

The program operates in three phases:

Step 1

Selecting eligible candidates from the annual public application call for trainers.

Step 2

Candidates undergo assessments through demos to identify their strengths and areas for development. This information is utilized to tailor a 3-day Training of Trainers workshop.

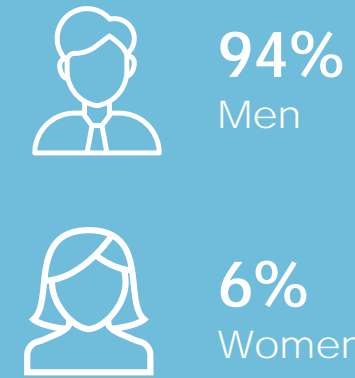
Step 3

Internal trainers apply their acquired knowledge by assigning them to address the training needs of their colleagues within the Company.



Internal Training Academy KPIs

46+
Internal trainers



59,173 training hours in 2022 & 2023

98% satisfaction rate in 2023, increased by 3% from 2022

7,779 learners in 2022 & 2023

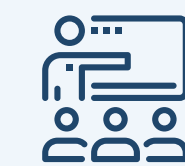
257 training rounds held in 2022 & 2023

Career Coaching

Hassan Allam Holding's Talent Management team initiated the Career Coaching Program in 2022. Providing essential career development opportunities aimed at enhancing employee competencies and accelerating career progression. Consequently, this initiative not only strengthens individual skill sets but also contributes significantly to organizational growth and development.



412 coaching hours in 2022 and 2023



90 sessions in 2022 and 2023



100% invitee coverage



94% overall coaching satisfaction



Talent Management

Employee Recognition

Hassan Allam Holding is committed to continuously excelling and pushing boundaries to reach new heights. This was the foundation that Hassan Allam Stars was built on as the first integrated recognition program across all subsidiaries.

Employee of the Quarter

The program's flagship initiative is the Employee of the Quarter award, which recognizes outstanding employee contributions every quarter. Employees who demonstrate excellent performance and proactive behavior aligning with the Company's values are typically eligible for this prestigious award.

Eligible candidates for the Employee of the Quarter award are nominated for the voting round, where all employees cast their votes. The success stories of winners are then celebrated and shared across the Group, inspiring all employees to pursue excellence in their work.

Talent Acquisition

Effective talent acquisition, including youth recruitment, is essential for Hassan Allam Holding's success. It introduces fresh perspectives and skills while promoting innovation and adaptability within the workforce. Investing in young talent creates a dynamic workplace culture and nurture future leaders who can drive the Company forward.

Graduate Program

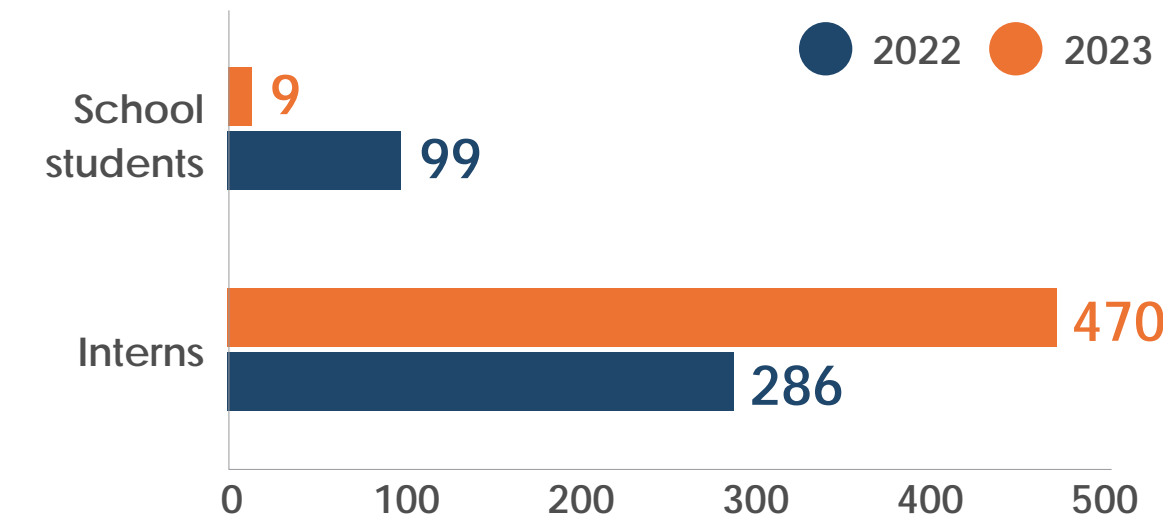
Hassan Allam Holding has launched its graduate program under Hassan Allam Academy. The program is open to fresh graduates with up to one year of work experience and offers a two-year engineering track and one-year business track. Participants have the opportunity to rotate across different departments to help them hone their skills. The program includes assessments to assist graduates in identifying strengths and areas for growth. This initiative reflects Hassan Allam Holding's commitment to nurturing its employees and equipping them with the necessary skills for success. The program has successfully graduated three cohorts, and graduates have secured permanent positions across different departments.

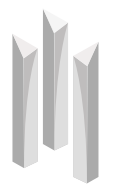
Supporting Youth Employment and Training

Hassan Allam Holding has participated in the Employment Fair at the German University of Cairo. The Company provided information about available job vacancies and internships, serving as a networking platform for individuals interested in joining the Group.

Hassan Allam Holding has partnered with universities on mutually beneficial activities, including training agreements for employees and providing students with internships and trainings. The Company has partnered with universities, including Cairo University, Ain Shams University, Egyptian Russian University, The American University in Cairo, and University of Hertfordshire. The Group provided various internships for both university and school students in 2022 and 2023.

Youth Training





Community Impact

Hassan Allam Holding maintains a positive relationship with the community by actively engaging in meaningful societal projects and further supporting it through investments, volunteering, and donations. We aim to leverage our resources and expertise to make a positive impact and contribute to the community's well-being.

Our Commitment

We are committed to ensuring all our community engagements are conducted with careful consideration of our impact, utilizing our knowledge and capacities to make meaningful contributions to local development.

SDG Impact



Focus	Target	Status	2022-2023 Performance
Community Engagement	<ul style="list-style-type: none"> Cover impacted communities with community engagement plans in 2024 Implement Local Community Hiring Policy in 2024 Organize volunteering events with local communities annually Form partnerships annually with local NGOs and CSOs in different communities, focusing on SDGs 		<p>We have implemented local hiring across multiple subsidiaries.</p> <p>We have organized multiple volunteering and CSR events.</p>
Land Acquisition	<ul style="list-style-type: none"> Develop and implement Land Acquisition, Resettlement, and Rehabilitation Policy and Procedures in 2024 		

✓ Achieved ◐ In Progress ⊖ Not Started





Community Impact

Projects

Hassan Allam Holding & INTECH for Hayah Karima

Hassan Allam Holding actively participates in the presidential initiative Hayah Karima. The Company is developing water infrastructure in Egypt through more than 18 projects that will ensure safe shelter and better living conditions in Egyptian villages. INTECH Egypt was proud to contribute to the initiative by providing comprehensive multidisciplinary engineering services for the water treatment infrastructure projects.



Hassan Allam Holding & Baheya

Hassan Allam Holding continues its commitment to promoting good health and well-being by constructing several hospitals and medical facilities in Egypt and across the region. This includes Baheya Foundation's new hospital, which will serve up to 550,000 women on a yearly basis.



Collaborations

Hassan Allam Holding and VeryNile tackle Plastic Pollution

Hassan Allam Holding held a volunteering event in collaboration with VeryNile, an NGO dedicated to tackling plastic pollution, litter in the Nile River as well as the livelihoods of fishermen. The event took place at Qursaya Island, and saw volunteers gathering to collect litter and debris from the Nile and its riverbanks around Qursaya Island. By participating in the event, Hassan Allam Holding aims to inspire change and demonstrate its commitment to environmental sustainability and corporate social responsibility.



Eden Partners with Banlastic on World Environment Day to Combat Single-Use Plastic Pollution in Egypt

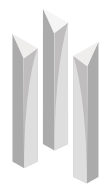
Eden has taken a step toward a cleaner and greener world on World Environment Day by joining hands with Banlastic, a social enterprise that aims to ban single-use plastic in Egypt. Eden has participated in a beach cleanup initiative and gathered 68 kg of waste from the shores of Alexandria.



Hassan Allam Holding and Ahmed Bahaa E-Din Association 5K Marathon

As part of Hassan Allam Holding's efforts to encourage employees to engage in community services, the Group collaborated with Ahmed Bahaa El-Din Association on a 5K Marathon. The Association is an Egyptian NGO that aims to provide opportunities for youth, especially in Upper Egypt.





Community Impact



At Legacy, we believe our most valuable asset for furthering sustainability lies in our unique intersection of public influence and operational expertise. As the operator of the Grand Egyptian Museum, we expect to engage with millions of visitors each year, thus creating a powerful platform to educate and inspire action on environmental issues. Imagine the impact: using the museum's iconic status to showcase sustainable practices in facility management, waste reduction, and energy efficiency through its passive design, for example. We can translate these efforts into engaging content for schools, families, and communities, creating a ripple effect of eco-conscious behavior.

Moreover, the museum's access to funding and expertise allows us to collaborate disciplines and backgrounds, supporting the creation of sustainable and inclusive cultural experiences. We are not just telling the story of sustainability, we are living it and sharing our journey with the world. By maximizing our unique blend of public reach, operational know-how, and commitment to cultural heritage, Legacy can truly achieve a more sustainable future.



Merette Elsayed

Chief Commercial Officer
of Hassan Allam Holding
and CEO of Legacy

Promoting Egyptian Heritage Locally and Internationally

In cooperation with the Ministry of Tourism and Antiquities, Legacy has been granted a 12-year concession to manage the operations, services, and facilities of the Grand Egyptian Museum.

The Grand Egyptian Museum is reshaping the way visitors engage with history and culture. Through close collaboration with historians, archaeologists, and cultural authorities, the museum's design and content cater to diverse interests.

L | E | G | A | C | Y

 A HASSAN ALLAM HOLDING COMPANY





07

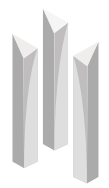
PRESERVING THE PLANET

Environmental Impact	83
Built Environment	88
Climate Change	92
Material Flows	99

Our approach to preserving the planet is based on respecting biophysical limits to human intervention, actively preserving natural habitats, using resources wisely and sustainably, and taking a leadership role in global climate action and the sustainable energy transition.

Therefore, we are committed to strengthening our relationship with the living world, moving beyond managing environmental impacts to ensuring a positive contribution to nature.





Environmental Impact

We believe it is time to step beyond simply managing environmental impacts. We aim to redefine the relationship between humans and nature and develop a harmonious and productive coexistence.

Our Commitment

We are committed to ensuring that every decision the Company makes is guided by a preventive and precautionary mindset.

SDG Impact



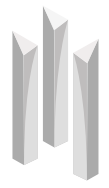
Focus	Target	Status	2022-2023 Performance
Pollution Prevention	<ul style="list-style-type: none"> Implement and monitor pollution prevention plans across all operations and projects in 2025 	⊖	We conducted environmental impact site assessments for Hassan Allam Construction, INTECH, and Kortech.
Ecosystems and Biodiversity	<ul style="list-style-type: none"> Develop a biodiversity policy, with focus on land degradation and desertification in 2024 	⊖	We actively promote biodiversity through Jinet.

✔ Achieved ◐ In Progress ⊖ Not Started

Our Policies

Sustainability Policy	This policy aligns with Hassan Allam Holding's strategy and action framework. It outlines the interconnectedness of environmental, social, and economic well-being.
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Environmental Impact



At INTECH, sustainability is integral to our core values and operational strategy. We understand the significant environmental impact of construction, including greenhouse gas emissions and resource consumption. By adopting sustainable practices, such as using recycled materials, energy-efficient technologies, and waste reduction methods, we not only meet our environmental responsibilities but also prepare for future regulatory requirements.

Climate change presents challenges to infrastructure resilience. By integrating sustainability into our projects, we build structures that can withstand extreme weather events, reducing maintenance costs and ensuring long-term durability. Efficient resource management, including initiatives like rainwater harvesting and renewable energy, cuts operational costs and enhances the attractiveness of our properties to tenants and investors.

Our strength lies in technical expertise, especially in water treatment technologies. This knowledge enables us to develop innovative solutions, such as water reuse systems and energy-efficient treatments. By utilizing this expertise and adopting best practices, we contribute significantly to Hassan Allam Holding's sustainability goals.

Through data-driven optimization and community engagement, we improve efficiency in water treatment, reduce chemical use, and lower energy consumption. These efforts help minimize our environmental impact and position us as leaders in sustainable infrastructure development.

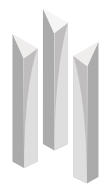
As Egypt moves toward more sustainable regulations in construction, we aim to focus on desalination, wastewater treatment upgrades, and decentralized systems. These initiatives align with the nation's priorities and reflect our commitment to sustainable development.



Seif Eissa

Chief Executive Officer
of INTECH





Environmental Impact

Pollution Prevention

Hassan Allam Holding aims to implement pollution prevention plans and monitoring across all its operations and projects in 2025.

Hassan Allam Holding's subsidiaries periodically monitor their pollution levels across projects to comply with regulations and manage risks. This monitoring process allows the Company to identify areas for improvement, reduce environmental impact, and mitigate potential legal, financial, and reputational risks. By prioritizing pollution monitoring, the Company can uphold its commitment to sustainability while fostering positive relationships with stakeholders and contributing to a healthier environment for all.

Hassan Allam Holding's subsidiaries, including Hassan Allam Construction, follow national protocols to measure environmental impact, in addition to project-specific requirements. Examples of parameters typically measured include:



The Group aims to reduce emissions across its subsidiaries in line with its sustainability policy and environmental procedures, addressing issues such as light, air, and noise pollution.

Environmental Impact Assessment: PGESCO

PGESCO prioritizes environmental stewardship by collaborating with consultants to conduct comprehensive potential environmental impact assessments of its projects, adhering to relevant regulations. These assessments evaluate potential impacts on various environmental indicators, such as air quality, surface water, groundwater, soil, and social factors like employment. PGESCO then outlines strategies to minimize adverse effects and enhance sustainability based on the results of the assessment. Moreover, continuous monitoring ensures projects meet their sustainability commitments, showcasing PGESCO's diligence in ensuring environmental stewardship across its operations.



Water Management

Committed to ensuring access to clean water and fostering sustainable communities across Egypt and the region, Hassan Allam Holding leverages the expertise of its three core subsidiaries—INTECH, Bioworks AG, and Ridgewood—in water management. These subsidiaries assist in advancing the water and wastewater sector through water treatment, desalination, and management. Hassan Allam Holding and its specialized subsidiaries actively contribute to the development of sustainable water infrastructure in the region.

Hassan Allam Holding's recent endeavors in water management reflect a commitment to Egypt's 2030 vision, aimed at enhancing the lives of its citizens. These efforts entail the expansion of infrastructure and resource preservation, particularly in seven vulnerable villages. The Company possesses a capacity of 14,000,000 m³/day for designing and building water and wastewater treatment plants. Additionally, progress is underway on key installations like a 400,000 m³/day water treatment plant in 6th of October City and a 250,000 m³/day wastewater treatment plant in the New Administrative Capital.

Efforts to address water pollution include the construction and operation of sewage treatment plants. For instance, in Senbellawein, a sewage treatment plant with a capacity of 33,000 m³ per day was designed, supplied, and installed by Hassan Allam Construction in collaboration with Veolia. This project supports Egypt's sanitation program, serving 14,000 housing units located across 18 different villages lacking proper infrastructure. Hassan Allam Holding and its subsidiaries have participated in multiple projects across the country, utilizing continually advancing technology for each project embarked upon.



World's Largest Agricultural Drainage Treatment Plant by Hassan Allam Holding

The **AI Mahsamma Agricultural Drainage Treatment, Recycling, and Reuse Plant** stands as a groundbreaking initiative in water stewardship and pollution management, representing the pinnacle of innovation and technology in its field.

USD 100 million facility, processing 1 million m³/day, covering a sprawling 42,000 m² area in Ismailia governorate of Egypt.



Facilitating the cultivation of **70,000** acres land in the Sinai region

Boasting state-of-the-art technology and systems across various water treatment stages, the plant integrates advanced digital and information technology to monitor operational effectiveness and ensure water quality compliance with industry standards. With dedicated on-site laboratories for continuous water analysis and quality testing supervised by experts, the facility sets a new standard for precision and reliability. Its colossal capacity of 1 million m³/day is set to transform irrigation practices, facilitating the cultivation of 70,000 acres of land in the Sinai region. This initiative aligns with the government's vision to support sustainable urban communities and promote employment opportunities.



Environmental Impact

ISO 14001 Environmental Management

Hassan Allam Construction, Kortech, INTECH, Saudi Tunneling Company for Contracting, 3S Ready Mix Concrete, Eden Facility Management, Ridgewood, and MAGNA have all received the ISO 14001 certification. This confirms that they have implemented an environmental management system in line with international standards. This certification reflects a commitment to environmental responsibility, including the identification and management of environmental impacts, compliance with legal requirements related to pollution control, and a dedication to continuous improvement. These subsidiaries have established policies, procedures, and controls to minimize their environmental impact and are actively working to reduce their environmental footprint while meeting legal obligations.

	Hassan Allam Construction
	Kortech
	INTECH
	Saudi Tunneling Company for Contracting
	3S Ready Mix Concrete
	Eden Facility Management
	Ridgewood
	MAGNA





Ecosystems and Biodiversity

Hassan Allam Holding prioritizes addressing important issues in Egypt, such as biodiversity conservation, ongoing land degradation, and desertification. An effective strategy to combat desertification is land reclamation through agriculture. This approach promotes biodiversity by creating oases that attract diverse wildlife and preserve native plant species. Hassan Allam Holding aims to implement these

practices through joint ventures among its subsidiaries to reclaim land, facilitate irrigation lanes through canal excavations and other methods, as well as construct roads and bridges to ease accessibility. Overall, Hassan Allam Holding aims to support desert agriculture whenever possible to sustain local communities while also contributing to biodiversity conservation and ecosystem restoration.

	New Delta Region Land Reclamation Project	El Reef El Masry	South Toshka Project
Reclaimed Land	157,000 acres	An additional 60,000 acres Planned 42,000 acres	50,854 acres with infrastructure work covering more than 166,054 acres
Irrigation Network	220 km	200 km	480+ km
Benefit	Supporting national self-sufficiency in wheat production	Increasing the agricultural footprint nationwide, promoting the nation's agricultural sector, strengthening food security, and providing employment opportunities	Constructing a 320 km long canal network and pipeline system to address the scarcity of arable land and alleviate food insecurity Supporting the initiative led by the government

Promoting Biodiversity: The Role of Jinet

Jinet supports the preservation of biodiversity through its landscape consultancy and construction services. By emphasizing the selection of native plant species and growing them in their own nurseries, Jinet ensures the health and vitality of flora and fauna, contributing to the establishment of sustainable ecosystems. The company's meticulous attention to detail and innovative approach to landscape design integrates ecological considerations, such as water management and wildlife habitat creation. Jinet is well-positioned to promote biodiversity-friendly practices within the sector, thereby advancing conservation efforts across Egypt.

Revitalizing Al Fustat's Landfill

Jinet has embarked on a project to transform Al Fustat's landfill into a historic botanical garden, offering substantial biodiversity benefits. By converting a previously degraded area into a thriving botanical space, the project enhanced local biodiversity by providing a habitat and refuge for various plant species, including rare flora. The expansion of green spaces in urban environments like this garden can support diverse ecosystems, attracting pollinators, birds, and other wildlife, thus increasing overall biodiversity. Moreover, the inclusion of rare flora species contributes to the conservation of plant diversity and genetic resources, helping to preserve Egypt's natural heritage. Additionally, by hiring local staff and suppliers, the project promotes economic development within the surrounding communities, fostering a symbiotic relationship between conservation efforts and socioeconomic progress.



Environmental Impact



Hassan Allam Holding's commitment to sustainability helps ensure our impacts are long-lasting. With more than 100 experts and working on over 20 mega projects, Jinet strives to replace barren lands with flourishing flora and create sustainable ecosystems.

Adhering to global sustainability targets and our group's strategic vision, Jinet is on track to achieve zero wastewater from irrigation through advanced, eco-efficient technologies, including drip irrigation, smart piping, and sophisticated monitoring systems that optimize water consumption. Our landscape designs prioritize maximum water absorption and seamlessly integrate with BIM models, ensuring meticulous water management.

The plantation established in El Mansoueya serves as a hub for our current operations and upcoming initiatives. It is home to native flora and some rare plants, with plans to incorporate a composting facility within two years, as well as a mincer for agricultural waste generated from our extensive portfolio of mega projects.

In addition to our landscaping services already contributing to national reforestation and afforestation efforts, we provide tailored services to help clients achieve their sustainability aspirations. These efforts align with the economic pillar of Hassan Allam Holding's Sustainability Strategy. One notable example of such projects is the transformation of Al Fustat's landfill into one of the largest historical botanic gardens in Egypt with very rare flora covering more than 210,000 sqm. We also help ensure the economic development of local communities by hiring local staff and suppliers.

Aligning with global goals and our group's sustainability strategy, we aim to achieve zero wastewater from irrigation. This is achieved by implementing drip irrigation, installing low-drain, pressure-controlled and self-cleaning pipes, measuring soil moisture and humidity, and utilizing weather stations to sense rainfall. We also design the landscapes to maximum water absorption by the soil, integrating BIM models and flow meters to control water consumption.

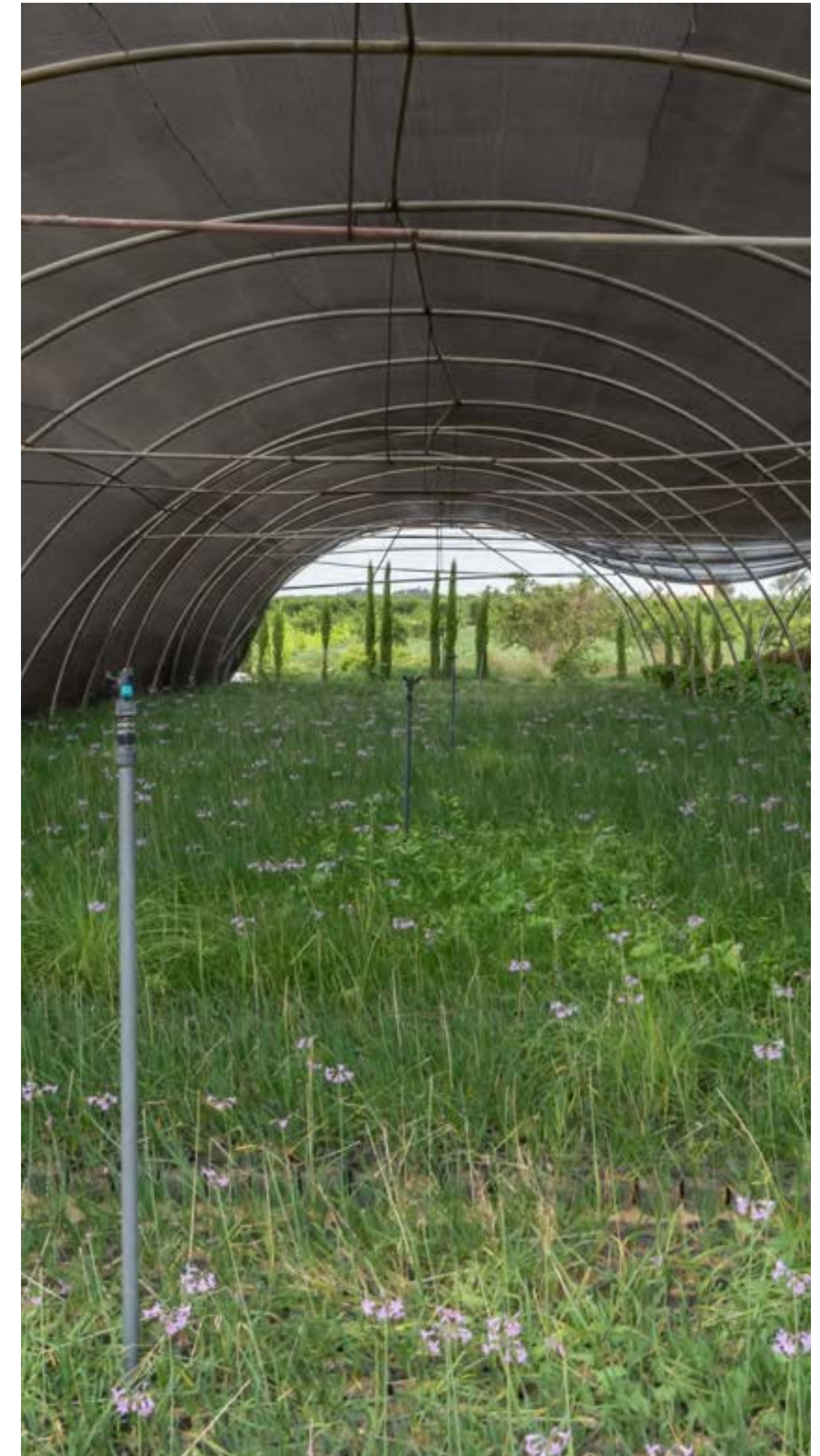
To further ensure better environmental impact and protect biodiversity, we use bio-based and eco-friendly certified pesticides and fertilizers. We also consult with several experts in the physiological well-being of flora to ensure that we provide landscapes with the necessary care they need.

Egypt's ambitious sustainable development strategy prioritizes the management of its most precious resource: water. Jinet plays a crucial role in this endeavor by transforming barren landscapes into thriving ecosystems while minimizing water use. One example of its projects includes a natural reserve, Al Houbara, which includes a water desalination plant powered by solar energy, and a lake and drainage system for brine. Additionally, in collaboration with the Administrative Capital for Urban Development and private sector partners, Jinet promotes the use of low-maintenance plants that are native and endemic to Egypt in new developments. This initiative further reduces the water requirements of landscapes.



Sherifa Kira

Chief Executive Officer
of Jinet





Built Environment

We believe in designing spaces, commercial and residential buildings, facilities and infrastructure projects with careful consideration of their role in human life and their environmental impact. With more people spending a vast majority of their time indoors, we should use this knowledge to create environments that enhance quality of life.

Our Commitment

We are committed to designing spaces that promote wellness and constructing the green buildings of the future.

SDG Impact

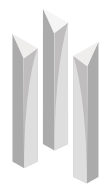


Focus	Target	Status	2022-2023 Performance
Sustainable Buildings	<ul style="list-style-type: none"> Implement internal guidelines for efficient material use through design optimization, building and structure maintenance, and life extension by 2025 Certified green office buildings (LEED, WELL, EDGE, BREEAM) by 2030 	 	We have conducted assessments and began preparations to construct green office buildings, in line with the IFC's Edge Standard.
Environmental Declaration of Products	<ul style="list-style-type: none"> Develop procedures to prioritize products and materials based on Environmental Product Declarations by 2025 		
Sustainable Infrastructure	<ul style="list-style-type: none"> Implement requirements and supporting mechanisms for operators to promote sustainable infrastructure by 2025 		We have constructed EDGE certified YANMU warehouses.

Achieved
 In Progress
 Not Started

Relevant Policies & Procedures

Design Management Procedure	This procedure outlines the steps for preparing design documents in EPC projects, covering project planning, procurement, and project execution. These steps apply to projects in the tender phase and those already awarded.
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Built Environment



The fate of our planet is at stake, compelling us to make sustainable choices to ensure its survival. Embracing sustainability enables an organization to attract employees, shareholders and customers who are invested in sustainability goals and share these values. Therefore, the impact of sustainability can be positive for a business's employees, image, and revenue.

PGESCO has a rich history in power development unmatched by any business in the Middle East. With its strong background in power development, PGESCO is uniquely positioned to advance power production. This includes sustainable initiatives like renewable energy, as well as implementing emissions reduction and waste regeneration across all applicable utilities.

PGESCO is committed to integrating the UNSDGs into all of its operational processes. The company is taking steps to analyze activities across departments, including engineering, human resources, IT, and business development. To facilitate the integration of sustainability into these departments, PGESCO has established a dedicated sustainability team. This team is tasked with developing the corporate sustainability charter, promoting internal awareness, and leading initiatives that transform concepts into business applications.

PGESCO has also subscribed to the Greater Business Benchmark, a platform designed to help businesses identify, prioritize, and implement impactful initiatives. Sustainability is integral to PGESCO's services offering, and the company is actively developing opportunities in established markets such as Egypt and KSA.

As an engineering service provider, PGESCO is committed to promoting waste minimization, increasing the use of renewable energy, and reducing pollution. To achieve its sustainability targets, PGESCO is integrating sustainability principles in its engineering specifications. It is also cooperating with subcontractors and suppliers to incorporate sustainable materials and practices into the company's operations.



Ahmed Ramadan
Chief Executive Officer
of PGESCO

Go Green Initiative

The Go PGESCO Green initiative started in 2012. It utilizes various communication tools to promote sustainable development awareness among employees. It began with a logo and tree symbol, highlighting the interconnectedness of the company's departments and nature.

The initiative relies on three tools:



Digital Tools



Visual Tools



Social Tools

In 2023, Go PGESCO Green made significant strides toward sustainability in its office and business practices. PGESCO joined the Green Business Benchmark, an American platform that helps businesses implement sustainable initiatives. Their efforts in sustainability were recognized when PGESCO Going Green Together was named a finalist in the Big 5 Egypt Impact Awards.

PGESCO's commitment to environmental responsibility was further highlighted when they won an International Gold Green Apple Environment Award from The Green Organization in London. Among their notable milestones, PGESCO developed a carbon footprint calculator designed to measure emissions from office consumables and project operations.

Consumption Reduction Actions



Replacing Plastic Cups



Using LED Lighting



Water-saving technology was installed



Minimizing Rented Space



Utilizing Software to Replace Paper



Reducing Redundant Electricity Consumption

- Awareness Campaigns
- Example: Give and Go Green
- Interactive Events
- Waste Separation Stand



Built Environment

Sustainable Buildings

Hassan Allam Holding aims to have all its office buildings certified as green (LEED, EDGE, WELL, BREEAM) by 2030. The Company envisions a future world focused on creating climate-resilient natural solutions and green infrastructure that aligns with planetary boundaries. As part of its 2030 strategy, the Company aims to convert its office buildings to meet green building certification standards.

Starting the Green Building Journey

2022

An assessment was conducted for the Head Office building located in Sheraton, aligning with the IFC's Edge Standard for green buildings. Following the assessment, energy- and water-saving measures were implemented, consistent with the 2030 objective to transition all office buildings into environmentally sustainable structures.

2023

The installation of Solar PV Panels began at Hassan Allam Holding's head office building in Sheraton. Additionally, assessments were conducted for the installation in the Support Division Warehouse and other assets, a project initiated in June 2023 and ongoing to date. Following these assessments, the Company began its internal green building journey.

YANMU: First EDGE Certified Warehouse in Egypt

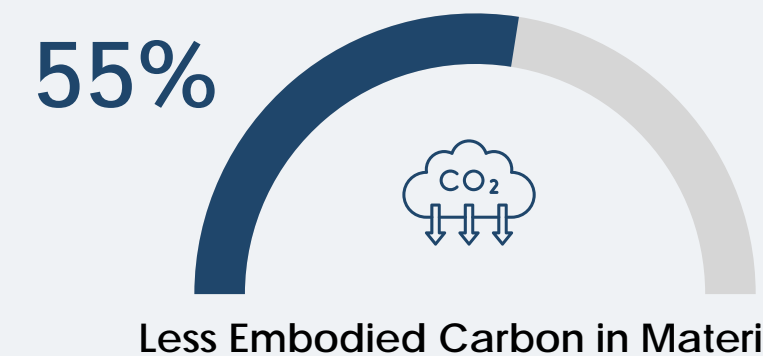
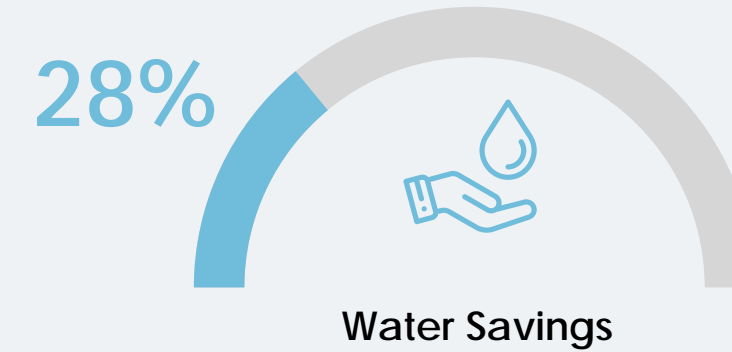
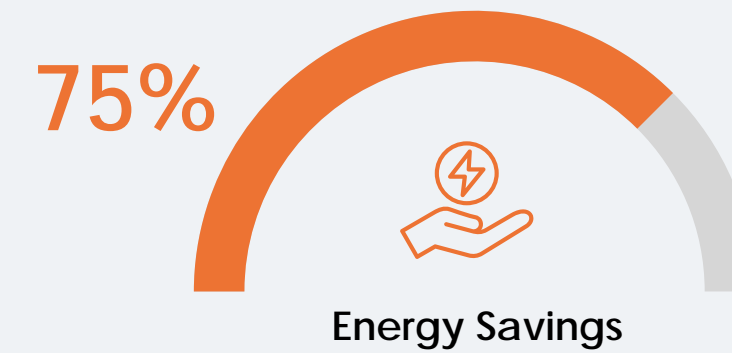


YANMU East Cairo Logistics Park, a warehousing facility spanning 270,000 square meters, developed by Hassan Allam Utilities and Agility aims to revolutionize warehousing across e-commerce, manufacturing, tech, automotive, healthcare, and other sectors.

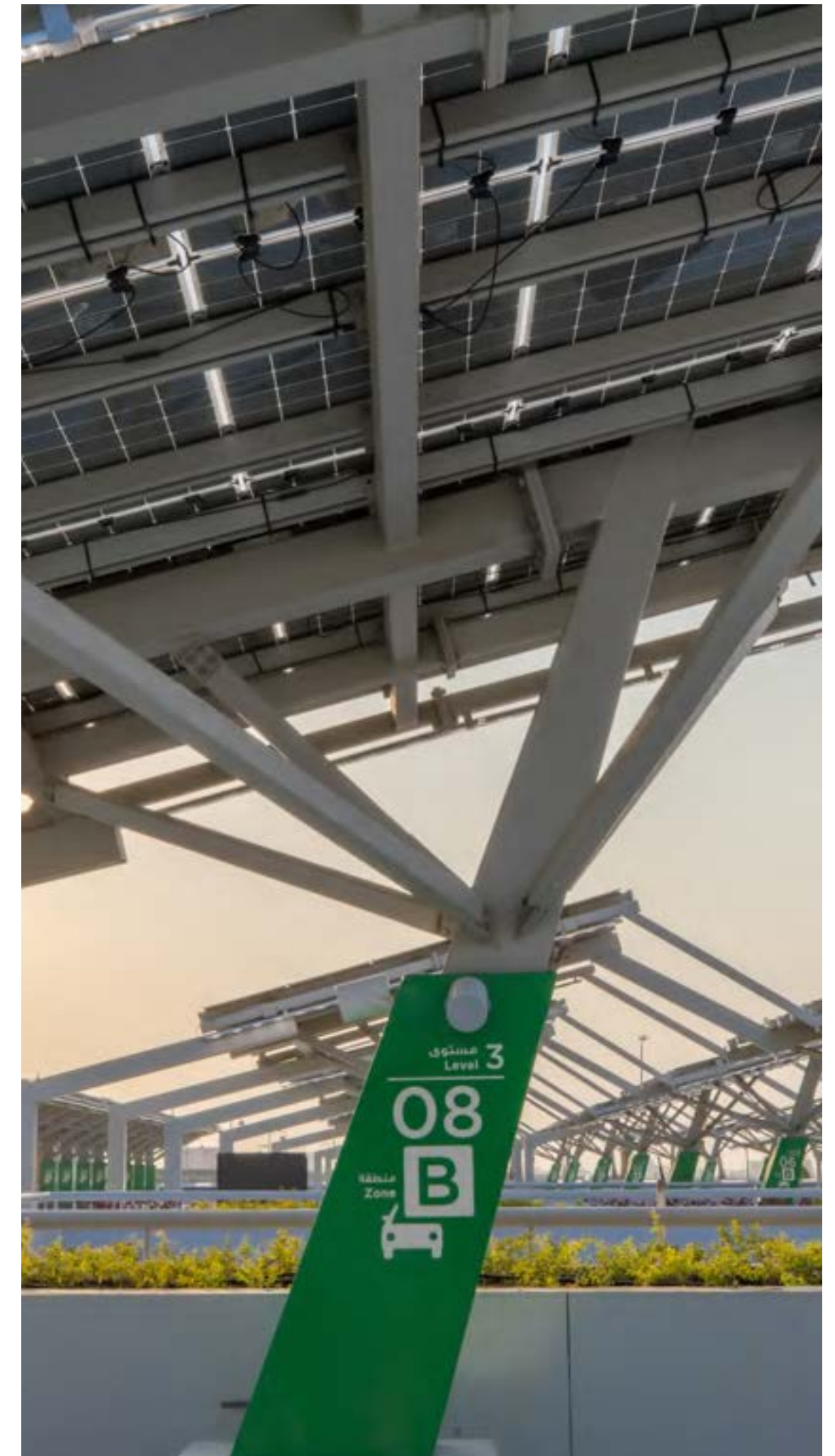
YANMU was meticulously designed with a strong emphasis on environmental responsibility, aiming to deliver world-class logistics facilities while minimizing its carbon footprint and promoting sustainable infrastructure practices. In 2023, YANMU East Cairo Logistics Park received the prestigious EDGE ADVANCED Certification, marking the first time this certification was awarded to a warehouse in Egypt.

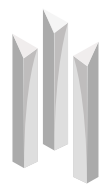


The EDGE ADVANCED Certification is granted to buildings demonstrating superior energy and resource efficiency in the design stage. An evaluation of YANMU East Cairo Logistics Park's energy consumption, water usage, and materials revealed outstanding performance in several key areas.



This achievement sets a new industry standard in Egypt.





Built Environment

Expanding Green Building

Humanity and the environment must cultivate a mutually beneficial partnership that meets societal requirements while mitigating ecological harm. Hassan Allam Holding

Arab African International Bank AAIB – Ninety Head Quarter


The AAIB headquarters are currently being developed according to Gold LEED standards, with support from Hassan Allam Holding, using best-in-class finishing specifications and materials.



is a leading advocate in this area, providing support to numerous enterprises across various sectors seeking green building certification, in alignment with key national initiatives.

L'Oreal Egypt's Cosmetics Health Care Products Plant

This is the first LEED-certified factory in Egypt across all industries to achieve the LEED-Silver certification from the U.S. Green Building Council.

Core supports value engineering, such as cost-effective solutions like roof renovation over reconstruction. Additionally, the company is dedicated to meeting green building standards including LEED requirements.

Jinet: Houbara Natural Reserve

The project aimed to create a 220 km² ecological sanctuary for wildlife and nature in the desert. Over 200 irrigated farms and 3 artificial lakes were created to provide sustenance for birds, acting as a refuge. This project encompassed the construction of landscape, wells, lakes, desalination plant and fences. This sanctuary demonstrated human ingenuity, technology and environmental stewardship by carefully balancing human development with nature preservation to provide a haven for over 200 bird species in the desert. The farms, lakes, desalination plant, bird houses and careful water treatment work together to sustain the variety of plant and animal life within the reserve.



Houbara Natural Reserve New Alamein

-  **1,342 Km²**
Including:
-  **360 m²**
Bird house for 152 Haboura birds,
-  **220,000 Lm**
fences constructed
-  **40,000 m²**
lakes constructed
-  **170,000 m²**
edible flora plants planted and
-  **1,000 m³/day**
capacity solar powered desalination plants built.



Climate Change

The climate crisis is real and all-encompassing, requiring us to drastically decarbonize the economy and adapt to the unavoidable impacts of climate change. Now is the time to make bold choices based on the best available science and evidence to reduce our resource consumption and GHG emissions.

Our Commitment

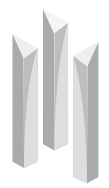
We are committed to using our capacities to support the achievement of the Paris Agreement targets and help all our stakeholders adapt to climate change.

SDG Impact



Focus	Target	Status	2022-2023 Performance
Climate Resilience	<ul style="list-style-type: none"> Climate vulnerability, impacts, and risk assessment based on ISO 14091 in 2024 Emergency Preparedness and Disaster Risk Reduction Plan in 2025 		Hassan Allam Holding is working to align with the TCFD framework and is currently integrating climate risk into the Company's enterprise risk management system and risk register, having conducted a climate risks and opportunities assessment.
Emissions and Effluents	<ul style="list-style-type: none"> Annual carbon footprint and decarbonization pathways assessment toward net zero Feasibility assessment for sustainable and electric fleet in 2025 Work on adopting renewable energy within operations in 2030 ISO 46001 - Water Efficiency Management System in 2025 Zero waste water in 2030 Energy management system (ISO 50001) in 2025 Reduction in energy consumption for buildings and facilities in 2030 	 	<p>We have been conducting our carbon footprint analysis every year since 2021.</p> <p>We utilize renewable energy sources, such as the solar panels in the Hassan Allam Construction Sheraton office.</p> <p>The Sustainability Department introduced energy reduction initiatives in 2022.</p>

Achieved In Progress Not Started



Climate Change



Sustainability is a global direction that encourages all business partners to minimize environmental impact, reduce costs, and promote social equity. For our group, it is crucial to align with new client requirements and regulations, particularly with the increasing demand for sustainable and green projects like LEED-certified buildings.

CORE specializes in delivering fully integrated sustainable solutions, customizing systems to meet the unique needs of our clients across various sectors, including industrial, commercial, institutional, and residential spaces.

CORE has been the sole certified applicator in Egypt since 2021 for beach waterproofing using the Polyurea system of Crystal Lagoons® technology, verified by Bureau Veritas. CORE has successfully applied LEISURELINE system technology to several projects, including waterproofing the world's first and largest mountain top lagoon.

CORE has been officially certified for the specialized application of grouting for wind turbines foundation. This milestone project in wind farms aligns with the Egyptian government's strategy to diversify its energy sources and harness the country's rich natural resources, particularly in renewable energy.

CORE also prioritizes quality and compliance in its services by conducting regular surveys for customers and integrating ESG-related risks and opportunities into its decision-making processes. CORE also contributes to community development through its CSR initiatives, such as its collaboration with Al Nas Hospital in 2020. CORE is committed to evaluating and prioritizing sustainable projects and customers with notable ESG performance.

Another initiative CORE is exploring is the use of locally produced materials for its services and products. This approach aligns with both global and national sustainability strategies by promoting local supply chains and industries, thereby boosting economic development and reducing carbon emissions associated with the transportation of finished goods.



Mohamed El-Tahery

Chief Executive Officer
of CORE

Climate Resilience

Hassan Allam Holding has commissioned a TCFD report to be integrated into the Company's governance framework, enabling the Company to create a clear roadmap for climate resilience. This initiative sheds light on Hassan Allam Holding's commitment to improving its operations and utilizing sustainable practices.

Hassan Allam Holding has implemented a comprehensive sustainability policy outlining the Company's commitment to reducing its carbon footprint and adapting to climate change impacts. It includes measures to mitigate greenhouse gas emissions, manage climate-related risks and opportunities, and promote sustainable practices across all operations, processes, and services.

Hassan Allam Holding Climate Resilience Plan			
GHG Emission Reduction	Climate Risk Management	Energy Efficiency	Sustainable Practices

Hassan Allam Holding is leading the transition to low-carbon business models by investing in renewable energy projects and promoting energy efficiency. Additionally, the Company plans to integrate climate risk management into its decision-making processes and prioritize sustainable practices across its supply chain and community engagements. This proactive approach aligns with international agreements, such as the Paris Agreement and Science-Based Targets Initiative.



Climate Change

Carbon Footprint & GHG Emissions

Hassan Allam Holding aims to overcome the challenges faced by most of its subsidiaries in reducing GHG emissions and carbon footprint through continued monitoring and process optimization. As part of this process, the Company quantifies its carbon footprint, takes responsibility for its operations, and monitors its progress.

In 2021, Hassan Allam Holding conducted its first carbon footprint assessment by monitoring carbon emissions and establishing a baseline. Since then, as mentioned earlier, the Company has actively pursued its sustainability strategy, resulting in increased awareness and enhanced sustainability practices in 2023 and 2022.

A carbon footprint represents the amount of greenhouse gases generated and emitted by a company's operations and consumption. This carbon footprint report aims to identify and quantify the GHG emissions linked to each activity undertaken by Hassan Allam Holding within its scope. This process enables the Company to pinpoint specific areas for targeted improvement in reducing its carbon footprint.

Organizational Scope and Boundaries

Hassan Allam Holding followed international standards in carbon footprint calculations to ensure the accuracy and credibility of its carbon footprint analysis. As with the 2021 carbon footprint assessment, the 2022/23 assessment follows:

- Inter-Governmental Panel on Climate Change (IPCC) guidelines
- The GHG Protocol: Corporate Accounting and Reporting standard

- ISO 14064-1:2018 Greenhouse Gases Part 1: Specification with guidance at the organization level for quantification and reporting of GHG emissions and removals

This report follows the GHG Protocol Corporate Accounting and Reporting Standard, the operational control consolidation approach, and accounts for the Group's most significant activities across scopes 1 and 2.

Scope 1: Includes direct emissions resulting from sources owned or controlled by Hassan Allam Holding. This is divided among stationary combustion, mobile combustion and fugitive emissions.

Scope 2: Includes indirect emissions resulting from purchased electricity generation, heating, and cooling consumed by Hassan Allam Holding

This assessment includes the head offices of 12 out of the 18 subsidiaries, as well as the sites of Hassan Allam Construction. It's important to note that this report exclusively focuses on emissions from Hassan Allam Construction's projects, considering their substantial impact on the environment and their extensive operational activities. Emissions from projects of other subsidiaries will be measured in future assessments.

Head Offices	Sites
1. Hassan Allam Construction - Sheraton Head Office	<p>The sites included fall under Hassan Allam Construction, covering a wide spectrum of construction and infrastructure projects in Egypt, including residential complexes, commercial buildings, industrial facilities, energy projects, educational institutions, and transportation hubs and more, spanning across 2022 and 2023. Other subsidiaries and subcontractors are partners in the projects considered here.</p>
2. Kortech - Head Office	
3. PGESCO - Head Office	
4. Hassan Allam Roads and Bridges - Head Office	
5. Hassan Allam Trading and Engineering - Head Office	
6. 3S Ready Mix - Head Office	
7. Eden - Head Office	
8. Jinet - Head Office	
9. INTECH - Head Office	
10. Core - Head Office	
11. Hassan Allam Utilities - CFC Office	
12. Hassan Allam Utilities - Zamalek Office	
13. Bioworks AG - 3 offices in Germany	



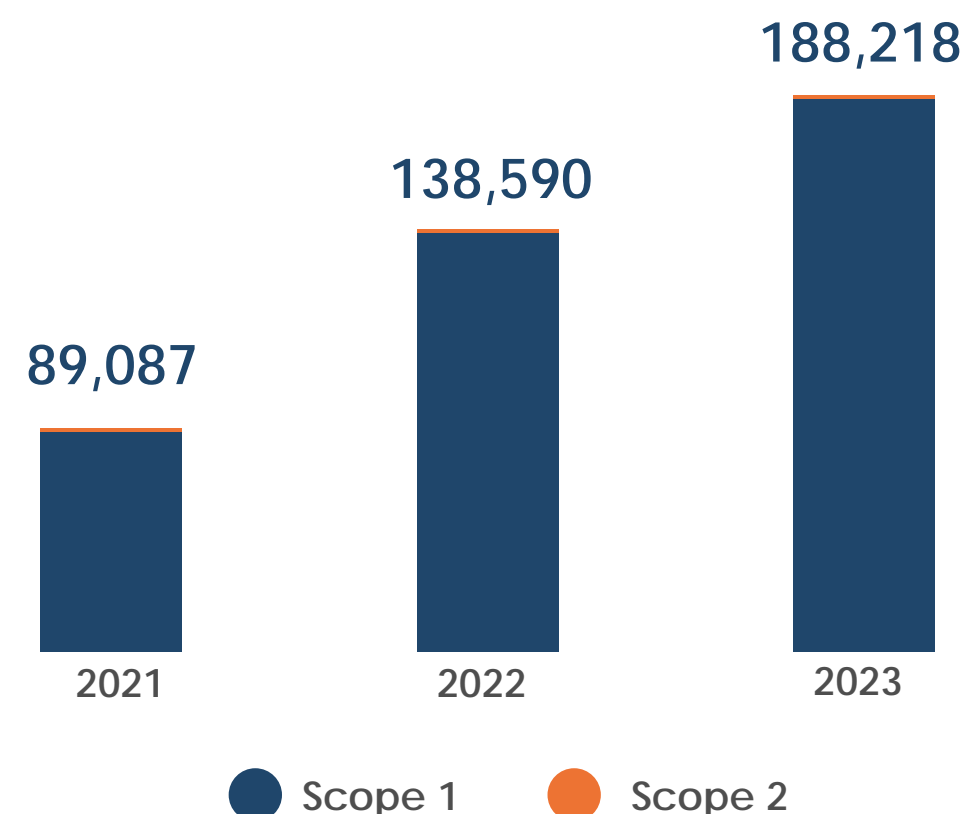


Climate Change

Carbon Footprint Assessment Results

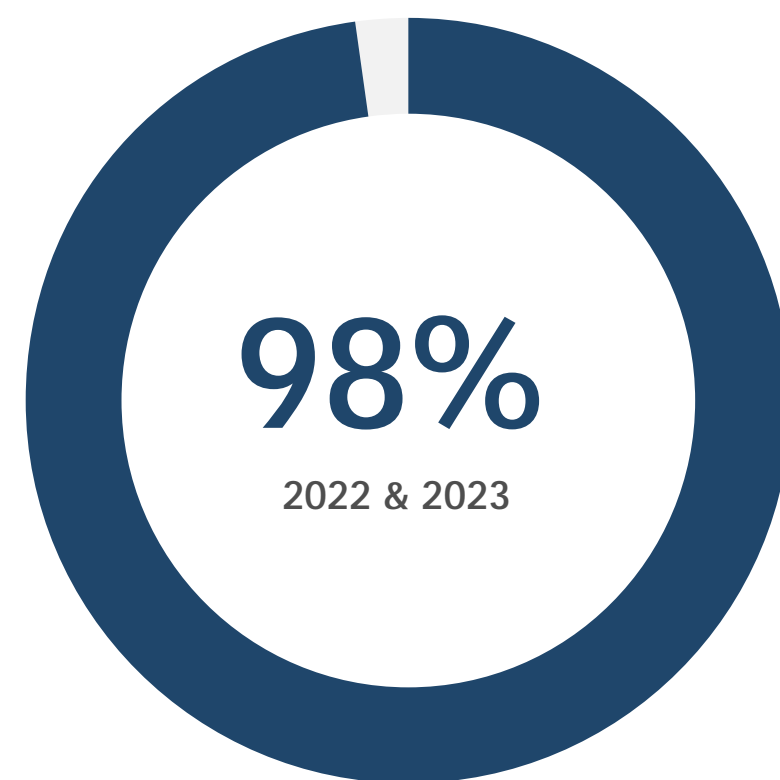
Hassan Allam Holding's carbon footprint analysis for 2022 and 2023 revealed emissions of 138,589 t CO₂e and 188,218 t CO₂e, respectively. In comparison to 2021, there's a notable upward trend in its carbon footprint. This can be attributed to the expansion of its reporting scope, which began in 2021 with reporting on 59 sites. The number of assessed sites increased, in both 2022 and 2023, exceeding 120 sites per year. This significant increase in site coverage is the primary factor contributing to the noticeable rise in the Company's carbon footprint values.

Total Carbon Footprint mt CO₂e

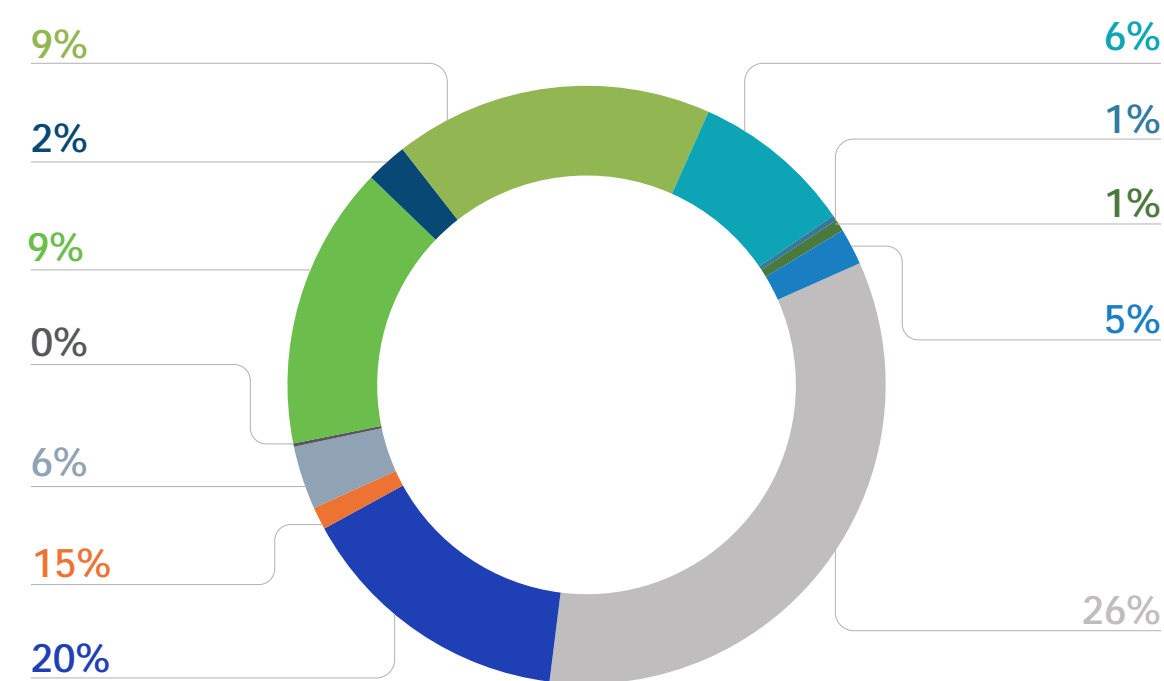


Hassan Allam Construction sites, due to the nature of its activities, is responsible for 98% of total emissions in 2022 and 2023. Therefore, moving forward, the offices will be considered together, while Hassan Allam Construction sites will be considered separately. Notably, Scope 1 emissions are the primary contributor to the carbon footprint, responsible for 99% of emissions in both 2022 and 2023, and 98% in 2021. This can be attributed to the method of fuel consumption at Hassan Allam Construction sites, as sites predominantly rely on onsite generators (considered under Scope 1) instead of purchased electricity (considered under Scope 2).

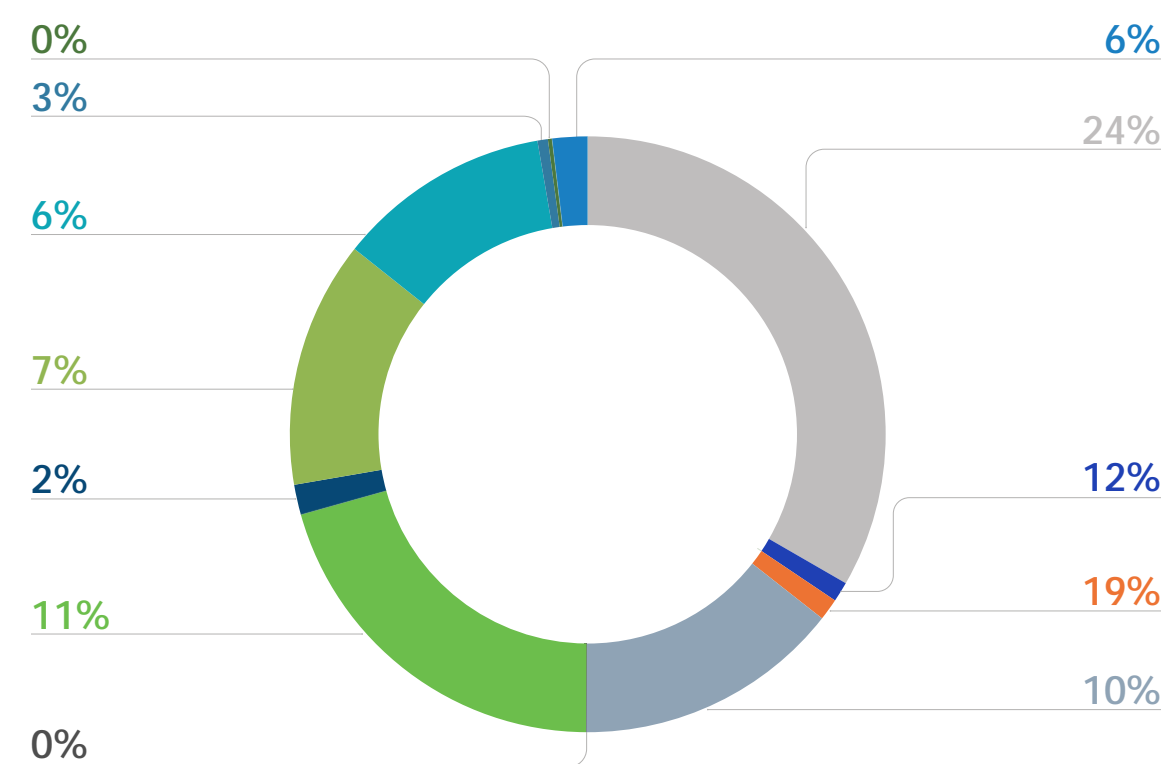
Percentage of Carbon Footprint Resulting From Hassan Allam Construction Sites



Scope 1+2 by Subsidiary Head Office 2023



Scope 1+2 by Subsidiary Head Office 2022

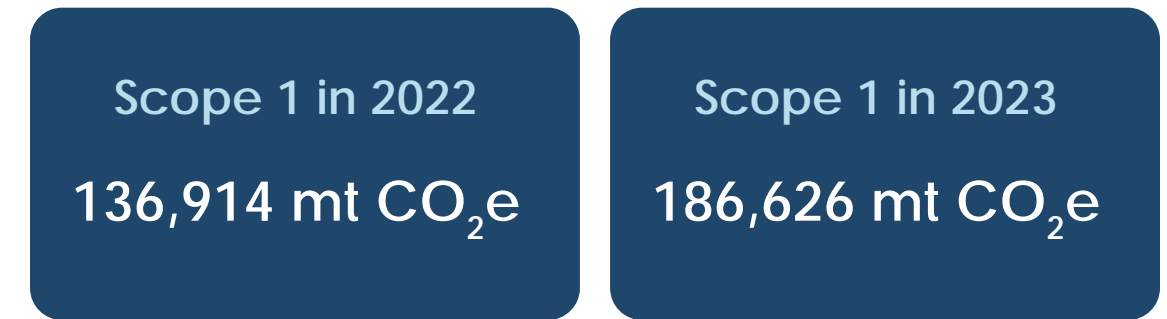


- Hassan Allam Roads and Bridges
- Jinet
- INTECH
- Core
- Hassan Allam Utilities
- Bioworks AG
- Hassan Allam Trading and Engineering
- Kortech
- PGESCO
- 3S Ready Mix
- Eden

This breakdown illustrates the percentage of the overall carbon footprint contributed by each subsidiary's head office. The primary contributors to the carbon footprint in 2023 are the largest subsidiaries: Hassan Allam Construction (26%), Kortech (20%), and PGESCO (16%). This aligns with the distribution observed in 2021, where these same three subsidiaries held the lead positions in contributing to the carbon footprint.

Scope 1: Direct Emissions

Scope 1 emissions, including stationary combustion, mobile combustion, and fugitive emissions, account for a substantial 99% of total emissions. In 2022, total Scope 1 emissions were 136,914 mt CO₂e, while in 2023, they increased to 186,626 mt CO₂e.



Stationary combustion sources encompass fixed sources of GHG emissions, including generators and power plants. As defined by the GHG protocol, this category includes emissions resulting from fuel combustion in stationary sources. Within the scope of Hassan Allam Holding's operations, the predominant fuel used is gasoline, alongside minor amounts of diesel and natural gas.

Mobile combustion emissions result from fuel combustion in company-owned/controlled mobile sources, such as trucks, trains, ships, airplanes, buses, and cars. In 2022, the primarily used fuel was gasoline, natural gas, and diesel.

Fugitive Emissions are the emission resulting from intentional or unintentional releases of GHG, such as equipment leaks or venting





Climate Change

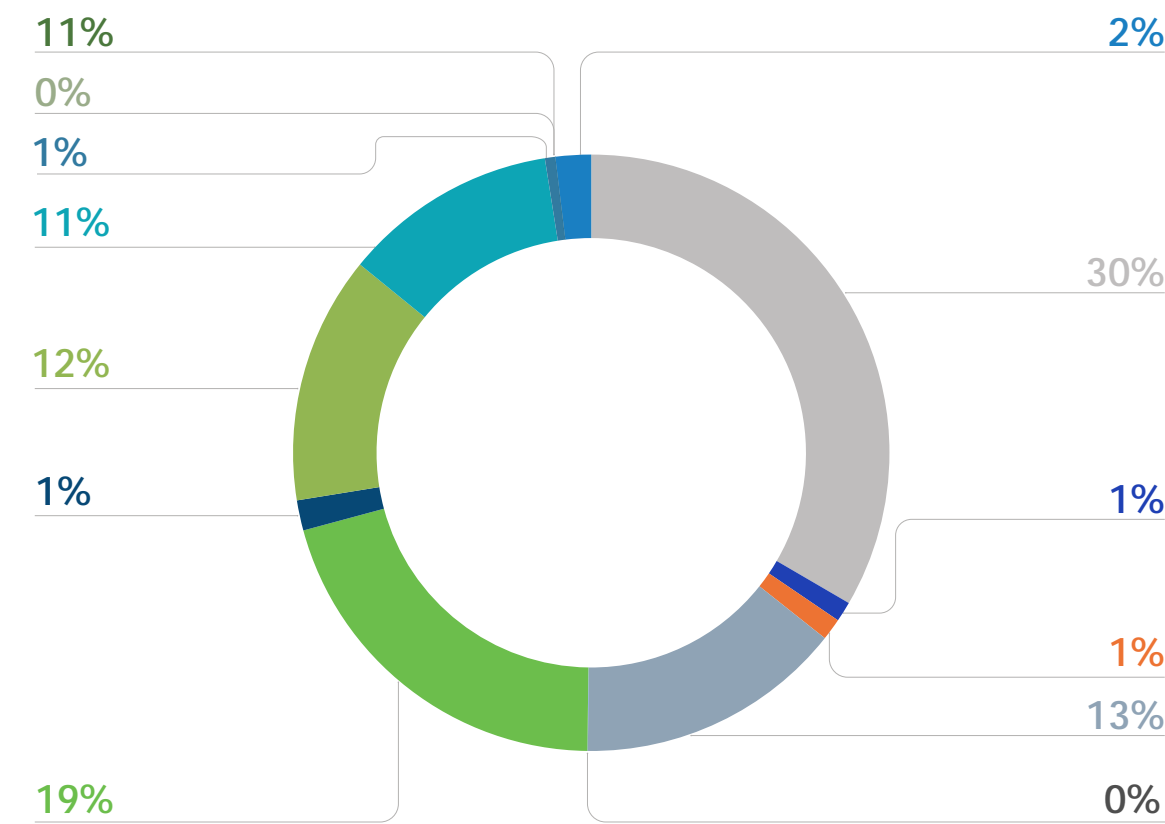
Scope 1 Head Offices	Emissions			
	2022	%	2023	%
Stationary Combustion & Mobile Combustion	136,888 mtCO ₂ e	99.98	186,602.86 mtCO ₂ e	99.99
Fugitive Emissions	25.82 mtCO ₂ e		22.87 mtCO ₂ e	
Fertilizers	1.03 mtCO ₂ e		1.31 mtCO ₂ e	
Refrigerants	22.88 mtCO ₂ e		21.12 mtCO ₂ e	
Firefighting	1.9 mtCO ₂ e		0.44 mtCO ₂ e	
Total Scope 1 Emissions	136,914 mtCO₂e	100%	186,625 mtCO₂e	100%

Scope 1 HAC Sites ¹¹	Emissions			
	2022	%	2023	%
Stationary Combustion & Mobile Combustion	136,914 mtCO ₂ e	99.98	186,625 mtCO ₂ e	99.99
Total Scope 1 Emissions	136,914 mtCO₂e	100%	186,625 mtCO₂e	100%

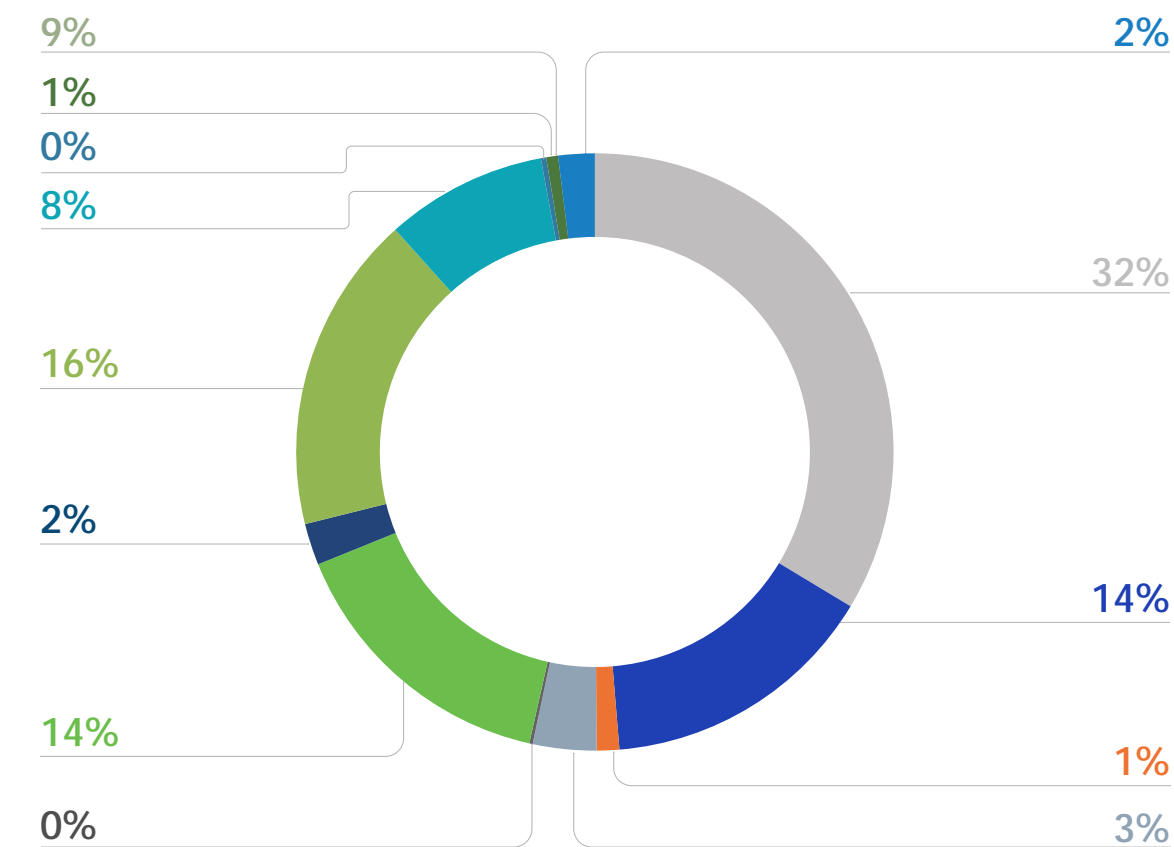
Upon examining the Scope 1 emissions' summary, it's evident that the majority of emissions originate from stationary and mobile combustion, primarily attributable to fuel consumption. A detailed analysis by subsidiary reveals that in both 2022 and 2023, the primary emitter was the Hassan Allam Construction head office, constituting 30% and 32% of emissions, respectively. Close behind were 3S Ready Mix at 19% and 14%, respectively, and Jinet at 12% and 16% for the same periods.

Certain subsidiaries such as INTECH, 3S Ready Mix, and Hassan Allam Roads and Bridges have successfully decreased their carbon footprint. Kortech stands out as the sole entity with a notable increase, whereas the others have either experienced slight growth or maintained stability.

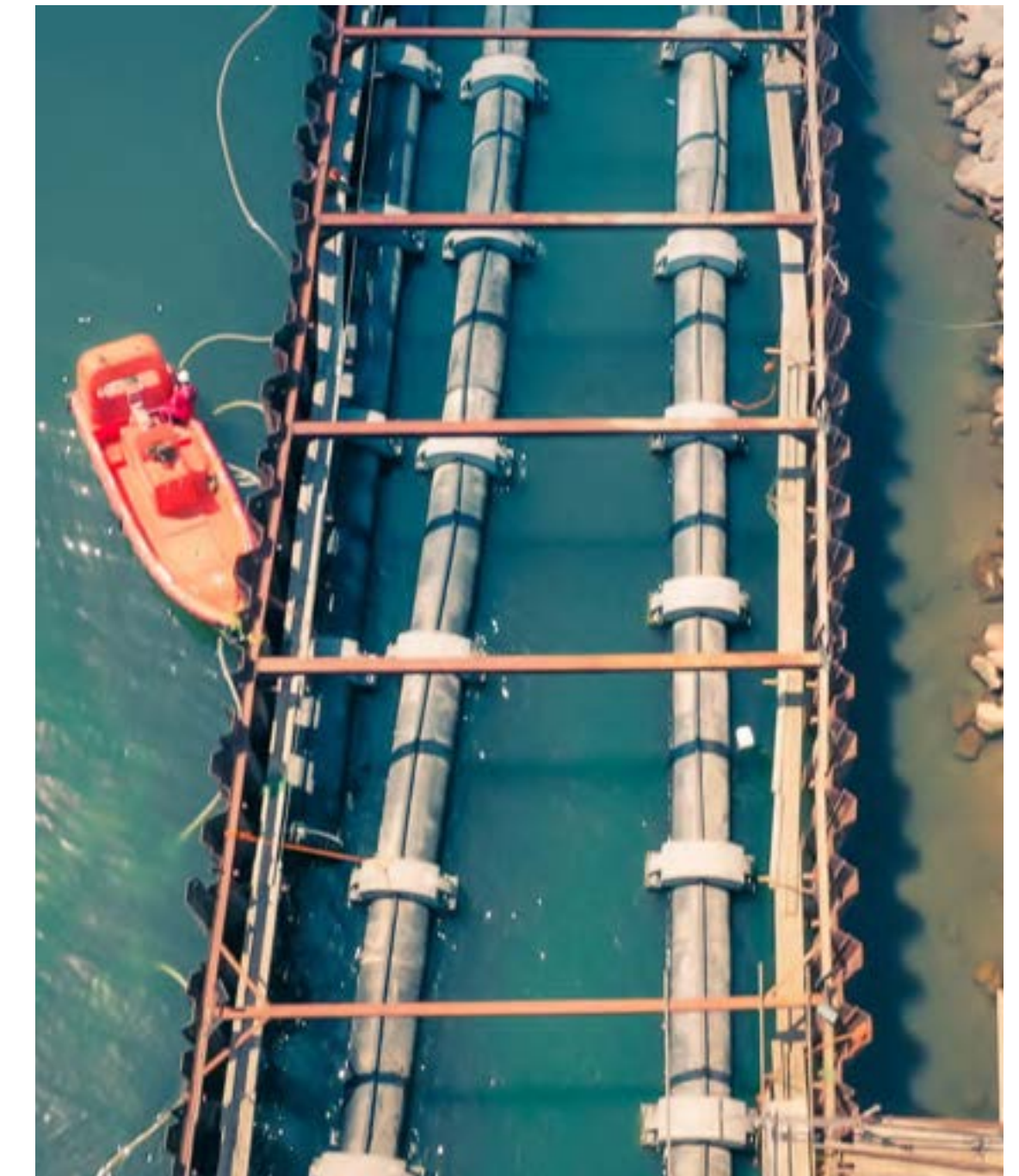
Scope 1 Head Office Breakdown 2022



Scope 1 Head Office Breakdown 2023



- Hassan Allam Utilities - CFC Office
- Hassan Allam Utilities - Zamalek Office
- Bioworks AG
- Hassan Allam Construction - Sheraton Head Office
- Kortech - Head Office
- PGESCO - Head Office
- Hassan Allam Roads and Bridges - Head Office
- 3S Ready Mix - Head Office
- Core - Head Office
- Hassan Allam Trading and Engineering - Head Office
- Eden - Head Office
- Jinet - Head Office
- INTECH - Head Office



¹⁰ The fugitive emissions of HAC Sites are not accounted for.

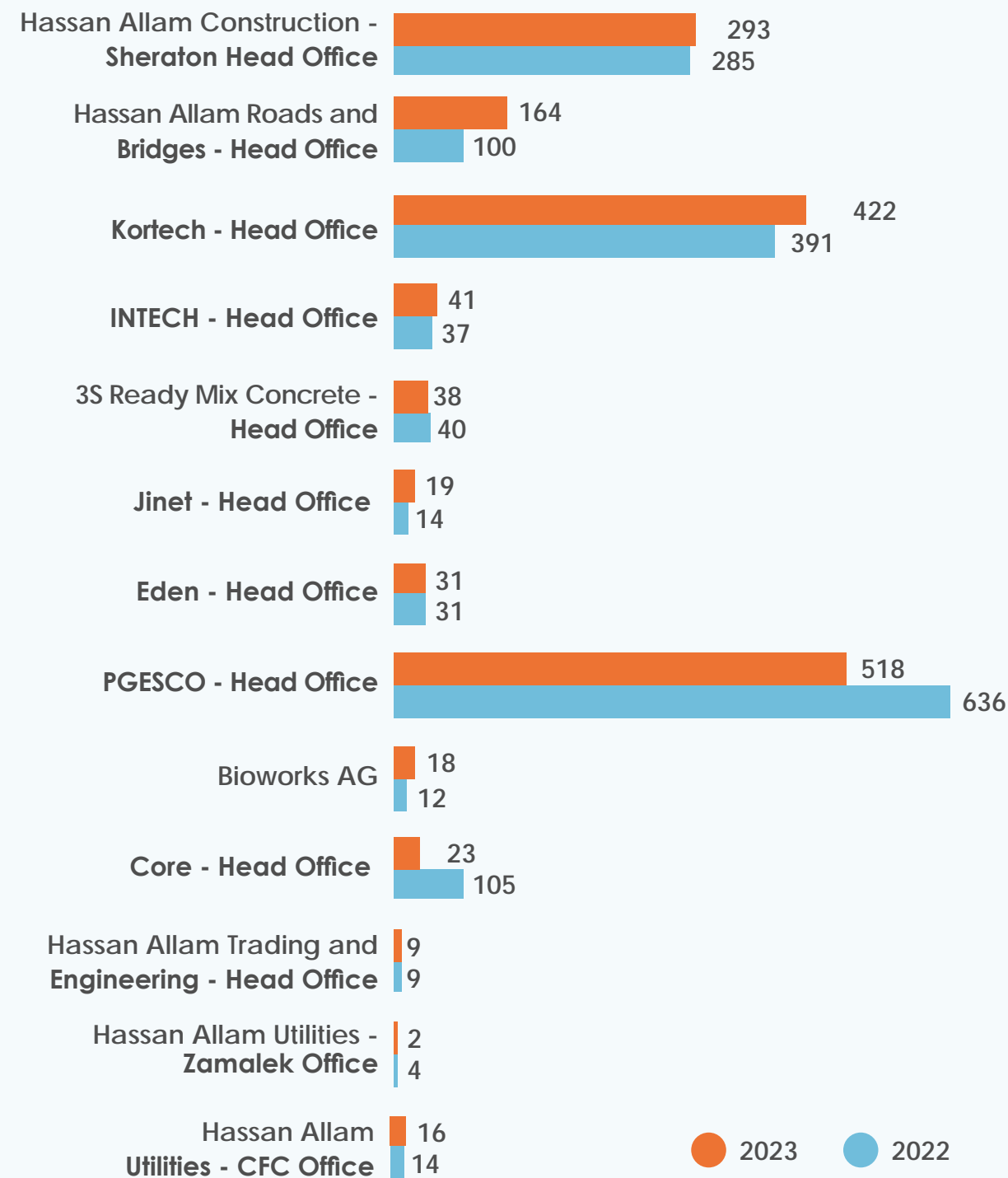


Climate Change

Scope 2: Indirect Emissions

Scope 2 refers to indirect emission, which is caused by sources such as purchased electricity from a provider. In Scope 2, the headquarters were analyzed, but the sites rely on generators, so their contribution was considered negligible. From 2022 to 2023, there was a 5.2% decrease in Scope 2 emissions.

Scope 2 Subsidiary Head Offices (tCO₂e)



The largest contributor to Scope 2 was PGESCO, accounting for 38% in 2022 and 33% in 2023. It is followed by Kortech, accounting for 23% in 2022 and 27% in 2023, and Hassan Allam Construction, accounting for 17% in 2022 and 18% in 2023. Overall, there has been a decrease in purchased electricity from 2022 to 2023 by 84 mtCO₂e, attributable to subsidiaries like Core and PGESCO reducing the amount of purchased electricity.

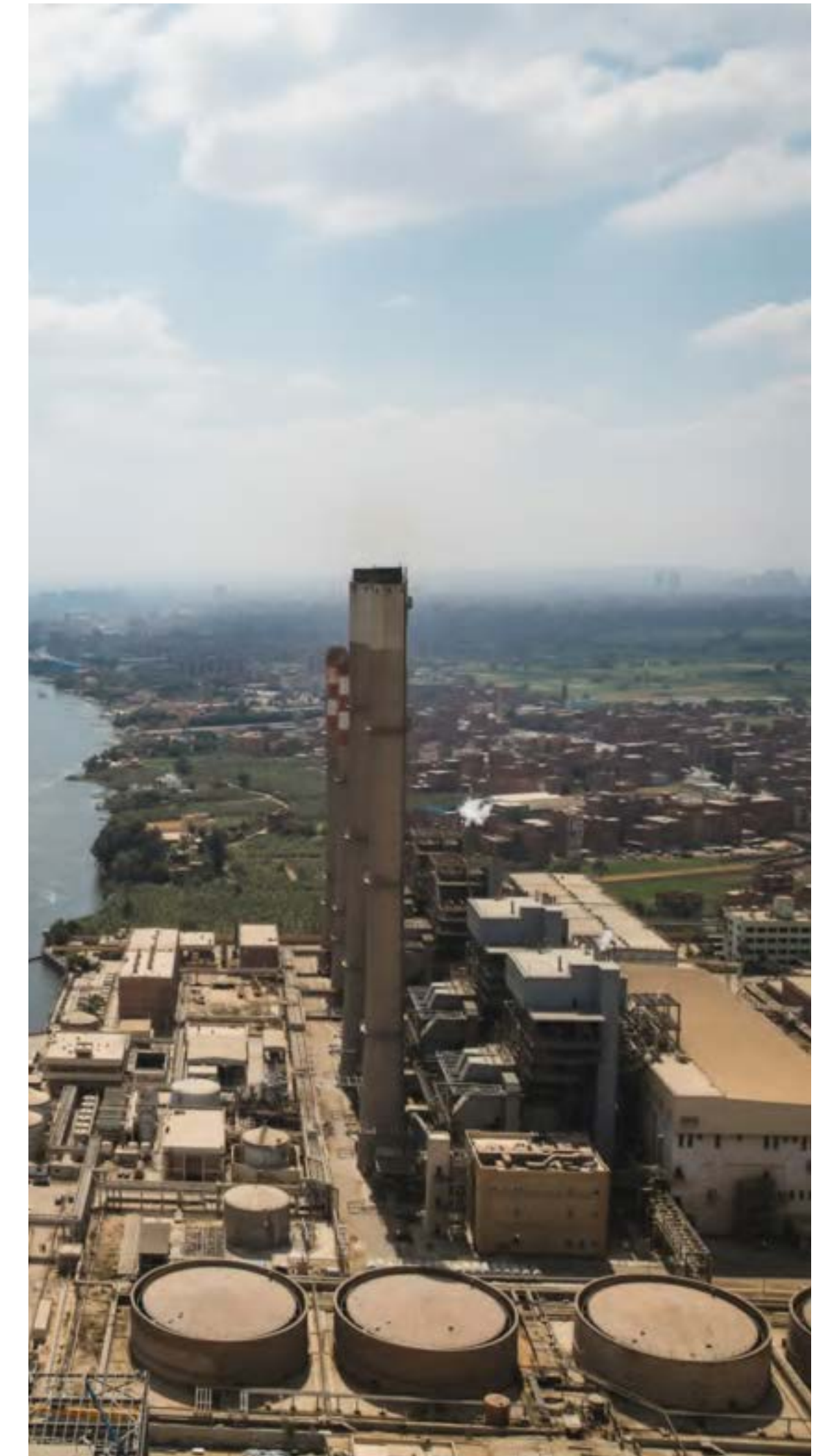
Total Carbon Footprint	Emissions			
	2022	%	2023	%
Scope 1	136,914 mtCO ₂ e	98.8%	186,626 mtCO ₂ e	99.2%
Scope 2	1,676 mtCO ₂ e		1,592 mtCO ₂ e	
Total Scope 1+2	138,590 mtCO ₂ e	100%	188,218 mtCO ₂ e	100%



PGESCO is developing a carbon footprint calculator to analyze its environmental impact. This tool will assess consumption of water, energy, and office consumables to compute CO₂ equivalents and visualize the results. By using this tool, PGESCO aims to identify areas where it can reduce its contribution to climate change.



Bioworks AG is advancing its environmental efforts by transitioning most company cars to hybrids and installing electric car charging stations in parking areas. Additionally, the company is committed to reducing paper usage in the coming months.



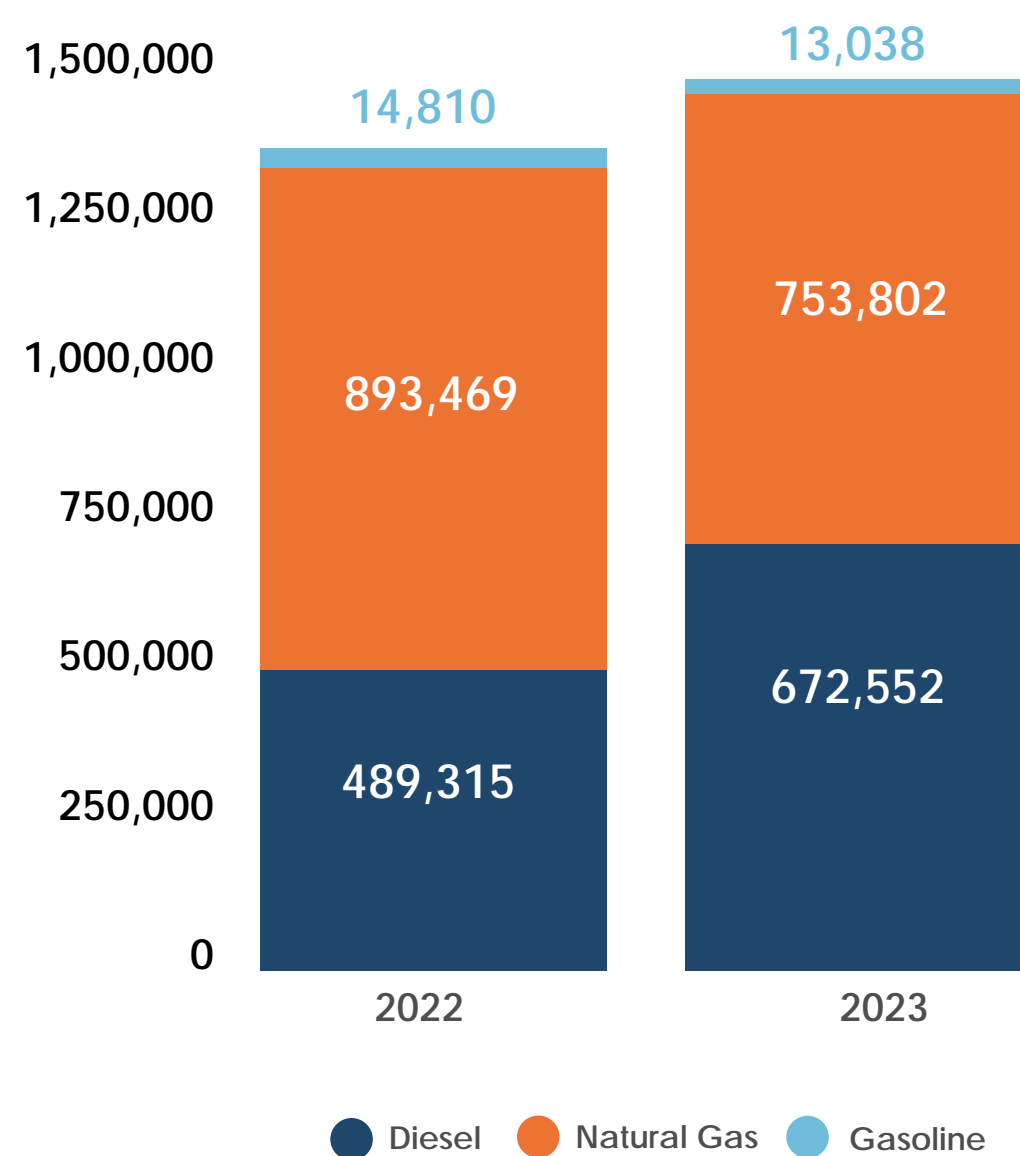


Climate Change

Energy⁹

Hassan Allam Holding aims to assess all projects for opportunities to implement energy efficient elements across operations and reduce emissions. The fuel mix at Hassan Allam Holding includes natural gas, gasoline, and diesel, with diesel and gasoline accounting for a large majority of the consumption. Total energy consumption for Hassan Allam Holding increased by 3% from 2022 to 2023, reaching 14.8 GWh in 2023.

Energy Consumption (MWh)



Renewable Energy

Hassan Allam Holding aims to integrate renewable energy into its operations and reduce energy consumption for buildings and facilities by 2030.

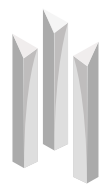
With subsidiaries and ventures specialized in integrating renewable energy, such as light source and PGESCO, Hassan Allam Holding is well-positioned to achieve decrease its carbon footprint. The Company has been taking part in major national initiatives aimed at increasing the use of renewable energy. Through projects such as the ones listed below, the nation's dependence on fossil fuels for electricity may be reduced, thanks to the establishment of renewable energy infrastructure.

Example of Renewable Energy Project	Capacity
National Renewable Energy Implementation	
Building on the successful collaboration between PGESCO and Swenett Solar B.V. on Benban, the world's largest solar park, Hassan Allam Holding continues to expand its ventures in renewable energy, with Hassan Allam Utilities building a portfolio focused on renewable energy efforts.	60 MWp
Implement Renewable Energy into COP 27	
In October 2022, Hassan Allam Holding constructed a 5 MWP solar PV plant in Sharm El-Sheikh, reducing the city's carbon footprint during COP 27 and averting an estimated 131,300 tCO ₂ e over its life cycle.	5 MWP

Example of Renewable Energy Project	Capacity
Wind Power	
Hassan Allam Utilities and ACWA Power signed a Power Purchase Agreement with EETC for a 1.1GW wind project in Egypt, which will be one of the largest onshore wind farms in the world and the largest in the Middle East. Upon completion, the project will mitigate 2.4 million tons of carbon dioxide emissions annually and provide electricity to 1,080,000 people. Furthermore, in 2023, Hassan Allam Utilities, Masdar, and Infinity Power entered an agreement with Egypt's New and Renewable Energy Authority to acquire land for constructing a massive 10 GW capacity onshore wind farm in Egypt. This project is set to become one of the world's largest onshore wind farms.	1.1 GW
Green Hydrogen	
Hassan Allam Utilities, Masdar, and Infinity Power Holding signed a framework agreement with the Egyptian Government to develop Egypt by 2030. In the initial phase, they plan to establish a green hydrogen production facility in the Suez Canal economic zone by 2026, aiming to produce 100,000 tons of e-methanol annually.	4 GW



⁹ The scope covered for energy calculations aligns with the scope of the carbon footprint analysis outlined in Organizational Scope and Boundaries.



Material Flows

We believe that creating a circular economy requires a fundamental shift in how businesses manage resources. This shift will bring about profound changes across every line of business. It will also provide access to untapped opportunities for recycling, reuse, and cross-industry collaborations.

Our Commitment

We are committed to aligning material flows with natural processes through the design of every building and facility, both for our holding companies and clients. We recognize the interconnectedness of social, economic, technological, and natural processes across various scales.

SDG Impact

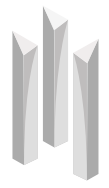


Focus	Target	Status	2022-2023 Performance
Circular Operations	<ul style="list-style-type: none"> Integrated waste management system in 2025 Attain BS 8001 or True Zero Waste certification in 2028 Implement a framework for industrial symbioses in 2025 Zero waste to landfill from operations in 2030 	<p>⊖</p> <p>⊖</p>	<p>We have diverted scrap waste generated from Hassan Allam Construction's worksites and Kortech away from landfills.</p> <p>Eden has obtained a waste management license and is currently developing this service.</p>
Products and Services	<ul style="list-style-type: none"> Set guidelines for prioritizing low-impact, recycled, and renewable inputs, applicable to all projects in 2025 Achieve hazardous materials management and elimination of harmful chemicals across the value chain in 2025 	<p>⊖</p> <p>⊖</p>	<p>Jinet uses bio-based and eco-friendly pesticides and fertilizers that are certified by the Egyptian Ministry of Environment.</p>

✔ Achieved ◐ In Progress ⊖ Not Started

Relevant Policies & Procedures

Hassan Allam Construction Scrap Sale Procedures	The scrap waste management procedure outlines the monitoring and controlling scrap-related processes, ensuring environmental preservation and high-quality standards in work environments. It also optimizes the use of various types of waste materials and equipment.
-------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------



Material Flows



Kortech believes a company's greatest asset is its people. Investing in their growth through training, education, and initiatives such as LEED certification is necessary. This investment is supported by the creation of a knowledge hub that facilitates the sharing of expertise and best practices across the organization, promoting collaboration and utilizing the diverse experience of teams across various locations.

Furthermore, Kortech aims to reduce material usage by 50% and repurpose 30% of slow-moving items within two years. The implementation of ERP/SAP systems highlights the company's commitment to employing cutting-edge solutions that achieve waste reduction.

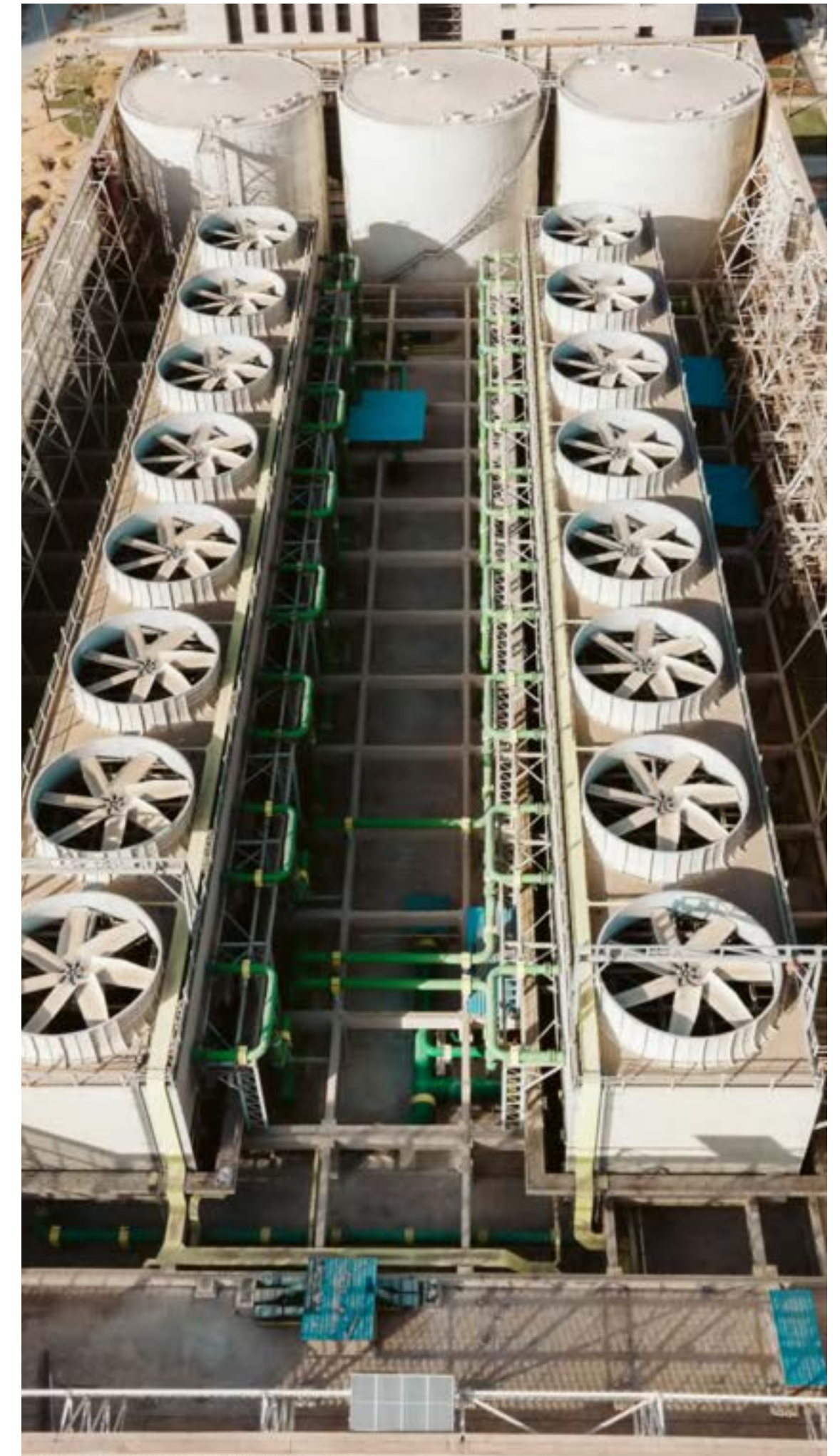
Kortech's goal is to provide customized turnkey services for complex projects without compromising on quality and efficiency. This is achieved by a strategic shift toward smart design, efficient processes, and a culture of sustainability. Aligning with national initiatives, Kortech is also working to enhance the environmental performance of its suppliers, ensuring a comprehensive approach to sustainability that extends beyond direct emissions to encompass the entire supply and value chain.

The company's holistic strategy, with a focus on reducing greenhouse gas emissions and operational waste, as well as prioritizing responsible and green projects, strengthens Kortech's position as a leader in driving Egypt's engineering and construction sector toward sustainable practices. This approach preserves resources and contributes significantly to the global goal of a net-zero future.



Ali El Mahdy

Chief Executive Officer
of KORTECH





Material Flows

Circular Operations: Waste

Hassan Allam Holding aims to achieve zero waste to landfill from operations by 2025.

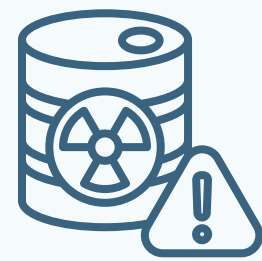
Hassan Allam Holding operates using a comprehensive Scrap Sales Procedure, which details how to clean, collect, store, and prepare scrap material to extend its life cycle and prevent valuable material from ending up in landfills.



Eden has been issued its Waste Management License and is currently developing this service. The company also integrates digital tools and paperless functions into their ongoing operations.

Waste Management Through ISO 14001

Hassan Allam Holding's subsidiaries adhere to internationally recognized environmental management standards. With ISO 14001 certification, these subsidiaries are committed to minimizing waste generation, segregating and handling waste safely and efficiently, complying with relevant regulations, and continually improving waste management practices. By implementing the principles outlined in ISO 14001, they have established management processes that are systematic, environmentally responsible, and aligned with best practices.

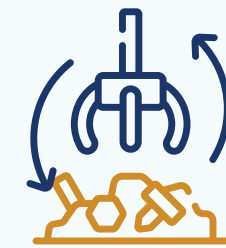


Hazardous Material Management Process

We are committed to the elimination of hazardous materials through safe measures.

Hassan Allam Construction Resource Efficiency: Diverting Waste from Landfill

Hassan Allam Construction's approach to waste management demonstrates a commitment to environmental stewardship and contributes to resource efficiency.



7,000+ tons

of Scrap material in 2022 and 2023

By implementing strict resource management procedures, Hassan Allam Construction ensures that resources are utilized effectively across its projects. Through structured disposal processes for damaged or expired items, Hassan Allam Construction minimizes waste and maximizes resource recovery. The convening of a Technical Inspection Committee and the compilation of detailed scrapping reports allow for the identification of salvageable materials, which can be reintegrated into the construction process or sold to reputable traders and companies for recycling.

This not only reduces the environmental impact associated with waste disposal but also contributes to the conservation of valuable resources. Furthermore, Hassan Allam Construction's coordination between departments streamlines the sales process, ensuring that recyclable materials are efficiently transferred to external markets.

In 2022 and 2023, the majority of Scrap material consisted of metals and steel (4.074 tons), followed by plastics (954). Metals and steel are in the lead due to the nature of Hassan Allam Construction's operations. Recycling materials such as metals is beneficial for the circular economy and leads to reduced GHG emissions, since the extraction and production of metals leads to extensive CO₂ emissions.

Scrap Material Diverted from Landfill during 2022 and 2023 (tons)

Metal and Steel	4074
Plastics	954
Wood	695
Spare Parts	449
IT	402
Electric Tools	366
Copper Wires	113
Ceramic	60
Aluminium Cables	42
Construction Equipment	25
Paper	3





Material Flows

GREEN CONCRETE 3S: Concrete Made with Recycled Materials

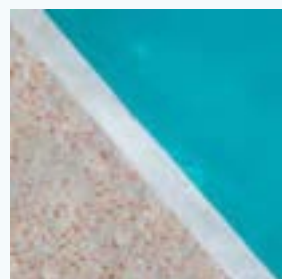


3S Ready Mix supports green buildings by producing green products. Through this initiative, 3S reduces its own carbon footprint and helps others in the process.

By operating efficient plants and utilizing alternative fuels, 3S significantly reduces emissions. Moreover, the company's concrete mixtures incorporate supplementary cementitious materials, which increases efficiency and lowers its carbon footprint. 3S's commitment to sustainability extends to its choice of materials. Its products are made using recycled materials, which reduces waste in landfills and requires less energy during production. This approach significantly reduces carbon emissions, making the company's solutions a sustainable option for environmentally conscious construction.

Revolutionizing Construction with Innovative Materials

The Sodic East project, undertaken by Jozoor Landscapes, required exceptional expertise and determination from the construction team. Tasked with creating a high-quality product, the team faced significant challenges, particularly working with rocksalt concrete—a material never before used in Egypt. This demanded extensive research and development to find the perfect formula balancing slip resistance and durability.



Despite initial setbacks, the team's perseverance paid off as the rocksalt concrete exceeded expectations in reliability and durability. The project's success not only set a new standard for construction in Egypt but also established the team as pioneers in the industry. Their innovative work on Sodic East led to securing additional tenders for Sodic Estates and other projects, marking a defining moment in their careers.



At 3S Ready Mix, we prioritize the well-being of our employees and the communities we serve with a strong commitment to eco-friendly practices. We take pride in fostering employee growth, evidenced by a 30% promotion rate within our blue-collar workforce, and in building a strong, diverse team through extensive training programs.

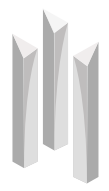
Our sustainable initiatives are central to our operations, ranging from strategic material selection and solar PV installations to innovative concrete recycling, all of which significantly reduce our carbon footprint and contribute to our offering of carbon credits. These eco-conscious practices are complemented by preventative maintenance and the use of lower-emission materials, strengthening our reputation for environmental responsibility.

We actively support community development and economic growth by prioritizing local hiring and strengthening local supply chains. Our commitment extends to delivering LEED-compliant and value-engineered designs that employ sustainable and efficient building practices. These efforts align with national sustainability strategies and reinforce our dedication to safety and quality.

Dedicated to human health and environmental protection, 3S Ready Mix adheres to strict environmental standards, ensuring operational excellence. As a result, we proudly deliver one million cubic meters of ready-mix concrete annually through our extensive plant network across Egypt. This sets us apart in the construction sector, reflecting our dedication to sustainability, quality, and community development.



Mohamed El Daghash
Chief Executive Officer of
3S Ready Mix Concrete



08

APPENDICES

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Abbreviations

3SX	3S Ready Mix
CDP	Carbon Disclosure Project
CE	Construction Equipment
CX	Customer Experience
EE	Employee Engagement
EBRD	European Bank for Reconstruction and Development
ESG	Environmental, Social, and Governance
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HRBP	Human Resources Business Partner
HRIS	Human Resources Information System
HSE	Health, Safety, and Environment
ICMA	International Capital Market Association
ISO	International Standardization Organization
IT	Information Technology
kWh	Kilowatt-hour
LOB	Line of Business
LTIFR	Lost-time Injury Frequency Rate

MD	Managing Director
MWh	Megawatt-hour
R&D	Research and Development
SASB	Sustainability Accounting Standards Board
SDG	Sustainable Development Goal
SVP	Senior Vice President
t	Metric Tons
TCFD	Task-Force on Climate-Related Financial Disclosures
tCO ₂ e	Tons of Carbon Dioxide Equivalent
UNGC	United Nations Global Compact
VP	Vice President



ESG Indicators

Environmental

Energy ¹		Unit	2022	2023
Energy Consumption	Total Energy ²	kWh	1,288,052,720	1,347,051,984
	Electricity	kWh	4,562,867	4,334,823
	Energy from Renewable Sources	kWh		
	Diesel	Liters	48,770,528	67,033,987
	Natural Gas	Litres	85,856,000	72,435,000
	Gasoline ³	Litres	1,626,342	1,667,869

GHG Emissions		Unit	2021	2022	2023
Scope 1 (Direct)	Stationary Combustion & Mobile	tCO ₂ e	60,862	136,724	186,464
	Fugitive Emissions	tCO ₂ e	26,764 ⁴	23.91	22.44
	Total	tCO₂e	87,628.1	136,748	186,487
Scope 2 (Indirect)	Total (location-based)	tCO₂e	1,458.9	1,676	1,592
	Purchased Energy (electricity)	tCO ₂ e	1,458.9	1,676	1,592
Scope 1+2	Total	tCO₂e	89,087	138,424	188,080

GHG Emissions		Unit	2021	2022	2023
Scope 1 + 2 Emissions by Business Site	Total Emissions Head Offices of Subsidiaries⁵	tCO₂e	-	10,151	12,893
	Scope 1	tCO ₂ e	-	1,807	1,947
	Scope 2	tCO ₂ e	-	8,344.8	10,946.3
	Total Emissions from Hassan Allam Construction sites⁶	tCO₂e	-	135,107	184,679
	Scope 1	tCO ₂ e	-	135,107	184,679
	Scope 2	tCO ₂ e	-	NA	NA

Social

Employees Profile and Gender Diversity						
Subsidiary	Total ⁷		Male		Female	
	2022	2023	2022	2023	2022	2023
Hassan Allam Holding	153	158	119	120	34	38
Hassan Allam Construction ⁸	6,015	7,285	5,718	6,921	297	364
3S Ready Mix	76	81	67	72	9	9
CORE	73	77	61	66	12	11
Eden Facility Management	210	2,500	185	2,210	25	290
Hassan Allam Trading & Engineering	15	16	10	11	5	5
Hassan Allam Roads & Bridges	1,778	1,698	1,759	1,684	19	14

1 The figures below cover the activities across Hassan Allam's subsidiaries' head offices, in addition to Hassan Allam Construction's work sites.
 2 Includes purchased electricity, renewable energy consumption, and energy from fuel (diesel and natural gas). Fuel to energy conversion factors are based on CDP's Technical Note: Conversion of fuel data to MWh.
 3 Values do not include gasoline from office vehicles.
 4 The large difference is due to the inclusion of fugitive emissions from Hassan Allam Construction work sites in 2021, which are not included in 2022 and 2023.

5 Includes the head offices of 12 subsidiaries. For more details, please refer to the climate change section.
 6 Includes emissions associated with activities across Hassan Allam Construction's work sites. In 2022, a total of 131 sites were assessed, whereas in 2023, a total of 112 sites were assessed.
 7 All employees are employed on a full-time basis, and a permanent contract.
 8 Includes Hassan Allam Construction across the following countries of operation: Egypt, Algeria, Congo, Gambia, Jordan, KSA, and Oman, and Somaliland (in 2022 only).



ESG Indicators

Employees Profile and Gender Diversity						
Subsidiary	Total ⁷		Male		Female	
	2022	2023	2022	2023	2022	2023
Hassan Allam Utilities	35	44	23	30	12	14
INTECH	1,246	1,153	1,179	1,086	67	67
Jinet	226	239	212	220	14	19
Kortech	806	542	749	495	57	47
Legacy	57	60	30	33	27	27
ROYA	-	13	-	12	-	1
SHABAKAT	7	8	7	8	0	0
STCC	253	256	238	242	15	14
Group (Total)	10,950	14,128	10,357	13,209	593	919
Percentage From Total Employees			95%	93%	5%	7%

Employee Diversity by Age Groups						
Subsidiary	Under 30		30-50		Above 50	
	2022	2023	2022	2023	2022	2023
Hassan Allam Utilities	10	12	25	31	0	1
INTECH	340	246	778	774	128	133
Jinet	101	102	123	130	2	7
Kortech	178	89	596	425	32	28
Legacy	20	21	35	35	2	4
ROYA	-	1	-	11	-	1
SHABAKAT	2	1	5	7	0	0
STCC	60	48	175	180	18	28
Group (Total)	2,752	3,303	7,454	9,186	744	938
Percentage from total employees	25%	23%	68%	65%	7%	7%

Employee Diversity by Age Groups						
Subsidiary	Under 30		30-50		Above 50	
	2022	2023	2022	2023	2022	2023
Hassan Allam Holding	66	56	84	96	3	6
Hassan Allam Construction	1,203	1,112	4,342	4,916	470	556
3S Ready Mix	27	22	48	58	1	1
CORE	11	13	53	53	9	11
Eden Facility Management	69	1,052	139	1,363	2	85
Hassan Allam Trading & Engineering	3	3	10	10	2	3
Hassan Allam Roads & Bridges	662	513	1,041	1,098	75	75

Employee Diversity Across Job Categories (group consolidated figures)		
	2022	2023
Top Management	29	32
Men	86%	91%
Women	14%	9%
Under 30	0%	0%
30-50	62%	53%
Above 50	38%	47%
Directors	158	173
Men	94%	94%
Women	6%	6%
Under 30	0%	0%



ESG Indicators

Employee Diversity Across Job Categories (group consolidated figures)		
	2022	2023
30-50	68%	64%
Above 50	32%	36%
Senior Managers	152	707
Men	92%	93%
Women	8%	7%
Under 30	0%	17%
30-50	73%	63%
Above 50	27%	8%
Managers	989	993
Men	95%	95%
Women	5%	5%
Under 30	0%	0%
30-50	84%	84%
Above 50	15%	16%
Section Heads	983	1,235
Men	94%	94%
Women	6%	6%
Under 30	2%	0%
30-50	94%	95%
Above 50	5%	4%
Professionals	4,588	4,106
Men	91%	91%
Women	9%	9%
Under 30	41%	37%
30-50	57%	61%

Employee Diversity Across Job Categories (group consolidated figures)		
	2022	2023
Above 50	1%	1%
Ancillary	2,780	2,779
Men	98%	97%
Women	2%	3%
Under 30	24%	21%
30-50	68%	70%
Above 50	7%	9%
Blue Collars	1,271	4,103
Men	100%	94%
Women	0%	6%
Under 30	12%	27%
30-50	73%	52%
Above 50	15%	7%
STEM Positions	5,173	6,901
Men	93%	93%
Women	7%	7%
Under 30	30%	24%
30-50	65%	71%
Above 50	5%	5%
Entry Level	118	195
Men	69%	73%
Women	31%	27%
Under 30	95%	100%
30-50	5%	0%



ESG Indicators

Employee Diversity Across Job Categories (group consolidated figures)

	2022	2023
Above 50	0%	0%

New Hires (group consolidated figures)

		2022	2023
Employee New Hires	Total	1,853	5,830
	Men	1,716	5,231
	Women	137	599
	Employees with Disability	8	12
Breakdown by Age	Under 30	1,144	2,367
	30-50	67	2,590
	Above 50	639	175
Breakdown by Country	DRC	3	0
	Egypt	1,650	4,431
	Jordan	60	149
	KSA	108	1,208
	Oman	32	0
	Libya	0	42

Turnover (group consolidated figures)

		2022	2023
Turnover by Type of Cause	Total	1,019	2,760
	Voluntary turnover	671	2,389
	Involuntary turnover	348	371
Breakdown by Gender	Men	954	2,484
	Women	65	276

Turnover (group consolidated figures)

		2022	2023
Breakdown by Age	Under 30	216	1,142
	30-50	707	1,520
	Above 50	96	98
Breakdown by Country	Congo	0	1
	Egypt	983	2,652
	Jordan	6	37
	KSA	16	28
	Libya	0	1
	Oman	13	40
	Somaliland	0	1
With Disabilities	Algeria	1	0
	Total turnover	0	0

Training and Development (group consolidated figures)

Categories		2022		2023	
		Total Hours	Average Hours per Employee	Total Hours	Average Hours per Employee
Breakdown by Gender	Total	58,282	5.3	64,205	TBD
	Men	54,785	5.3	58,480	TBD
	Women	3,497	5.9	5,725	TBD
Breakdown by Employee Category	Top Management	583	TBD	445	TBD
	Middle Management	11,074	TBD	13,860	TBD
	Junior Management	583	TBD	54,678	TBD



ESG Indicators

Performance and Career Development Reviews (group consolidated figures)

		2022	2023
Breakdown by Gender	Total	6,120	5,250
	Men	5,785	4,964
	Women	335	286
Breakdown by Employee Category	Top Management - Directors	100	80
	Managerial	762	732
	Supervisory & Section Head	774	995
	Professionals	2819	2011
	Ancillary	1199	976
	Blue collar	466	456
	STEM Employees	3270	2711
	Entry-Level	57	17

Hassan Allam Holding - Occupational Health and Safety Indicators 2022 - 2023

Indicator	Hassan Allam Construction		Kortech		3S Ready Mix		Jinet		INTECH	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Lost-Time Injuries										
Lost-Time Injury Rate	0.6	0.7	0.6	3	0	0.7	3.9	0.9	0.4	0
Hassan Allam Holding Employees	50	48	5	0	0	0	18	5	2	0
Subcontractors	24	32	24	3	0	2	0	0	0	0
Worked Hours										
Hassan Allam Holding Employees	83,625,061	73,144,702	5,980,536	3,520,192	222,288	168,608	222,288	3,064,320	3,015,138	4,285,104
Subcontractors	58,265,617	48,730,796	3,987,024	1,460,160	3,590,835	2,533,129	3,590,835	2,421,120	2,235,086	1,312,291



ESG Indicators

Facility	ISO 45001 or OHSAS 18000		ISO 14001		ISO 50001		Other Certifications
	Certification Status	Date of Attainment	Certification Status	Date of Attainment	Certification Status	Date of Attainment	
Hassan Allam Construction	Active	19/09/2015	Active	19/09/2015	Active	27/06/2006	
Hassan Allam Roads and Bridges							
Kortech	Active	05/02/2021	Active	05/02/2021	Active	05/02/2021	
INTECH	Active	01/01/2008	Active	01/01/2008	NA		ISO 9001 - since 2021
Saudi Tunneling Company for Contracting (STCC)	Active	03/11/2022	Active	03/11/2022	Active	03/11/2022	
3S Ready Mix Concrete	Active		Active		Active		
Jinet							
Eden Facility Management	Active	2017	Active	2017	NA		ISO 9001 - since 2018
PGESCO							
Bioworks AG							
Core Engineering Specialized Works							
Hassan Allam Trading & Engineering							
Hassan Allam Utilities	NA		NA		NA		
Legacy	NA		NA		NA		
Ridgewood	Active		Active				
YANMU	NA		NA		NA		



GRI Content Index

Statement of Use	Hassan Allam Holding has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	None

GRI Standard	Disclosure	Direct Response/Section in this Report (pg. #)	Omissions			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021						
GRI 2: General Disclosures 2021	The organization and its reporting practices					
	2-1 Organizational details	1.3 Hassan Allam Holding at a Glance				
	2-2 Entities included in the organization's sustainability reporting	2.3 Lines of Business and Subsidiaries				
	2-3 Reporting period, frequency, and contact point	1.2 About This Report				
	2-4 Restatement of information	1.2 About This Report				
	2-5 External assurance	8.7 Limited Assurance Statement				
	Activities and workers					
	2-6 Activities, value chain, and other business relationships	2.1 Our Vision, Mission, and Values				
	Employees	6.1 Human Well-being, 6.2 Diversity and Inclusion, 6.3 Talant Management				
	2-8 Workers who are not employees	6.1 Human Well-being				
	Governance					
	2-9 Governance structure and composition	4.1 Corporate Governance				
	2-10 Nomination and selection of the highest governance body	4.1 Corporate Governance				
2-11 Chair of the highest governance body	4.1 Corporate Governance					
2-12 Role of the highest governance body in overseeing the management of impacts	4.1 Corporate Governance					



GRI Content Index

GRI Standard	Disclosure	Direct Response/Section in this Report (pg. #)	Omissions			Index Mapping	
			Requirement(s) Omitted	Reason	Explanation		
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	4.1 Corporate Governance					
	2-14 Role of the highest governance body in sustainability reporting	4.1 Corporate Governance					
	2-15 Conflicts of interest	4.2 Business Ethics and Integrity					
	2-16 Communication of critical concerns	4.2 Business Ethics and Integrity					
	2-17 Collective knowledge of the highest governance body						
	2-18 Evaluation of the performance of the highest governance body	4.1 Corporate Governance					
	2-19 Remuneration policies		a,				
	2-20 Process to determine remuneration						
	2-21 Annual total compensation ratio						
	Strategy, Policy, and Practices						
	2-22 Statement on sustainable development strategy	3.4 Sustainability Strategy					
	2-23 Policy commitments	4.2 Business Ethics and Integrity					
	2-24 Embedding policy commitments	4.2 Business Ethics and Integrity					
	2-25 Processes to remediate negative impacts	4.3 Risk Assessment 4.2 Business Ethics and Integrity					
	2-26 Mechanisms for seeking advice and raising concerns	4.2 Business Ethics and Integrity					
	2-27 Compliance with laws and regulations	4.4 Quality and Compliance					
	2-28 Membership associations	2.4 Awards and Recognitions					
Stakeholder Engagement							
2-29 Approach to stakeholder engagement	3.2 Stakeholder Engagement						



GRI Content Index

GRI Standard	Disclosure	Direct Response/Section in this Report (pg. #)	Omissions			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	There are no collective bargaining agreements in Hassan Allam Holding. However, there is room for communicating grievances or any type of feedback due to Hassan Allam Holding's policies and systematic cycle of feedback between managers and employees.				
GRI 3: Material Topics 2021						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3.3 Materiality				
	3-2 List of material topics	3.3 Materiality				
Corporate Governance						
GRI 3: Material Topics 2021	3-3 Management of material topics	4.1 Corporate Governance				
		4.2 Business Ethics and Integrity				
		4.3 Risk Management				
		4.4 Quality and Compliance				
4.2 Business Ethics and Integrity						
GRI 3: Material Topics 2021	3-3 Management of material topics	4.2 Business Ethics and Integrity				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	4.2 Business Ethics and Integrity				
		4.3 Risk Management				



GRI Content Index

GRI Standard	Disclosure	Direct Response/Section in this Report (pg. #)	Omissions			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	4.2 Business Ethics and Integrity 4.3 Risk Management				
	205-3 Confirmed incidents of corruption and actions taken		a, b	Not disclosed		
4.3 Risk Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	4.3 Risk Management				
4.4 Quality and Compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	4.4 Quality and Compliance				
5.1 Value Creation Model						
GRI 3: Material Topics 2021	3-3 Management of material topics	5.1 Value Creation Model				
5.2 Investing Strategy						
GRI 3: Material Topics 2021	3-3 Management of material topics	5.2 Investing Strategy				
5.3 Business Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	5.1 Value Creation Model				
		5.2 Investing Strategy				
		5.3 Business Development				
		5.4 Procurement and Supply Chain				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	5.1 Value Creation Model				
	201-2 Financial implications and other risks and opportunities due to climate change	5.2 Investing Strategy				
		4.3 Risk Management				



GRI Content Index

GRI Standard	Disclosure	Direct Response/Section in this Report (pg. #)	Omissions			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans		a,b,c,d,e	Not disclosed		
	201-4 Financial assistance received from government		a,b,c	Confidential		
	202-2 Proportion of senior management hired from the local community					
GRI 203: Indirect Economic Impacts 2016		5.1 Value Creation Model				
	203-1 Infrastructure investments and services supported	5.2 Investing Strategy Hassan Allam Holding's lines of business directly benefit infrastructure in areas such as roads, bridges, and more.				
	203-2 Significant indirect economic impacts	5.1 Value Creation Model 5.4 Procurement and Supply Chain				
5.4 Procurement and Supply Chain						
GRI 3: Material Topics 2021	3-3 Management of material topics	5.4 Procurement and Supply Chain				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers			Not disclosed		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	None to disclose				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor			Not disclosed	Not tracked yet	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria					
	414-2 Negative social impacts in the supply chain and actions taken					



GRI Content Index

GRI Standard	Disclosure	Direct Response/Section in this Report (pg. #)	Omissions			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria					
	308-2 Negative environmental impacts in the supply chain and actions taken					
6.1 Human Well-being						
GRI 3: Material Topics 2021	3-3 Management of material topics	6.1 Human Well-being pg()				
GRI 403: Occupational Health and Safety 2016	403-1 Occupational health and safety management system	6.1 Human Well-being				
	403-2 Hazard identification, risk assessment, and incident investigation	6.1 Human Well-being				
	403-3 Occupational health services	6.1 Human Well-being				
	403-4 Worker participation, consultation, and communication on occupational health and safety	6.1 Human Well-being				
	403-5 Worker training on occupational health and safety	6.1 Human Well-being				
	403-6 Promotion of worker health			Not disclosed	Not Tracked	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.1 Human Well-being				
	403-8 Workers covered by an occupational health and safety management system	6.1 Human Well-being				
	403-9 Work-related injuries	6.1 Human Well-being				
	403-10 Work-related ill health	6.1 Human Well-being				
6.2 Diversity and Inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	6.2 Diversity and Inclusion				



GRI Content Index

GRI Standard	Disclosure	Direct Response/Section in this Report (pg. #)	Omissions			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	6.2 Diversity and Inclusion				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		a, b	Confidential		
	401-3 Parental leave	6.2 Diversity and Inclusion				
GRI 402: Labor Management Relations 2016	402-1 Minimum notice periods regarding operational changes		a	Not disclosed		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	6.2 Diversity and Inclusion				
	405-2 Ratio of basic salary and remuneration of women to men	6.2 Diversity and Inclusion				
6.3 Talent Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	6.3 Talent Management				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	6.3 Talent Management				
	404-2 Programs for upgrading employee skills and transition assistance programs	6.3 Talent Management				
	404-3 Percentage of employees receiving regular performance and career development reviews	6.3 Talent Management				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	None to disclose				
6.4 Community Impact						
GRI 3: Material Topics 2021	3-3 Management of material topics	6.4 Community Impact				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	6.4 Community Impact				



GRI Content Index

GRI Standard	Disclosure	Direct Response/Section in this Report (pg. #)	Omissions			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	None to disclose				
7.1 Environmental Impact						
GRI 3: Material Topics 2021	3-3 Management of material topics	7.1 Environmental Impact				
GRI 303: Water and Effluents 2016	303-1 Interactions with water as a shared resource	7.1 Environmental Impact				
	303-2 Management of water discharge-related impacts	7.1 Environmental Impact				
	303-3 Water withdrawal			Not disclosed	Not tracked	
7.2 Built Environment						
GRI 3: Material Topics 2021	3-3 Management of material topics	7.2 Built Environment				
7.3 Climate Change						
GRI 3: Material Topics 2021	3-3 Management of material topics	7.3 Climate Change				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	7.3 Climate Change				
	305-2 Energy indirect (Scope 2) GHG emissions	7.3 Climate Change				
	305-3 Other indirect (Scope 3) GHG emissions	7.3 Climate Change				
	305-4 GHG emissions intensity	7.3 Climate Change				
	305-5 Reduction of GHG emissions	7.3 Climate Change				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	7.3 Climate Change				
	302-2 Energy consumption outside of the organization	7.3 Climate Change				
	302-3 Energy intensity					
	302-4 Reduction of energy consumption	7.3 Climate Change				



GRI Content Index

GRI Standard	Disclosure	Direct Response/Section in this Report (pg. #)	Omissions			Index Mapping
			Requirement(s) Omitted	Reason	Explanation	
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	7.3 Climate Change				
7.4 Material Flows						
GRI 3: Material Topics 2021	3-3 Management of material topics	7.4 Material Flows				
GRI 301: Materials 2016	301-1 Materials used by weight or volume		a	Not disclosed	Not yet tracked	
	301-2 Recycled input materials used		a	Not disclosed	Not yet tracked	
	301-3 Reclaimed products and their packaging materials		a, b	Not disclosed	Not yet tracked	
GRI 306: Waste 2016	306-1 Waste generation and significant waste-related impacts	7.4 Material Flows				
	306-2 Management of significant waste-related impacts	7.4 Material Flows				
	306-3 Waste generated	7.4 Material Flows				
	306-4 Waste diverted from disposal	7.4 Material Flows				
	306-5 Waste directed to disposal	7.4 Material Flows				





SASB Content Index

SASB Standard - Engineering and Construction					
SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Report Section(s) or Direct Answer
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	Quantitative	Number	IF-EN-160 a.1	No recorded incidents
	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	Discussion and Analysis	N/A	IF-EN-160 a.2	7.1 Environmental Impact
Structural Integrity and Safety	Amount of defect- and safety-related rework costs	Quantitative	EGP	IF-EN-250 a.1	Not Disclosed
	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Quantitative	EGP	IF-EN-250 a.2	None to disclose
Workforce Health and Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	IF-EN-32.a.1	6.1 Human Well-being
Lifecycle Impacts of Buildings and Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	Quantitative	Number	IF-EN-410.a.1	5.1 Value Creation Model 7.2 Built Environment
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Discussion Analysis	N/A	IF-EN-410.a.2	5.2 Investing Strategy 7.2 Built Environment 7.3 Climate Change
Climate Impacts of Business Mix	Amount of backlog for (1) hydrocarbon related projects and (2) renewable energy projects	Quantitative	EGP	IF-EN-410.b.1	7.3 Climate Change
	Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	EGP	IF-EN-410.b.2	7.3 Climate Change
	Amount of backlog for non-energy projects associated with climate change mitigation	Quantitative	EGP	IF-EN-410b.3	5.1 Value Creation Model 5.2 Investing Strategy
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Number, EGP	IF-EN-510a.1	N/A
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anticompetitive practices	Quantitative	EGP	IF-EN-510a.2	None to disclose
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behaviour in the project bidding processes	Discussion and Analysis	N/A	IF-EN-510a.3	4.2 Business Ethics and Integrity



SASB Content Index

Activity Metrics

SASB Standard - Engineering and Construction

Activity Metric	Category	Unit of Measure	Code	Report Section(s) or Direct Answer
Number of active projects	Quantitative	Number	IF-EN-000.A	5.1 Value Creation Model
Number of commissioned projects	Quantitative	Number	IF-EN-000.B	To be confirmed
Total backlog	Quantitative	Number	IF-EN-000.C	Not disclosed





SASB Content Index

Principle	Description	Report Section(s)
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	4.2 Business Ethics and Integrity
Principle 2	Businesses should make sure they are not complicit in human rights abuses.	4.2 Business Ethics and Integrity
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Not disclosed
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor	Not disclosed
Principle 5	Businesses should uphold the effective abolition of child labor.	Not disclosed
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Not disclosed
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	7.1 Environmental Impact
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	7.1 Environmental Impact 7.5 Material Flows
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	7.2 Built Environment 7.3 Climate Change
Anti-corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	4.2 Business Ethics and Integrity



TCFD Content Index

TCFD Recommendation	Report Section(s) (or direct answer)
Governance	
a. Describe the board’s oversight of climate-related risks and opportunities.	4.4 Risk Management
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	4.4 Risk Management
Strategy	
a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	4.4 Risk Management
b. Describe the impact of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning.	4.4 Risk Management
c. Describe the resilience of the organisation’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Hassan Allam Holding conducted a climate risk and opportunities analysis, looking into national impacts, financial impacts, and overall impact on its operations
Risk Management	
a. Describe the organisation’s processes for identifying and assessing climate-related risks.	4.4 Risk Management
b. Describe the organisation’s processes for managing climate-related risks.	4.4 Risk Management 7.1 Environmental Impact 7.3 Climate Change
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation’s overall risk management.	4.4 Risk Management
Metrics and Targets	
a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate risks and opportunities are assessed based on their financial impact on Hassan Allam Holding, overall impact, and national impact.
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	7.3 Climate Change
c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Each material topic includes Hassan Allam Holding’s goals to tackle climate-related risks and opportunities.



Letter of Assurance

Introduction and Objectives of the Engagement

Masader Environmental & Energy Services S.A.E (the 'Assurance Provider') has been engaged by Hassan Allam Holding (HAH) (the 'Reporting Organization') to provide Moderate Assurance Type 1 (the 'Assurance') regarding adherence to the AA1000ASv3 (2020) over the Hassan Allam Holding's 2022-2023 Sustainability Report (the 'Report').

Scope, Subject Matter, and Limitations

The subject matter of the Report is the Reporting Organization ESG performance data and information for the reporting period from 1 January 2022 to 31 December 2023. The scope of assurance is limited to a review of the Selected Information listed below:

- Hassan Allam Holding's ESG Management
- Stakeholder Engagement
- Materiality Assessment

The assurance process was subject to the following limitations and exclusions.

- Verifying the data or information provided by Hassan Allam Holding stated in the Introduction section and Hassan Allam Holding's CEO Letter.
- Verifying GHG emissions and relevant KPIs and data or information provided by Hassan Allam Holding.
- Appropriateness of definitions and any internal reporting criteria adopted by Hassan Allam Holding for its disclosures.
- Appropriateness of any new commitments and objectives established and communicated by Hassan Allam Holding.
- Content of external websites or documents linked from the Report and Hassan Allam Holding.

We have not been engaged to:

- Verify any statement indicating the intention, opinion, belief and/or aspiration of Hassan Allam Holding.
- Determining which, if any, recommendations should be implemented.

Intended Users

The intended users of this assurance engagement are the Reporting Organization and its stakeholders, including but not limited to customers, employees, investors, government, and regulators.

Reporting Criteria

The selected information has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) Standards, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and the UN Global Compact (UNGC) Principles.

Responsibilities of the Reporting Organization

The provision of the Selected Information in the Report is the sole responsibility of the Management of Hassan Allam Holding. The Reporting Organization is responsible for preparing the Report in line with the reporting criteria and in accordance with the GRI 2021 Universal.

Responsibilities of the Assurance Provider

Our responsibility is to carry out a limited assurance engagement and to express a conclusion based on the work performed. Our responsibilities were to:

- Provide Moderate Level (Type 1) assurance as per AA1000ASv3 over the accuracy, reliability, and objectivity of the information contained within the Report

- Form an independent conclusion based on the procedures performed and evidence obtained
- Methodology
- To form our conclusion, we undertook the following procedures:
 - Interviewed management and other persons responsible for the Reporting Organization's ESG performance to assess the application of the GRI 2021 Universal Standards in the preparation of the Report;
 - Analyzed and assessed the key structures, processes, procedures and controls relating to the preparation of the Report;

- Evaluated whether the management's approach for the material topics presented in the Report is consistent with the overall sustainability management and performance of Hassan Allam Holding;
- Assessed the completeness and accuracy of the GRI, SASB, TCFD, and UNGC content indexes concerning the disclosures and their omissions;
- Interviewed management and data owners regarding the process of identification, data collection, consolidation, and reporting for the selected KPIs;
- Reviewed the selected KPIs to Hassan Allam Holding's internal calculations and supporting documentation;
- Compared the content of the Report against the findings of the outlined procedures.





Letter of Assurance

Statement of Independence and Impartiality

The Assurance Provider and the Reporting Organization are not engaged in relationships that would be perceived to affect its ability to provide an independent and impartial statement.

Statement of Competence

Masader Environmental & Energy Services S.A.E is an AA1000ASv3- Licensed Assurance Provider as per the license agreement (ID: 000-882) with Accountability AA1000 CIC.

The assurance team has extensive experience in the assurance of ESG data, systems, and procedures.

Recommendations

Based on the conducted assurance engagement, it is recommended that the Reporting Organization can implement the following measures to enhance future reporting:

- Ensure clear alignment between reported metrics and the long-term ESG goals and targets, including progress made during the reporting period;
- Ensure consistent and complete disclosure of stakeholder engagements conducted for the purpose of the report prepared in case such actions have been undertaken.

Inclusivity	The Reporting Organization has provided evidence of the inclusivity regarding its stakeholder relations, including understanding and representation of stakeholder interests in the Report.
Materiality	The Reporting Organization has described its material topics and the materiality assessment process. Based on the conducted engagement, we believe the material topics accurately reflect the Reporting Organization's ESG impacts and disclosures. The disclosures presented in the Report have been organized to present performance on each material topic. The Report would benefit from a more straightforward representation of the connection between the Reporting Organization's targets and reported disclosures.
Responsiveness	The obtained evidence has been sufficient to conclude that the Reporting Organization is responsive to the issues raised by its stakeholder groups by collecting regular feedback via tailored communication channels and appropriate procedures to handle grievances, feedback, and other types of stakeholder inputs.
Impact	The Reporting Organization has provided evidence of the applied procedures and systems to monitor and measure its impacts on the environment and actions to ensure accountability for those impacts.

Conclusion

Our conclusion has been formed based on and is subject to the matters outlined in this Report. We believe our evidence is sufficient and appropriate to provide a basis for our conclusions. The conclusion on applying the AA1000 Assurance Principles (2018) is presented below.

Based on the procedures performed and the evidence obtained, as described above, nothing has come to our attention that causes us to believe that the Selected Information of the Report of Hassan Allam Holding for the reporting period from 1 January 2022 to 31 December 2023 has not been prepared, in all material respects, in accordance with the standards, frameworks, and principles indicated in the 'Reporting Criteria' section above.

In accordance with the terms of our engagement, this independent assurance statement on the Selected Information has been prepared for Hassan Allam Holding concerning reporting to the Reporting Organization's stakeholders and for no other purpose or in any other context.

For and on behalf of Masader Environmental and Energy Services S.A.E

Dr. Abdelhamid Beshara,

Founder and Chief Executive Officer
Masader, Environmental & Energy Services (S.A.E)
Cairo, April 22, 2024





Sustainability Report 2022-2023

**HASSAN ALLAM
SUSTAINABILITY
JOURNEY**

2 Years of
Transformation
and Steady Progress