

HASSAN ALLAM HOLDING

SUSTAINABILITY REPORT 2024



HASSAN ALLAM
HOLDING



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01

INTRODUCTION

- CEOs Letter
- About this Report

CEOs LETTER

Dear Stakeholders,

Building on the foundations laid last year, we are pleased to share the progress and continued evolution of our sustainability journey. In FY 2023-2024, we reaffirmed our commitment to a brighter, more sustainable future but while taking significant strides in translating our strategy into tangible actions and measurable results.

In 2022, we outlined a new strategy focused on integrating sustainability principles into the very fabric of our operations. This year, we focused on deepening this integration, enhancing our performance monitoring, and expanding our impact across our value chain. Our commitment to action and implementation has driven us to refine our governance structures, ensuring rigorous oversight of our environmental and social performance, and embedding ethical conduct and respect for human rights into all our activities.

To ensure effective and consistent sustainability performance across the Group, we have established a network of sustainability focal points within key subsidiaries. These individuals have received comprehensive training on sustainability standards throughout the year, empowering them to monitor and report on their respective subsidiary’s environmental and social performance. By working closely with these focal points, we can develop and implement targeted initiatives to achieve our sustainability targets across the entire Group.

To further enhance our environmental performance, we have embarked on a significant green building initiative. Our Headquarters, where 12% of our staff in Egypt are based, is the first building within our group to be certified as a green building by the International Finance Corporation’s (IFC) “Excellence in Design for Greater Efficiencies” (EDGE) standard. Furthermore, we have installed 617 solar photovoltaic (PV) panels with a total capacity of 355 KWp on the roofs of our Headquarters’ four buildings in Sheraton, Cairo. This solar PV plant, fully commissioned in June 2024, provides over 50% of the buildings’ energy consumption, avoiding up to 150 tonnes of CO2 emissions every year. Building upon this success, we are actively exploring the installation of solar panels on other key assets across the Group to further reduce our reliance on fossil fuels and minimize our carbon footprint.

We recognize that our employees are the cornerstone of our success. This year, we have invested further in creating a safe, inclusive, and empowering workplace, such as by signing the United Nations Women Empowerment Principles (WEPs) and implementing a new program focused on career development. We continue to prioritize the development and well-being of our team, fostering a culture where every individual can thrive.

Extending our focus to our value chain, we began engaging our suppliers in our sustainability journey. Through supplier surveys, we have worked to evaluate our top suppliers to promote ESG knowledge and principles, ensuring that our commitment to sustainability extends beyond our own operations.

Our building materials division has continued to play a crucial role in our sustainability efforts. We have developed our group’s first self-declared Environmental Product Declaration (EPD) for our steel products. These advancements underscore our commitment to developing greener materials and promoting sustainable construction practices throughout the industry.

Our commitment to expanding our portfolio of sustainable projects and services has continued apace. We have made significant investments in renewable energy projects, water treatment facilities, and sustainable infrastructure developments, contributing to both economic growth and environmental stewardship. These projects not only demonstrate our commitment to delivering innovative solutions but also contribute to national and regional sustainability goals.

Looking ahead, we are committed to continuous improvement, innovation, and collaboration. We will continue to refine our strategy, enhance our performance monitoring, and deepen our engagement with stakeholders. We are confident that by working together, we can create a lasting positive impact on our planet and our communities.



Sincerely,
Hassan Allam & Amr Allam
Chief Executive Officers

Hassan Allam

Amr Allam

ABOUT THIS REPORT

We are pleased to present our 2024 Sustainability Report, building on our inaugural 2022-2023 report and demonstrating our ongoing commitment to international sustainability standards, responsible business practices, and stakeholder transparency. As outlined in our Group's Sustainability Strategy, we prioritize sustainability principles across all operations, addressing our governance, economic, social, and environmental impacts. We are pleased to share our progress and achievements in advancing these principles.

Reporting Scope and Boundaries

This report is Hassan Allam Holding's second sustainability report. It expands on the 2022-2023 report by presenting the Group's ESG performance for the year 2024 (from the 1st of January, 2024 to the 31st of December, 2024), encompassing our material topics. Information from previous years is included only when relevant to provide context. Any omissions or exclusions will be clearly identified within the report. Compared to previous years, this report includes an expansion of our reporting boundaries for certain Key Performance Indicators (KPIs) to provide a more comprehensive view of our sustainability performance.

The report covers the operations of Hassan Allam Holding, including its 18 subsidiaries¹ below, unless otherwise specified within the report sections.



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 further adheres to the recommendations set forth by the Task Force on Climate-Related Financial Disclosures (TCFD) and continues to integrate the 10 principles of the UN Global Compact (UNGC). Hassan Allam Holding is dedicated to maintaining the accuracy, reliability, and integrity of the information presented in our sustainability report. To achieve this, the Group CEOs approved seeking an independent and qualified third party to provide external assurance on the reported data in accordance with AA1000 standards.

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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¹ Hassan Allam Holding, Hassan Allam Construction, Hassan Allam Roads and Bridges, Kortech, International Environmental Technologies Co. (INTECH), Saudi Tunneling Company for Contracting (STCC), 3S Ready Mix Concrete, Hassan Allam Utilities, Legacy Development and Management, Ridgewood for Water Desalination, Hassan Allam Logistics Parks (YANMU), Cairo Airport Cargo Company (CACC) Cargolinx, Jinet Landscape and Services, Eden for Facility Management, Power Generation Engineering and Services Company (PGESCO), Hassan Allam Trading and Engineering, BIOWORKS Verfahrenstechnik GmbH, and CORE Engineering for Specialized Works.



02

ABOUT HASSAN ALLAM HOLDING

- Our Vision, Mission, & Values
- Our Subsidiaries
- Awards
- Memberships

ABOUT HASSAN ALLAM HOLDING

Hassan Allam Holding is a leading engineering, construction, and infrastructure company in Egypt, the Middle East and Africa (MEA), with a legacy spanning more than 90 years. Our expertise encompasses both engineering and construction and investment and development.

With a workforce exceeding 50,000 employees and a geographical footprint expanding 3 continents and 10 countries, we execute a broad range of projects, including renewable energy, water treatment facilities, petrochemical complexes, museums, airports, and extensive road and bridge networks spanning over thousands of kilometers throughout the region.

Our engineering and construction capabilities have earned us recognition as a Top 250 Global Contractor and a Top 225 International Design Firm. We provide robust, fully integrated EPC turnkey solutions for a wide range of sectors, including power generation, petrochemicals, oil & gas, water and wastewater treatment, transmission lines, transportation infrastructure (roads and bridges), industrial facilities, commercial and hospitality developments (malls, hotels), sports facilities, and mixed-use developments.

Through Hassan Allam Utilities, our investment and development arm, we focus on developing sustainable infrastructure solutions in Egypt and the MEA region. Our activities span four key verticals: water, energy, social infrastructure, and transport and logistics, addressing critical service and availability gaps.



OUR VISION, MISSION, & VALUES

Our Vision

“We aim to be recognized as one of the world’s leading integrated solution providers.”

We seek to cultivate a strong reputation across all our operational sectors engineering, procurement, construction, investment, and development by consistently delivering specialized expertise and a reliable approach to our diverse clientele. This commitment aims to establish us as the regional partner of choice.

Our Mission

“We ensure our clients receive the support they need.”

We deliver high-quality engineering, construction, investment, and development services, prioritizing market differentiation, timely delivery, and strategic investments to support our clients’ success. Through trusted partnerships and a commitment to nurturing top talent, we address underserved infrastructure markets and contribute to a better future.

Our Values

Quality

We understand the impact our work has on the communities we operate within. Thus, we are always committed to delivering the highest quality the first time around.

Integrity

We uphold the values of honesty and integrity in all our dealings with stakeholders. We believe that compromising on ethics is shortsighted.

Innovation

We give great importance to developing and improving our people, processes, systems, products and know-how. Our aim is to achieve leadership through technical innovations, systems, and products.

Reliability

With over 80 years of experience navigating the region’s economic landscape, we have earned a strong reputation for reliability, fostering long-term partnerships with local and international clients.





OUR SUBSIDIARIES


Hassan Allam Holding is a diversified group with a strong presence in both Engineering & Construction and Investment & Development.

Engineering & Construction

Engineering & Construction encompasses a wide range of businesses, from construction and infrastructure development to manufacturing building materials. Our subsidiaries in this segment include:

- 

Engineering
PGESCO, INTECH, BIOWORKS, and Hassan Allam Trading & Engineering.
- 

Construction
Hassan Allam Construction, Hassan Allam Construction Saudi, Hassan Allam Roads & Bridges, Kortech, Saudi Tunneling Company for Contracting (STCC), and Jinet Landscape and Services.
- 


Facility Management
Eden Facility Management.
- 


Building Materials
3S Ready Mix Concrete and CORE Engineering Specialized Works.





Investment & Development

Investment & Development is spearheaded by Hassan Allam Utilities, which focuses on infrastructure solutions contributing to the sustainable development of the region. With a strong emphasis on addressing critical service gaps, Hassan Allam Utilities operates across key verticals including:

- 

Water
- 

Energy
- 

Transport & Logistics
- 

Social infrastructure



in partnership with



HASSAN ALLAM CONSTRUCTION



Company Overview

Hassan Allam Construction (HAC), Hassan Allam Holding's flagship subsidiary, is a leading contractor in Egypt, the Middle East and Africa. HAC delivers unparalleled infrastructure projects across various sectors and is a partner of choice for major projects both domestically and internationally. The company has earned a consistent ranking among Engineering News-Record's Top 250 Global Contractors.

Founded in

1976

Countries of Operation



Key Facts

- 10 Million sqm Special Buildings constructed
- 40 different types of Industrial Plants built
- 55 GW combined capacity of Power Plants provided with services including Engineering, Procurement, Construction and Management
- 14 Million m³/day Water and Wastewater Treatment Plants designed and built

Certifications

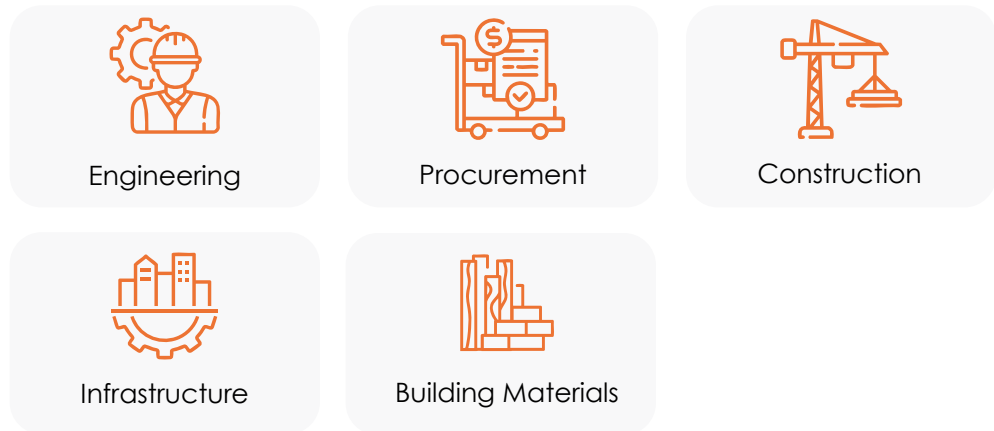
- ISO 9001:2015 (Quality Management Systems)
- ISO 14001:2015 (Environmental Management Systems)
- ISO 45001:2018 (Occupational Health and Safety Management Systems)
- ISO 19650-1:2018 & 19650-2:2018 (Organization and digitization of information about buildings and civil engineering works, including building information modelling (BIM) – Information management using BIM) Certifications for operations in Egypt, KSA and UAE
- Edge (Excellence in Design for Greater Efficiencies) Green Building for Head Office in Cairo, Egypt

Key Divisions

Support Division

Hassan Allam Construction's Support Division, a high-output producer of over 100,000 precast products daily, offers a diverse range of concrete products including blocks, bricks, curb stones, and pre-cast units, utilizing automated lines at their 10th of Ramadan City plant.

Core Services



Hassan Allam Steel Division

Hassan Allam Steel Division is a leading steel structures provider in Egypt, serving both internal and external clients since 1980. The division supplies high-quality steel for diverse projects, exceeding 50,000 tons of steel structures and 5,000 tons of plate work annually.



Zillij

Zillij, Hassan Allam Construction's wood production division, established in 2014, blends ancient zillij artistry with modern design. They offer diverse wood products including doors, windows, and custom pieces, serving clients across the MENA region.

Key Projects

In Egypt

- Cairo Metro Line 4
- Abou Oweikal Water Treatment Plant (500,000 m³/day)
- Beko Egypt Factory
- The Address Beach Hotel

In UAE

- UAE – Oman Railway Link (Hafeet Rail)

In DRC

- EPC of Solar Power Plant (Tshibuki)

In KSA

- KAUST Coral Reef Restoration Initiative Coral Nurseries
- OXAGON Terminal T1 Infrastructure and Building
- AMAALA Triple Bay Marina Hotel 3
- Madinah 3 Independent STP

In Jordan

- West Irbid Wastewater Network

In Libya

- Sabha WWTP (30,000 m³/day)



HASSAN ALLAM
ROADS AND BRIDGES



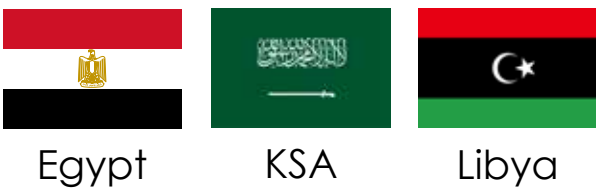
Company Overview

Hassan Allam Roads and Bridges plays a key role in national and regional road development programs by constructing vital transportation infrastructure, including roads and bridges, throughout the Middle East and North Africa. This commitment to delivering high-quality infrastructure aims to boost economies, enhance connectivity, and positively impact the communities served by these projects.

Founded in

2015

Countries of Operation



Key Facts

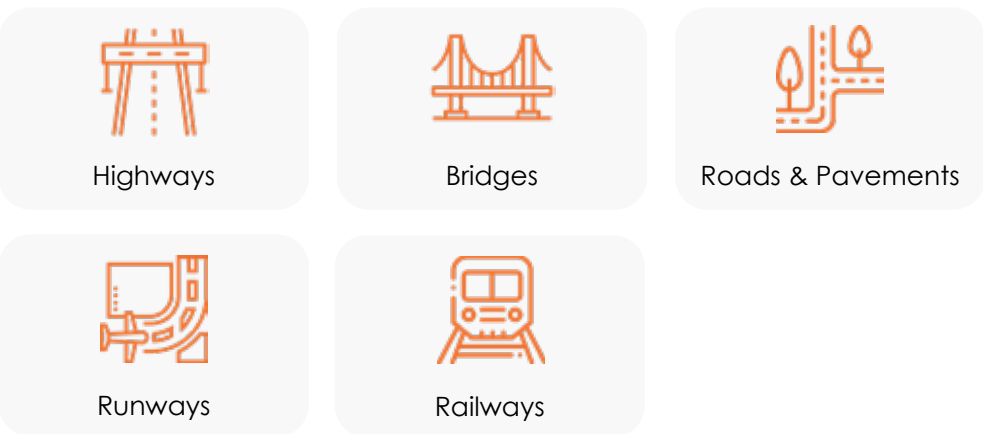
- 3,250+ km of Roads constructed
- 400 km of Rigid Pavement Roads constructed
- 36 Million km cumulative Embankment constructed
- 8 Runways constructed
- 30 km of Bridges built
- 100+ Bridges built
- 22 km of Railway Tracks constructed
- Partnership with VSL to enhance efficiency:
 - » 6,500 tons of VSL multistrand post-tensioning system executed.
 - » 120,000 sqm of VSL slab post-tensioning system executed.
 - » 268 units of VSL spherical bearings installed.

Key Projects

In Egypt

- New Capital Roads
- Khor Helwan Bridge
- North Luxor Axis
- High Speed Rail Projects (6th of October & Wadi El Natroun Bridge)

Core Services



In Libya

- Ubari Ghat
- The Third Ring Road in Tripoli

KORTECH



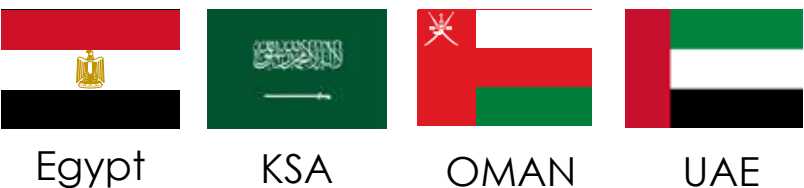
Company Overview

Kortech is a prominent provider of turnkey solutions in Egypt, known for its forward-thinking approach and diverse expertise. The company offers end-to-end projects in MEP systems and specializes in digital transformation solutions, including data centers, networks, security, and ERP systems, delivering innovative and customer-centric offerings.

Founded in

2016

Countries of Operation



Key Facts

- 115+ MEP Projects Completed
- 7 Highly Critical Data Center Facilities
- 2 Mega District Cooling Plants
- 48 Mega Commercial & Hospitality Projects
- 9 Airports (including design & installation of special airport systems)

Certifications

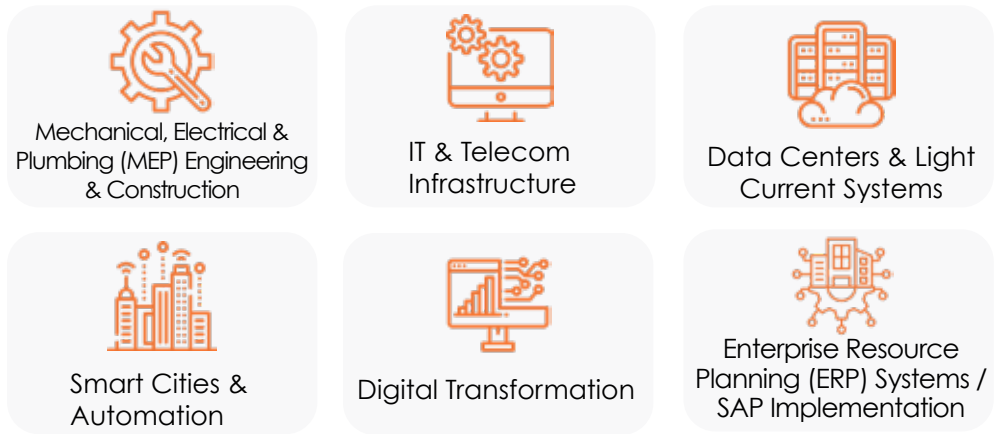
- ISO 9001:2015 (Quality Mavnagement Systems)
- ISO 14001:2015 (Environmental Management Systems)
- ISO 45001:2018 (Occupational Health and Safety Management Systems)

Key Projects

In Egypt

- Arab African International Bank – One Ninety HQ
- Gas Cool District Cooling Plant
- Data Centers for New Administrative Capital (M2 + M1 N2 & N3)
- Benha - Port Said Railway

Core Services



In KSA

- District Cooling Scheme in King Salman Park
- Red Sea HQ in King Abdallah Financial District
- King Abdullah Financial District (KAFD) (Phase 2)
- ERP System Implementation for HAC KSA & STCC

INTERNATIONAL ENVIRONMENTAL TECHNOLOGIES CO. (INTECH)



Company Overview

INTECH is a leading Egyptian contracting company specializing in water and wastewater treatment, with extensive expertise in diverse treatment processes, including desalination and industrial treatment. Its broad service range, extensive network, and innovative design technologies enable it to provide solutions to clients even in remote areas with limited infrastructure. The company is now expanding its reach across the Middle East and Africa.

Founded in

1996

Countries of Operation



Egypt



KSA

Key Facts

- 120+ Projects Completed with capacities up to 400,000 m³/day
- 4 Technologies for Surface Water Treatment
- 6 Technologies for Wastewater Treatment

Certifications

- ISO 9001:2015 (Quality Management Systems)
- ISO 14001:2015 (Environmental Management Systems)
- ISO 45001:2018 (Occupational Health and Safety Management Systems)
- ISO 50001:2018 (Energy Management Systems)

Key Projects

In Egypt

- 10th of Ramadan Sewage Treatment Plant (286,000 m³/day)
- Abbis Al Oula Sewage Treatment Plant (252,000 m³/day)
- Dar El Salam Wastewater Treatment Plant (90,000 m³/day)
- Nabq Seawater Desalination Plant (6,000 m³/day)

Core Services

Engineering

Project Management

Construction & Installation

Start-up & Commissioning

Operation & Maintenance



SAUDI TUNNELING COMPANY FOR CONTRACTING (STCC)



Company Overview

Saudi Tunneling Company for Contracting (STCC) specializes in tunneling services, offering a proven track record and expertise in trench-less technologies such as Micro Tunneling and Horizontal Directional Drilling, along with open-face and shaft works. Its solid reputation makes it a reliable choice for meeting the region's expanding tunneling needs.

Founded in

2008

Countries of Operation



KSA

Key Facts

- 6 Micro Tunneling Machines
- 2 Horizontal Directional Drilling Rigs
- 98+ km of Tunnels Installed
- 230+ Projects Completed
- 2nd Grade Contractor since 2023

Certifications

- ISO 9001:2015 (Quality Management Systems)
- ISO 14001:2015 (Environmental Management Systems)
- ISO 45001:2018 (Occupational Health and Safety Management Systems)

Key Projects

In KSA

- Green Riyadh Program including: Treated Water Pipeline; TSE Network; and Groups 5, 6 & 9
- Dammam Strategic Water Network
- Replacing Asbestos Pipes First Phase

Core Services

Micro Tunneling Technology

Horizontal Directional Drilling

Pipe Jacking

Open-face Methodology

Shaft Works

Cut-Cover Work





Company Overview

3S Ready Mix provides comprehensive concrete solutions to meet diverse project needs, contributing to notable developments across Egypt. The company offers a wide range of concrete mixes, including standard mortar & plaster and specialized options like decorative, flooring, steel fiber reinforced, high-early-strength, self-compacting, fiber-reinforced, lightweight, and water-tight concrete, and slip form. To further support client projects, 3S Ready Mix provides on-site batching plants, state of the art pumping capabilities, in-house optimized concrete mix design for economic efficiency, and a complete flooring service, including supply and application with various finishes.

Founded in
2015

Countries of Operation



Egypt

Key Facts

- 100+ meters-high Pumping Facilities
- 15 Batching Plants with capacities of more than 120 m³/hour each
- 55+ Mixing Trucks with capacities of more than 10 m³ each
- 19 Concrete Pumps with flow rates between 36 to 47 L/min each

Certifications

- ISO 9001:2015 (Quality Management Systems)
- ISO 14001:2015 (Environmental Management Systems)
- ISO 45001:2018 (Occupational Health and Safety Management Systems)

Key Projects

In Egypt

- Mostakbal Misr Zone G 4000,000 Acres
- New Alamein Towers
- Silversands Project
- New Capital Gravity Line 3400

Core Services

Ready-Mix Concrete

On-site Batching Plants

Pumping Capabilities

In-house Optimized Efficiency Economical Concrete Mix Design

Supply and Apply Flooring with various types of finishing



Company Overview

Established in 2017, Hassan Allam Utilities (HAU) is the investment and development arm for Hassan Allam Holding operating across four key verticals with a focus on sustainable infrastructure to address service and availability gaps in water, energy, transport and logistics, and social infrastructure in Egypt and the Middle East and Africa. HAU targets opportunities that address sustainable infrastructure and the growing demand for climate-resilient investments.

Key Sectors



Water

- Desalination
 - Wastewater Treatment
 - Closed Community Water Management Solutions
- Read more under Ridgewood for Water Desalination.



Energy

- Electricity Generation with a focus on Green Energy
- Electricity Distribution
- Utilities Management
- District Cooling
- Green Hydrogen
- Electric Vehicles Charging Stations

Key Energy Projects

In Egypt

- 10 GW Wind Farm in West Suhag with Masdar and Infinity Power
- 4 GW Green Hydrogen Project in the Suez Canal Economic Zone with Masdar and Infinity Power
- 1.1 GW Wind Project in Gulf of Suez with ACWA Power
- 300 MW Solar PV in Benban



Social Infrastructure

- Education
 - Healthcare
 - Museum and Arts
- Read more under Legacy Development and Management.



Transportation & Logistics

- Warehousing
 - Built-to-Suit (BTS) Logistic Parks
 - Airport Logistics
 - Industrial Parks
 - Third-Party Logistics (3PL)
 - Dry Ports
- Read more under Hassan Allam Logistics Parks and CACC Cargolinx.

HASSAN ALLAM INVESTMENT MANAGERS



Company Overview

Hassan Allam Investment Management (HAIM) is responsible for the investment strategy and execution for Hassan Allam Utilities.

HAIM identifies, evaluates, and manages investments in key sectors to achieve the company's objectives and contribute to regional sustainable development.

Founded in

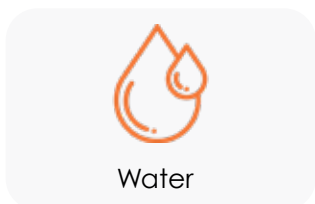
2018

Countries of Operation



Egypt

Core Services



Water



Energy



Transportation &
Logistics



Social
Infrastructure



LEGACY DEVELOPMENT AND MANAGEMENT



Company Overview

Legacy delivers world-class visitor experiences while maintaining cultural heritage and contributing to the development of social infrastructure, representing HAU's first investment in this sector. This is achieved through a customer-centric approach, operational excellence, and a commitment to innovation, fostering lasting relationships with stakeholders.

Founded in

2022

Countries of Operation



Egypt

Core Services



Operation &
Maintenance



Cultural Heritage
Preservation

Certifications

- Earned Cultural Excellence in Museums Badge from KCA-London (assured by City and Guides) in 2023

Key Project: *The Grand Egyptian Museum*

Legacy's first project is the Grand Egyptian Museum (GEM), set to become a leading cultural landmark showcasing over 50,000 artifacts from 7,000 years of Egyptian history. Legacy holds a 12-year concession to operate and provide services and facilities management at the GEM in cooperation with the Ministry of Tourism and Antiquities.



RIDGEWOOD FOR WATER DESALINATION



Company Overview

Ridgewood for Water Desalination is a leading water desalination company with a history of delivering water and power projects. Following its acquisition by Hassan Allam Utilities and Almar Water Solutions in 2020, the company is focused on consolidating its position in the local water services and investments market with improved technical diversification, financial capacities, and a long-term vision to support the latest market initiatives.

Founded in
1999

Countries of Operation



Egypt

Key Facts

- 65+ Desalination Plants (500 – 20,000 m³ capacities each)
- 6 Power Generation Plants (2 – 10 MW capacities each)
- Water Supply and Management Solutions present in more than 200 resorts, hotels, and factories across Egypt

Certifications

- ISO 9001:2015 (Quality Management Systems)

Key Projects

In Egypt

- SDM Industrial Complex, 10th of Ramadan Sewage Treatment Plant (1,200 m³/day)
- Golden 5 Paradise Resort, Hurghada Sea Water Reverse Osmosis Plant (1,100 m³/day)
- Empire Resort, Hurghada Sea Water Reverse Osmosis Plant (500 m³/day)
- Hydrex International Co., Sharm El Sheikh Sea Water Reverse Osmosis Plant (300 m³/day)

Core Services

Water Desalination Plants

Water and Wastewater Treatment Plants

Ultrapure Water

Turnkey Projects and BOO & BOOT

Retrofit & Rehabilitation

Operation & Maintenance and Troubleshooting



HASSAN ALLAM LOGISTICS PARKS



Company Overview

Hassan Allam Logistics Parks (HALP), operating under the YANMU brand, represents a strategic partnership between Hassan Allam Utilities, A.P. Moller Capital, and Agility. This collaboration is committed to developing sustainable, world-class logistics facilities that reduce the carbon footprint and promote efficient resource use (power and water), leading to increased operational efficiency.

Founded in
2022

Countries of Operation



Egypt

Core Services

Modern, Efficient Warehousing and Logistics Infrastructure

Flexible Leasing (no client CAPEX)

Key Project: YANMU East Cairo Logistics Park

HALP's first project, YANMU East Cairo Logistics Park, offers over 160,000 sqm of Grade A warehousing and sets a new standard for sustainable logistics in Egypt. Featuring the country's first "zero-carbon ready" warehouse with EDGE Advanced Certification (demonstrating more than 40% greater energy efficiency), the park is working towards achieving certification for all its facilities.



CARGO COMPANY (CACC) CARGOLINX



Company Overview

Cairo Airport Cargo Company (CACC) Cargolinx is a leading Egyptian cargo service provider offering a broad range of logistics and supply chain solutions, from aviation cargo handling to contract logistics. It exclusively serves prominent airlines through its 191,000 sqm facility with direct tarmac access at Cairo International Airport.

Within HAH Since

2023

Countries of Operation

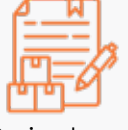


Egypt

Core Services



Air Cargo



Project and
Contract Logistics



Value-added
Logistics

Key Facts

- 30+ Years of Logistics Industry Experience
- 25+ Contracted Carriers
- 54,000 sqm Purpose-Built Cargo Terminals
- 24,000+ Flights Handled yearly

Certifications

- RA3² certified since 2016 - RA3 UAI: EG/RA3/00001-01
- ISAGO³ certified since 2017
- IATA CEIV⁴ Pharma certified since 2017
- TAPA⁵ certified since 2018
- IATA CEIV Fresh certified since 2021
- IATA CEIV Lithium Battery certified since 2023

²RA3 = Regulated Agents from Third Country

³ISAGO = IATA Safety Audit for Ground Operations

⁴IATA = International Air Transport Association

CEIV = Center of Excellence for Independent Validators

⁵TAPA = Transported Asset Protection Association



JINET LANDSCAPE AND SERVICES



Company Overview

JINET is a full-service landscape company offering design, build, operation, and maintenance services, including softscape, hardscape and water features for commercial and residential projects in Egypt and recently in Saudi Arabia. JINET's team of experienced professionals collaborates closely with clients to bring their landscape visions to life with attention to detail and quality.

Founded in

2020

Countries of Operation

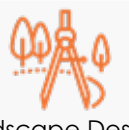


Egypt



KSA

Core Services



Landscape Design,
Construction &
Maintenance



Softscape &
Hardscape



Plant Nurseries



Operation and
Maintenance of Water
Features

Key Facts

- 5+ Million sqm of Landscapes
- Plant Nurseries with a total area of 40+ acres
- Natural Lakes totaling a capacity of 110,000+ m³
- 110+ Projects

Certifications

- ISO 9001:2015 (Quality Management Systems)

Key Projects

In Egypt

- Al Houbara Natural Reserve
- Green River
- Alamein Historical City
- Al Fustat Hills



EDEN FOR FACILITY MANAGEMENT

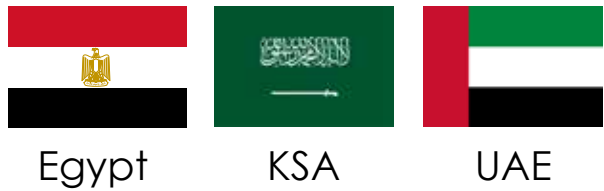


Company Overview

Eden is one of Egypt's leading facility management companies, providing comprehensive solutions while prioritizing direct service delivery, ensuring quality control and efficient operations by self-executing 90% of its services. Eden's comprehensive approach encompasses asset management, including technical and environmental services, strategic outsourcing, and property management, as well as utility operations and maintenance, and expert consultation.

Founded in
2011

Countries of Operation



Core Services

Facility Management including both Hard and Soft Services

Asset Management

Quality, Health, Safety and Environmental

Security

Property Management

Consultations

Architectural Design

Key Facts

- 45,000+ Assets Managed in 2024
- 50+ International and Local Clients
- 16+ Sectors served, including but not limited to: Healthcare, Banks, Telecommunications, Logistics, Educational Facilities, Infrastructure, Residential, Power & Industrial, Museums & Conference Centers, Commercial, Government Buildings, Hospitality, Sports Facilities, Lagoons, Camp Management, and Retail.
- EDEN is IBM Business Partner (Silver) to support in Software Sales and Pre-Sales activities including MAXIMO EAM Projects Implementations and Training.

Certifications

- ISO 9001:2015 (Quality Management Systems)
- ISO 14001:2015 (Environmental Management Systems)
- ISO 41001:2018 (Facility Management Systems)
- ISO 45001:2018 (Occupational Health and Safety Management Systems)
- ISO 55001:2014 (Asset Management Systems)

Key Projects

In Egypt

- Grand Egyptian Museum
- Operation and Maintenance of Ministries Buildings in New Administrative Capital
- Al Masa Towers (Regal Heights Hotel & Crystal Inn) in Al Alamein
- DHL Airport

Subsidiaries

- Shabakat

Shabakat, founded in 2020, provides utility management solutions, including smart metering for electricity and water. We specialize in Power Supply & Distribution and Operation & Maintenance (O&M) Services.

- El Dabaa Expedition

El Dabaa Expedition, known as "EDEX", is a fully integrated facility management company established in 2022. Specializing in large-scale catering operations, EDEX provides approximately 30,000 meals per day at the El Dabaa Nuclear Power Plant's project camp.

- Eden Security Services

Eden Security Services prioritizes the safety and security of personnel, premises, assets, and projects. We develop and implement tailored security strategies under experienced leadership, ensuring comprehensive protection across all sectors.



POWER GENERATION ENGINEERING AND SERVICES COMPANY (PGESCO)



Company Overview

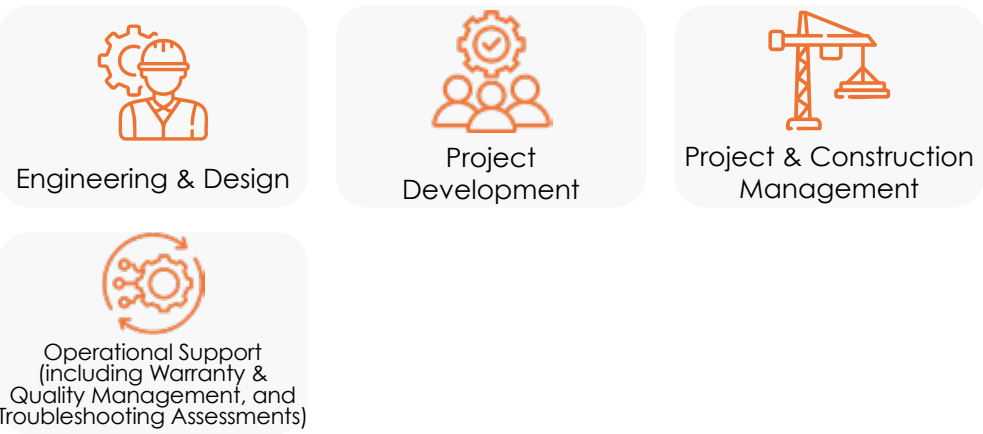
Power Generation Engineering and Services Company (PGESCO) is an engineering, procurement, and construction management company with extensive experience in the power and utilities sector. They provide innovative solutions for a wide range of projects, including power plants, renewable energy, and infrastructure, contributing to the successful completion of mega-scale projects across Egypt and the Middle East.

Founded in
1993

Countries of Operation



Core Services



Key Facts

- 60+ GW of all types of Power Generation Projects including 4+ GW of Renewable Energy Projects
- 30+ Water & Wastewater Treatment Facilities
- 100 Extra High / High Voltage Switchyards (500/400/220/132/66kV)
- 4000+ km of Extra High / High Voltage OHTL⁶ (500/400/220/132/66kV)
- 40+ Specific Project Development Techno-Economic Studies
- 7 Industrial Facilities
- 10+ Commercial Complexes & Housing Compounds

⁶ OHTL = Overhead Transmission Line

Certifications

- ISO 9001:2015 (Quality Management Systems)
- ISO 14001:2015 (Environmental Management Systems)
- ISO 45001:2018 (Occupational Health and Safety Management Systems)

Key Projects

In Egypt

- SCATEC 100 MW eq Green Ammonia Plant
- Green Hydrogen Feasibility Study for TAQA Valtalia
- Nova Industries
- YANMU East Logistics Park

In Iraq

- Ali Warde City Development

In KSA

- REPDO-4 Wind Farm Projects

In UAE

- Jebel Ali Power Station

In UK

- Pembroke Synchronous Condenser



HASSAN ALLAM TRADING & ENGINEERING



Company Overview

Hassan Allam Trading & Engineering is a leading Egyptian trading company with a diverse portfolio of services. We specialize in the global trade of special commodities, chemicals, and construction materials, alongside providing electromechanical, civil, and architectural engineering services. We also offer heavy equipment sales, rental, and maintenance, along with industrial assembly and after-sales support, ensuring reliable solutions for our clients across various sectors. We are proud to maintain strong partnerships with a wide range of industry-leading companies including ATLAS NRG, Emirates Transformers & Switchgear, Lara for Building Installation works, Top Floor, Nozzle, Unilex, Noksel, Mazlum Steel Pipes, HAFELE, Athmer, Allegion, Ruijie, among others. As of recently, we are also preparing to enter the industrial field through providing core products.

Founded in

2016

Countries of Operation



Key Facts

- 200+ Projects
- 50+ Partners (Globally)
- 500+ Shipments of Construction Materials from Europe, Asia & USA

Key Divisions



HILTI Egypt

Hassan Allam Trading & Engineering serves as the exclusive local Hilti distributor in Egypt. Hilti is a leading provider of high-quality construction solutions. This partnership allows the company to offer customers access to Hilti's innovative fastening systems, power tools, and measuring technology.



MUNGO

Hassan Allam Trading & Engineering is the official distributor for MUNGO in Africa and the Middle East. MUNGO is a renowned manufacturer of high-performance construction equipment. This partnership enables the company to provide its clients with access to a wide range of reliable and efficient equipment, including excavators and loaders.

Core Services

Global Trade
(Import & Export)

Supply of Building
Materials & Equipment

Industrial
Assembly

After-Sales Services

Engineering Services

CORE ENGINEERING SPECIALIZED WORKS



Company Overview

CORE Engineering is a specialized engineering firm offering high-quality services in various applications, including mechanical & waterproofing insulation, lining, roof refurbishment, lagoons, injection, repair, rehabilitation, and concrete flooring protection systems. CORE has leveraged its expertise to become a leading specialized contractor in the Egyptian market, serving diverse sectors such as industrial, commercial, energy, and residential spaces.

Founded in

2016

Countries of Operation



Key Facts

- 200+ Projects including 21+ Mechanical Insulation Projects, 20+ Infrastructure Plants, 15+ Commercial Buildings and Towers, and 8+ Crystal Lagoons
- 3+ Million sqm of Waterproofing and Flooring

Certifications

- ISO 9001:2015 (Quality Management Systems)

Key Projects

In Egypt

- New Delta Water Treatment Plant
- Cairo Metro Line 4
- New Capital Wastewater Treatment Plant
- Mars Factory

Core Services

Waterproofing &
Roofing

Mechanical
Insulation

Repair
& Rehabilitation

Crystal Lagoon
Development

Flooring Protecting

Concrete Flooring



BIOWORKS VERFAHRENSTECHNIK GMBH



Company Overview

BIOWORKS® is a global leader in water and wastewater treatment, specializing in innovative and efficient solutions. We design and execute complete treatment systems, including the OXIWORKS® aeration system, with a strong focus on sustainability and affordability. Our commitment to client satisfaction and long-term support ensures reliable and effective wastewater treatment worldwide.

Founded in

2007

Countries of Operation



Germany (HQ)

Subsidiaries and Representative Offices



Azerbaijan



Morocco



UAE



USA

Representatives and Agencies in 11+ Countries
Projects in 30 Countries worldwide

Key Facts

- 200+ Wastewater Treatment Plants Worldwide with capacities of up to 386,000 m³/day serving a total of over 15 Million People
- Thousands of Hectares of Irrigated Lands are using BIOWORKS effluent waters
- 3+ Million m³/day water treated
- 80+ Design and Supply Projects
- 70+ Supply Projects
- 15 Turnkey Projects
- 4 Design Projects

Certifications

- ISO 9001:2015 (Quality Management Systems)

Core Services

Design & Build of
Complete Wastewater
Treatment Plants

Equipment
Production & Quality
Control

Logistical Support
& Services

Commissioning

Design & Manufacturing
of Control & Automation
Systems

Training & Support
of Operation &
Maintenance Teams

After-Sales
Service

Research &
Development

Key Products

BIOWORKS® Clarifier

The BIOWORKS® clarifier is an integrated, rectangular settling tank located directly after the activated sludge basin. It features a unique design with minimal hydraulic disturbance, optimizing space utilization and eliminating the need for interconnecting pipes and complex infrastructure. This innovative solution offers significant advantages over conventional circular clarifiers, particularly for large-scale wastewater treatment plants.

OXIWORKS® Aeration System

The BIOWORKS® OXIWORKS® aeration system is a key component of their wastewater treatment plants, optimizing energy efficiency and oxygen transfer. This innovative system, with its unique OXIRISE® maintenance system, features self-propelled, fine-bubble diffusers that move laterally across the basin, ensuring even oxygen distribution. The OXIWORKS® system is designed for easy maintenance and cleaning, minimizing downtime and operational costs.

Key Projects

In Egypt

- 6th of October Wastewater Treatment Plant (100,000 m³/day), 666.667 PE⁷
- Shorouk Wastewater Treatment Plant (60,000 m³/day), 400,000 PE

In Morocco

- Oued Laou Wastewater Treatment Plant (3,117 m³/day), 30,000 PE

In USA

- Orange Cove Wastewater Treatment Plant (5,700 m³/day), 19,000 PE



⁷ PE = Population Equivalent

AWARDS

Projects



- **Building Project of the Year** AEON Towers
- **Hotel Project of the Year** The Address Beach Resort & Hotel
- **Road Project of the Year** North Luxor Axis



- **Power and Water Project of the Year** Hayah Karima
- **Retrofit Project of the Year** Al Salamlek Palace



- **Infrastructure Project of the Year** North Luxor Axis



- **Talent Development Programme of the Year** Hassan Allam Talent Program

People



- Chief Executive Officers, **Hassan Allam** and **Amr Allam**, were featured among **Forbes Middle East's 2024 Sustainability Leaders**.
- Two executives, **Dalia Wahba** (Chief Executive Officer of Hassan Allam Investment Managers) and **Merette Elsayed** (Chief Commercial Officer of Hassan Allam Holding and CEO of Legacy), were recognized among **The Middle East's 100 Most Powerful Businesswomen**.
- **Mennatullah AbdelGawad**, Business Sustainability Manager at Hassan Allam Holding, was named an **SDG Pioneer** for Large National or Multinational Company in Africa by the **UN Global Compact**.

Rankings

- Ranked among the **Top 250 Global Contractors** in **Engineering News-Record's (ENR) Global Sourcebook**, and secured the 43rd position on the **Top 200 Environmental Firms** and 13th in Wastewater Treatment.
- Achieved top rankings in **ENR's Top Global Sourcebook** across various sectors, including 17th in Hotels and Motels, 13th in Wastewater Treatment, 14th in Sanitary & Storm Sewers, and 24th in Sewer & Solid Waste.
- Recognized by **ENR** as a leading **International Design Firm**, ranking 18th in Wastewater Treatment and 32nd in Sewer & Solid Waste.

MEMBERSHIPS

Hassan Allam Holding actively engages with key global and regional initiatives to advance sustainable business practices. We are participants of the United Nations Global Compact since 2022, demonstrating our commitment to upholding universal principles of human rights, labor, environment, and anti-corruption. Hassan Allam Holding is also a signatory of the United Nations Women's Empowerment Principles (WEPs) as part of its commitment to promoting gender equality.

Additionally, we are members of the Egyptian Businessmen's Association (EBA), the American Chamber of Commerce, the British Egyptian Business Association (BEBA), the German-Arab Chamber of Industry and Commerce (AHK Egypt), and the Egyptian British Chamber of Commerce (EBCC), fostering collaboration and driving positive impact across diverse sectors.

Furthermore, Hassan Allam Holding and Business France signed a Memorandum of Understanding (MoU) on the sidelines of Ambition Africa 2024 in Paris, France, to foster a strong partnership in various sectors, including infrastructure, energy, construction, EPC, and cultural operations.

Our commitment to knowledge sharing and economic development is further exemplified by the participation of Hassan Allam Holding's CEOs in the Egyptian Center for Economic Studies, contributing to informed policy discussions and advancing economic growth in Egypt.



03

SUSTAINABILITY IMPACT

- Our Sustainability Journey
- Key Performance Indicators
- Materiality
- Sustainability Action Framework

SUSTAINABILITY IMPACT

This section outlines Hassan Allam Holding’s journey towards a more sustainable future. Launched in 2022, our sustainability efforts are driven by a commitment to integrate environmental and social considerations into all aspects of our business. We believe that economic growth must be balanced with environmental stewardship and social responsibility, and we are committed to achieving this harmony across all of our operations and investments.

Our Sustainability Journey

2022

- Established Green Governance & Business Sustainability Department.
- Initiated Green Financing Framework development with EBRD.
- Joined UN Global Compact & participated in several programs.
- Developed award-winning Sustainability Strategy (2022-2030).
- Sponsored COP27 & held 3 panel discussions in the Blue Zone.

2023

- Developed first Carbon Footprint Report (FY 2021).
- Developed ESG Framework & introduced sustainability KPIs.
- Developed Corporate Climate Governance framework including TCFD.
- Installed solar PV panels in Head Office & assessed other sites.
- Achieved first green building certification (YANMU Tenant A).

2024

- Issued our inaugural Sustainability Report for the years 2022 & 2023.
- Established Corporate Social Responsibility (CSR) function.
- Supported subsidiaries in developing sustainability management plans.
- Developed and adopted Site Sustainability Environmental Procedures for Hassan Allam Construction’s projects.
- Certified Head Office as a green building by the IFC’s Edge standard.

KEY PERFORMANCE INDICATORS

| Steering the Future | | | |
|---|---|--|--|
| Climate Change Risks were integrated into the Corporate Risk Register | IT Risk Management and Business Continuity Procedure developed aligning with ISO 22301:2019 | Site Sustainability Environmental Procedures developed for Hassan Allam Construction's operations in Egypt, aligning with ISO 9001:2015, ISO 14001:2015, and LEED Standards | 18 ISO 9001: 2015 Certifications ⁸ ; 11 ISO 14001: 2015 Certifications ⁹ ; and 11 ISO 45001: 2018 Certifications across the group ¹⁰ |
| Rewiring the Economy | | | |
| 36% of HAH's Consolidated Revenue in 2024 is derived from Green Projects | Started the development of Impact Measurement and Management (IMM) Frameworks for 12 Subsidiaries based on UNDP's SDG Impact Standards | The Local Content & Government Procurement Authority certifies that Hassan Allam Construction Saudi significantly increased its Local Content Score from 4.18% to 46.43% in 2023 | 3 ISO 19650-1:2018 &19650-2:2018 (Organization and digitization of information about buildings and civil engineering works, including building information modelling (BIM) – Information management using BIM) Certifications for Hassan Allam Construction's operations in Egypt, KSA and UAE |
| Empowering Humanity | | | |
| 8% of Employees are Female in 2024, representing a 1% increase from 2023. In addition, HAH signed the UN's Women Empowerment Principles (WEPs). | Establishment of a Corporate Social Responsibility (CSR) function within the Group's Sustainability Department | Employees Satisfaction Rate increased from 80% in 2023 to 84.3% in 2024 based on the Annual Employee Engagement Survey | Rosewood Residence and Hotel project in AMAALA, Triple Bay has achieved 1,000,000 Safe Manhours without lost time injury |
| Preserving our Planet | | | |
| 5,500+ tons of Waste Diverted from Landfill in 2024 through Construction Sites in Egypt, with a total of 16,200+ tons since August 2022 | 4 Buildings, including Hassan Allam Holding’s Head Office and three YANMU East Warehouses, have been certified to the IFC’s EDGE Green Building Standard. | Commissioned Solar PV Plants on company buildings with a total capacity of 976 kWp, avoiding over 400 tCO2e emissions yearly. | HAH's average Carbon Intensity per employee is 1.6 tCO2e, which is lower than Egypt's average CO2 Intensity per capita (2.3 tCO2e) ¹¹ |

⁸ Companies with ISO 9001:2015 (Quality Management System): Hassan Allam Construction (in Egypt, Algeria, Abu Dhabi) and its Concrete Products Division, Steel Fabrication Division (in Cairo and at Dabaa Nuclear Power Plant) and Wood Products Division, Kortech, INTECH, STCC, 3S Ready Mix, Jinet, Eden for Facility Management, PGESCO, Ridgewood for Water Desalination, BIOWORKS Verfahrenstechnik GmbH (for the Putzbrunn and Tutenhausen sites in Germany), Core Engineering Specialized Works

⁹ Companies with ISO 14001:2015 (Environmental Management System): Hassan Allam Construction (in Egypt and Abu Dhabi) and its Concrete Products Division, Steel Fabrication Division and Wood Products Division, Kortech, INTECH, STCC, 3S Ready Mix, Eden for Facility Management, PGESCO

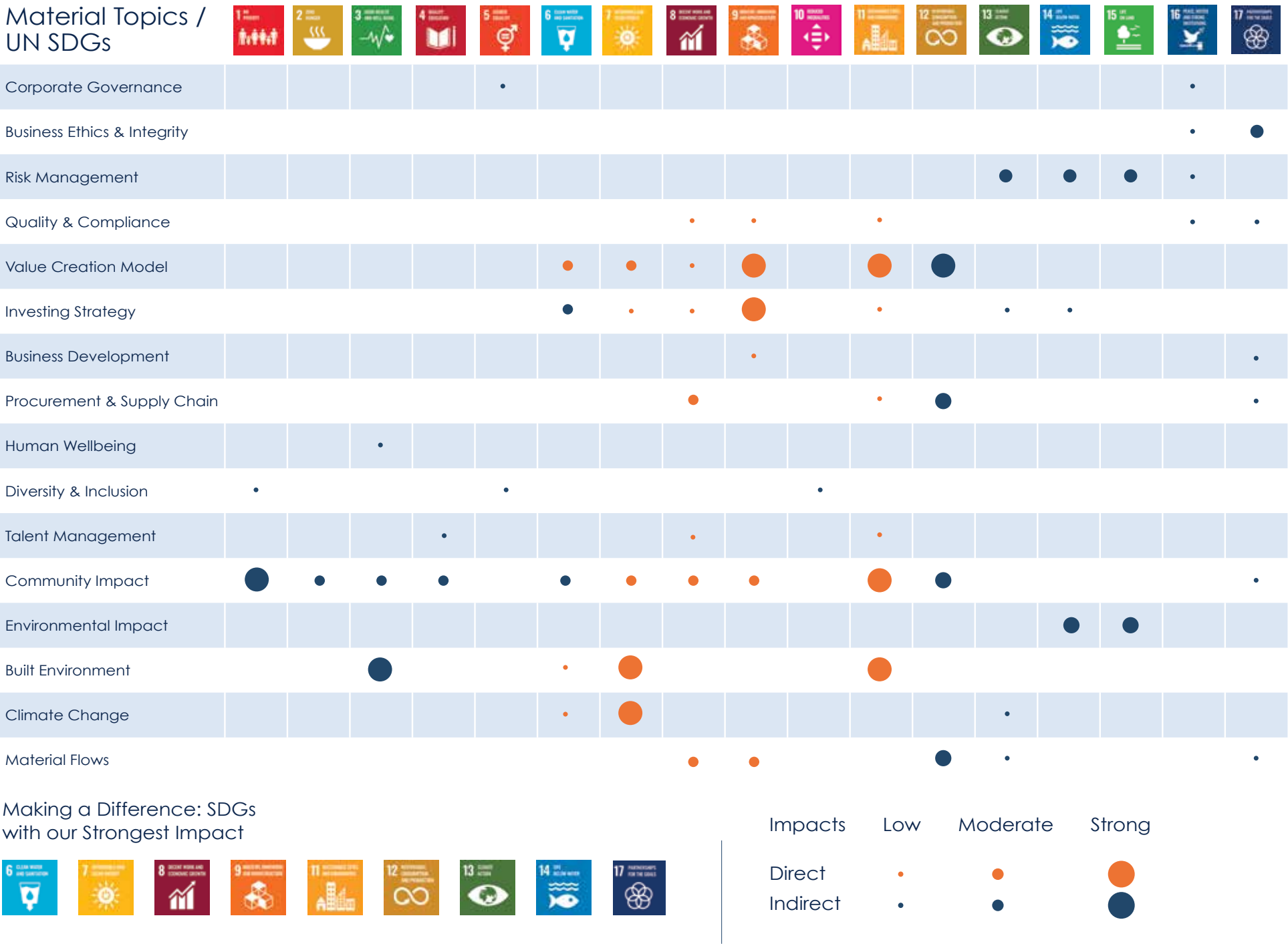
¹⁰ Companies with ISO 45001:2018 (Occupational Health and Safety): Hassan Allam Construction (in Egypt and Abu Dhabi) and its Concrete Products Division, Steel Fabrication Division and Wood Products Division, Kortech, INTECH, STCC, 3S Ready Mix, Eden for Facility Management, PGESCO

¹¹ Reference: <https://ourworldindata.org/co2/country/egypt>

MATERIALITY

Hassan Allam Holding is committed to transparent and meaningful sustainability reporting. We review our material topics to ensure they reflect the evolving significance of economic, environmental, social, and governance (ESG) issues for our business and stakeholders. In 2022, we conducted our inaugural group-wide materiality assessment, facilitated by an independent consultant. This process involved engaging key stakeholders and considered the significant sectors and industries within our group, alongside a review of our existing policies and procedures, to identify relevant ESG issues. This comprehensive process also included a thorough review of internal and external factors, industry best practices, and regulatory developments. Based on this assessment, we identified 16 key material topics that are critical to our long-term success and our ability to create shared value. These topics align with our strategic priorities and significantly impact our operations, financial performance, and relationships with stakeholders.

We recognize our interconnectedness with the United Nations Sustainable Development Goals (SDGs), as our business activities have direct impacts on SDGs 6 (Clean Water and Sanitation), 7 (Affordable and Clean Energy), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation and Infrastructure), and 11 (Sustainable Cities and Communities). We also have strong indirect impacts on SDGs 12 (Responsible Consumption and Production), 13 (Climate Action), 16 (Peace, Justice and Strong Institutions) and 17 (Partnerships for the Goals), in addition to observable linkages to all other SDGs. This materiality assessment serves as the foundation for our sustainability strategy and reporting. We will continue to refine our approach to materiality through ongoing dialogue with stakeholders and by integrating ESG considerations into our decision-making processes at all levels.



SUSTAINABILITY ACTION FRAMEWORK

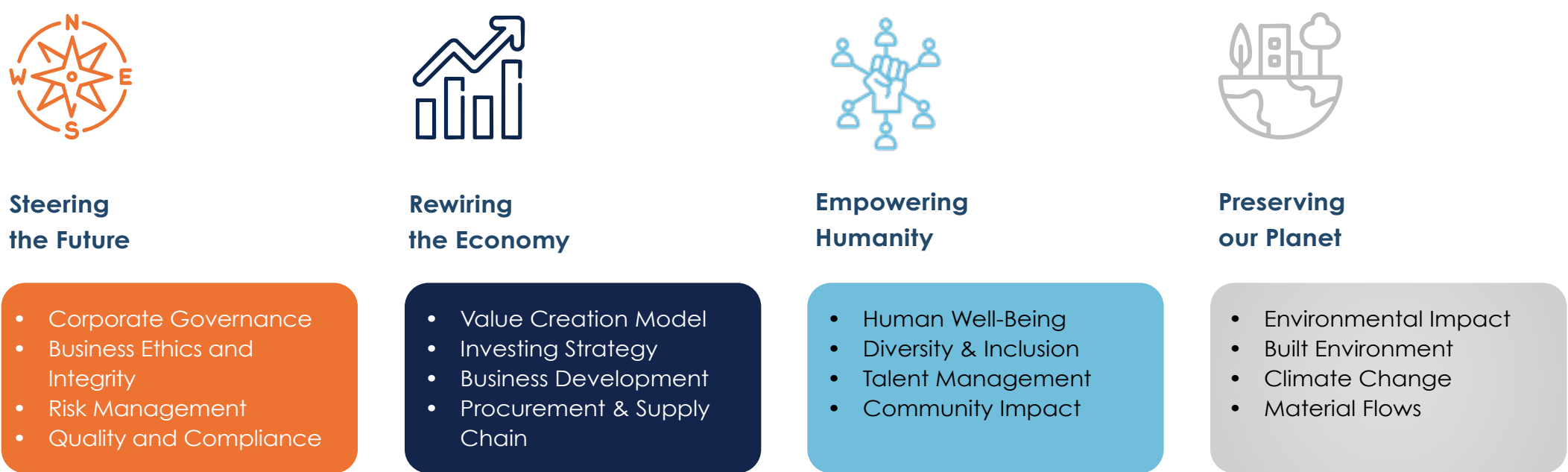
Sustainability Strategy
Hassan Allam Holding's Sustainability Strategy (2022-2030) is guided by 4 interconnected pillars: governance, economic, social, and environmental. Developed with stakeholder input, this forward-looking strategy aligns with our vision and evolving external factors.

The resulting Sustainability Action Framework shapes our operations, influences our value chain, and extends our impact beyond our direct operations. This comprehensive framework provides a clear roadmap, connecting our diverse activities with our ambitious strategic goals. We are committed to continuous improvement and adaptation to ensure our path aligns with global priorities and contributes to a sustainable future for all.

- Guiding Principles**
Our sustainability strategy is grounded in key principles from global and national initiatives, frameworks, and strategies, including:
- UN Sustainable Development Goals (SDGs)
 - United Nations Global Compact (UNGC)
 - Egypt's Sustainable Development Strategy (Vision 2030)
 - Egypt's National Climate Change Strategy 2050
 - Task Force on Climate-Related Financial Disclosures (TCFD)
 - Good International Practices (GIP)

By integrating these principles across our business lines and aligning them with our operations, we aim to achieve our sustainability goals and contribute to a more sustainable future.

Framework



04

STEERING THE FUTURE

- Corporate Governance
- Business Ethics and Integrity
- Risk Management
- Quality and Compliance

STEERING THE FUTURE

CORPORATE GOVERNANCE

Our Commitment

We are committed to developing an agile governance framework that enables us to adapt to a changing future and integrate sustainability into our long-term growth strategy.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|------------------------------------|---|-------------|--|
| ESG Governance | Create a dedicated ESG committee in 2024 | In Progress | Corporate-level ESG Committee created and Board-level Committee bylaws drafted |
| | Implement ISO 26000 (Social Responsibility) and ISO 37000:2021 (Governance of Organizations) group-wide in 2024 | In Progress | In-house gap analysis conducted for ISO 26000 |
| Materiality Assessment | Conduct streamlined double materiality assessment annually | In Progress | A double materiality assessment will be conducted based on the European Sustainability Reporting Standards (ESRS) in compliance with the Corporate Sustainability Reporting Directive (CSRD) |
| ESG Alignment | Conduct ESG status and gap analysis and adopt corrective measures in 2023 | Achieved | |
| ESG Data Management and Disclosure | ESG data management system in 2025 | In Progress | |
| | Annual disclosures using recognized frameworks, like GRI, UNGC, TCFD and SASB, starting 2024 | Achieved | |
| ESG Ratings | Annually join international sustainability rating systems, like S&P, CSA and CDP starting 2024 | Not Started | Postponed to 2026 due to ongoing efforts to improve policies and reporting |

 Achieved


 In Progress

 Not Started


Our Management

At Hassan Allam Holding, strong corporate governance is integral to our values. This section details our leadership structure, including our esteemed corporate leadership and the leaders of our key subsidiaries. We will also provide an overview of our Board of Directors and the robust governance practices that guide our operations.


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

Entity Leadership

| | |
|-----------------------------|--|
| Mohamed El Dahshoury | Chief Executive Officer, Hassan Allam Construction |
| Mohamed Abdel Wahab | Chief Executive Officer, Hassan Allam Roads and Bridges |
| Ali El Mahdy | Chief Executive Officer, Kortech |
| Hazem Kamal | Chairman, INTECH |
| Seif Eissa | Chief Executive Officer, INTECH |
| Khalid Hasan | Chief Executive Officer, Saudi Tunneling Company for Contracting |
| Mohamed El Daghash | Chief Executive Officer, 3S Ready Mix Concrete |
| Dalia Wahba | Chief Executive Officer, Hassan Allam Investment Managers |
| Sherifa Kira | Chief Executive Officer, Jinet |
| Wael Ahmed | Chief Executive Officer, Eden for Facility Management |
| Ahmed Ramadan | Chief Executive Officer, PGESCO |
| Ahmed Mostafa | Chief Executive Officer, Hassan Allam Trading and Engineering |
| Ahmed Mokhtar | Chief Executive Officer, CORE |
| Marcus Vollmer | Managing Director, BIOWORKS Verfahrenstechnik GmbH |
| Stephan Koepp | Managing Director, BIOWORKS Verfahrenstechnik GmbH |

Board of Directors

Hassan Allam Holding B.V., a Private Limited Liability Company with its corporate seat in Amsterdam, serves as the Group's holding company. The following list details the members of its Board of Directors, which constitutes the highest governance body within the organization, responsible for the strategic direction and oversight of Hassan Allam Holding.

| Board Member | Position | Tenure |
|------------------|--|---------|
| Tamer Elhennawy | Executive Board Member (Directeur A) | 5 Years |
| Robbert Frassino | Executive Board Member | 4 Years |
| Loes de Bot | Executive Board Member and Managing Director | 2 Years |

| Indicators | | | |
|-------------------------------|-------------------------|---------------------------------|----------------------|
| 3 | 100% | 67% | 33% |
| Total Number of Board Members | Executive Board Members | Board Members 30 – 50 years old | Female Board Members |

Corporate ESG Committee

Hassan Allam Holding's commitment to Environmental, Social, and Governance (ESG) principles is reinforced by our Corporate ESG Committee. This committee plays a crucial role in overseeing and guiding our sustainability strategy and initiatives. The committee includes members from executive management, representing key functions such as Commercial, HR, and Communications. This cross-functional representation ensures that ESG considerations are integrated into all aspects of our business operations and decision-making processes.

Green Governance & Business Sustainability Department

Hassan Allam Holding's CEOs delegated the responsibility for managing the organization's impacts on the economy, environment, and people to the Group's Green Governance & Business Sustainability Department, led by Dalia Wahba, CEO of Hassan Allam Investment Managers. This department is tasked with integrating sustainability principles into all aspects of the business and driving positive change. The department maintains the Group's sustainability strategy, develops annual sustainability reports, and implements various policies, procedures, and initiatives to improve sustainability performance across the Group's subsidiaries, divisions and departments.



Dalia Wahba
CEO of Hassan Allam Investment Managers
Supervises and Manages the ESG activities within the Group



Muhammad Attlam
Business Sustainability Senior Engineer
Nadine Ghoneim
Business Sustainability Engineer
Mennatullah AbdelGawad
Business Sustainability Manager
Sara Zaghloul
CSR Section Head

Sustainability Focal Points Program

In 2024, to ensure effective implementation of sustainability initiatives across the Group, Hassan Allam Holding strengthened its sustainability efforts by appointing 20 Sustainability Focal Points across 12 subsidiaries. This included focal points within dedicated sustainability departments in 2 subsidiaries. These focal points are responsible for putting sustainability plans into action within their specific areas and regularly report their progress to the Green Governance & Business Sustainability Department. This central department then keeps the executive management team informed about the company's overall impact, including key performance indicators, achievements, and areas needing improvement.

Additionally, in 2024, these focal points participated in quarterly training sessions, accumulating over 1,250 hours of learning to build their skills. This started with an intensive three-day workshop led by UNDP Egypt on SDG Impact Standards. This workshop provided a clear framework for incorporating sustainability and helped subsidiaries align their business activities with global sustainability goals by using the 12 SDG Impact Enterprise Actions.



The training program ended with a Climate Fresk workshop, a group activity that improved participants' understanding of the causes, effects, and solutions related to climate change.








This demonstrates Hassan Allam Holding's dedication to leading in sustainability by providing its teams with the necessary knowledge and tools to create significant environmental and social change.

BUSINESS ETHICS AND INTEGRITY

Our Commitment

We prioritize ethical conduct and business integrity in all our decisions and actions. We are committed to transparency and accountability to our stakeholders.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|------------------------|--|---|--|
| Stakeholder Engagement | Develop and implement a Corporate Stakeholder Engagement Plan in 2024 |  | |
| Training | Provide all employees with annual training on core policies and procedures |  | |
| Anti-Corruption | Maintain zero cases of corruption annually |  | We maintained our Anti-Bribery and Corruption Policy, and we are also enhancing our grievance mechanisms to address even more issues from both internal and external stakeholders. |
| Human Rights | Maintain zero human rights violations annually |  | Internal human rights due diligence conducted and salient human rights issues identified. |
| Grievances | Achieve 100% resolution of grievances within system close time annually |  | We updated our Whistleblowing Procedures to address even more issues from both internal and external stakeholders. |



Achieved



In Progress



Not Started

RELEVANT POLICIES AND PROCEDURES

Code of Conduct

This Code of Conduct outlines guiding principles for all employees, directors, officers, agents, and representatives across the company and its subsidiaries, promoting ethical behavior and compliance with laws and policies. It is available in both Arabic and English, and also refers to the following HAH Policies and Procedures:

| Anti-Bribery and Corruption Policy | Conflict of Interest Policy | Business Partner and Counterparty Code of Conduct | Whistleblowing Procedures |
|--|--|---|--|
| This policy ensures Hassan Allam Holding complies with all applicable anti-bribery and corruption laws in every country where it conducts business, focusing on compliance, transparency, and promoting ethical business practices with zero tolerance for corruption. | This policy is designed to assist employees of Hassan Allam Holding and its subsidiaries in identifying, disclosing, assessing, resolving, and gaining approval for actual, perceived, or potential conflicts of interest to safeguard the company's reputation and integrity. | This code outlines expectations for all business partners and other counterparties. It emphasizes compliance with laws and regulations, prioritizing health, safety, and environmental protection, and maintaining ethical business practices that align with the company's values. | These procedures establish a confidential reporting framework for concerns, complaints, and unethical behavior, with the aim to promote transparency and accountability within the organization while protecting the confidentiality and well-being of employees who report in good faith. |

Code of Conduct

At Hassan Allam Holding, we are committed to conducting business with the highest ethical standards and integrity. Our Code of Conduct guides employees in ethical decision-making and behavior, reflecting our core values. The Code mandates compliance with all applicable laws and regulations, maintaining zero tolerance for illegal or unethical behavior, including impermissible political contributions. Our Anti-Bribery and Corruption Policy further provides specific guidance on preventing and reporting such activities. Furthermore, the Group's Internal Audit department plays a crucial role in assessing operational risks related to corruption as part of its regular audit activities.

We foster a respectful and inclusive work environment free from harassment and discrimination, prioritizing employee health and safety and minimizing our environmental impact. The Code addresses conflicts of interest, which is defined as personal interests that interfere with company interests by our Conflict of Interest Policy. We further promote fair and ethical conduct with customers, partners, and competitors, as detailed in our Business Partner and Counterparty Code of Business Conduct.

The Code also sets expectations for protecting company assets and maintaining financial integrity. Our financial reporting is accurate, transparent, and compliant with applicable accounting standards. Robust internal controls and record-keeping systems ensure proper asset use and protect confidential information.

We encourage reporting of suspected Code violations or illegal/unethical behavior through our Whistleblowing Procedure.

Whistleblowing Channels

✉ Email: whistleblower@hassanallam.com

🖥 Internal Employee Portal

🗨 Direct Contact with Management

The Chief Executive Officer and the Audit Board Committee are responsible for administering the Code. Senior executives facilitate enforcement and address critical compliance and ethics issues. We regularly review and update our Code to ensure its effectiveness and alignment with evolving standards. Strong ethical principles are essential for our long-term success and maintaining stakeholder trust. We also ensure continuous communication about our anti-corruption policies and procedures through various channels, including updates on our employee portal, and clear articulation of expectations during onboarding processes.

Human Rights

As one of the first Egyptian participants in the UN Global Compact's Business and Human Rights Accelerator, we are working to further embed respect for human rights into the core of our operations. We conducted an internal human rights due diligence and are building on its findings further with our Group's Human Resources department, enabling us to proactively identify, assess, and address salient human rights impacts. This includes reviewing and enhancing our existing grievance mechanisms to ensure they are accessible, legitimate, transparent, and equitable for all stakeholders. We are reviewing existing policies and contracts, conducting site visits, and administering surveys, to gain a comprehensive understanding of potential human rights challenges. Our efforts are concentrated on ensuring fair labor practices throughout our supply chain. We believe that upholding the highest ethical standards and respecting human rights are not only moral imperatives but also essential for building a sustainable and successful business.



BUSINESS &
HUMAN RIGHTS
ACCELERATOR



Grievance Mechanisms

Tick**HELP**

TickHelp, Hassan Allam Holding's Human Resources Ticketing System

Hassan Allam Holding is committed to providing accessible and efficient HR support to all employees through the TickHelp system. Launched in 2024, this platform streamlines HR inquiries with features like easy ticket submission, a comprehensive knowledge base, and an ideas forum. TickHelp also functions as a grievance mechanism. In 2024, TickHelp resolved 825 complaints with an average resolution time of 2 days, ensuring every employee has access to efficient HR support, regardless of their location.



Eden Facility Management's Hotline

Eden Facility Management operates a multi-stakeholder grievance hotline to effectively manage complaints from employees, suppliers, clients, and community members. During 6 months of its launch in 2024, the hotline has received over 18 complaints, with an average response time of 2 days. Trained personnel categorize and route complaints to relevant departments for investigation. All grievances are logged in a centralized database for tracking and trend analysis. The hotline aligns with Eden's core values, fostering a culture of excellence, integrity, and inclusivity. It has also improved efficiency, provided a clear channel for stakeholders, and enhanced Eden's ability to monitor responses and identify systemic issues.



3S Ready Mix's Customer Support

3S Ready Mix uses several methods to communicate with customers and address their complaints, including a mini survey log and a customer complaint form. The customer complaint form is used to record the customer's complaint, its root cause, the action plan, and the effectiveness of the action plan taken. Customers can also use the "Contact Us" page on their website to submit inquiries, provide feedback, and register complaints. 3S Ready Mix aims to resolve all customer complaints within 7 working days of receipt.

Stakeholder Engagement

Effective stakeholder engagement is implemented across Hassan Allam Holding through various departments and functions, as detailed in the plan below. For example, Human Resources, Corporate Communications (encompassing internal and external communications) and Investor Relations manage engagement at the Group level, while Business Development and Operations teams within subsidiaries engage stakeholders at that level. This distributed approach ensures comprehensive interaction with our diverse stakeholder groups. Furthermore, both internal and external stakeholders were engaged in the development of our materiality assessment and sustainability strategy.

| Stakeholder Group | Key Topics of Discussion | Engagement Method | Frequency |
|--|---|--|---|
| Customers and Clients | Customer satisfaction, product quality, pricing, innovation, data privacy, sustainability of products/services | Customer satisfaction surveys, social media monitoring, one-on-one meetings, complaint handling | Daily, Weekly, Monthly, Quarterly, Annually |
| Employees | Health and well-being, training & career development, employee engagement, compensation & benefits, ethical conduct & compliance | Annual employee engagement surveys, town halls, learning and development programs, employee assistance programs, internal communication platforms (such as email and portal) and newsletters | Daily, Weekly, Monthly, Quarterly, Annually, Ad-hoc |
| Shareholders, Investors, & Business Partners | Corporate governance, financial performance, risk management, ESG performance, business development | Annual reports including ESG, analyst and investor calls, industry conferences, website | Quarterly, Annually, Ad-hoc |
| Governmental Entities & Regulators | Compliance with laws and regulations, and supporting local sustainable development strategies and agendas, such as Egypt's Vision 2030 and KSA's Vision 2030. | Public disclosures, consultations, forums, and conferences | Annually, Ad-hoc |
| Local Communities | Community investment, environmental impact mitigation, corporate social responsibility initiatives, job creation, local partnerships | Website, social media, field visits, CSR programs / projects including donations and volunteerism | Monthly, Annually, Ad-hoc |
| Suppliers | Supply chain sustainability, ethical sourcing, fair labor practices, environmental performance, innovation, risk management | Calls and conference calls, supplier surveys, one-on-one and other virtual meetings | Weekly, Monthly, Quarterly, Annually, Ad-hoc |

RISK MANAGEMENT

Our Commitment

We are committed to managing financial and sustainability risks and opportunities effectively through a robust and evolving framework.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|------------------------------------|--|--|--|
| Business Continuity Management | Develop a corporate-wide Business Continuity Management and Operational Resilience Plan (e.g. ISO 22301) in 2024 |  | IT Risk Management and Business Continuity Procedure developed aligning with ISO 22301:2019 |
| Risks and Opportunities Management | Review Risk Management Procedures to incorporate all ESG risks and opportunities in 2024 |  | Climate-related risks have been integrated based on TCFD recommendations |
| Decision-Making | Provide training for senior management on Many Objective Robust Decision-Making (MORDM) and Dynamic Adaptive Policy Pathways (DAPP) guidelines and methodologies in 2024 |   | We are planning to develop a training plan for senior management on broader sustainability topics. |
| Data Privacy and Cybersecurity | Enhance the suite of policies and procedures for cybersecurity risks in 2025 |  | IT Risk Management and Business Continuity Procedure developed aligning with ISO 27001:2013 |
| | Enhance data privacy and responsible technology practices and receive COBIT and ISO 27001:2013 (Information Security Management) in 2025 |  | |



Achieved



In Progress



Not Started

| RELEVANT POLICIES AND PROCEDURES | |
|--|--|
| Enterprise Risk Management Procedure | Project Risk Management Procedure |
| This procedure outlines a systematic, organization-wide approach to managing all categories of risk, aligned with ISO 31000. It defines roles, responsibilities, and processes or risk identification, assessment, response, and monitoring across all departments. | This procedure provides a consistent framework for managing project risks throughout the project lifecycle, from initiation to closure. It details risk identification, assessment, response, monitoring, communication, reporting, and lessons learned. |
| IT Risk Management & Business Continuity Procedure | |
| This policy covers a wide range of topics, including risk assessment, risk mitigation, business impact analysis, business continuity planning, incident response, disaster recovery, and training and awareness. The policy is designed to ensure that the IT department can effectively manage risks and maintain business operations in the event of a disruption. The policy is aligned with ISO 9001:2015, 22301:2019, ISO 27001:2022, and ISO 31000:2018 international standards. | |

Risks and Opportunities Management

Our approach to risk management extends beyond traditional financial considerations to encompass a comprehensive understanding and mitigation of environmental, social, and governance (ESG) risks. We adhere to ISO 31000:2018 guidelines, utilizing formal Enterprise and Project Risk Management procedures to ensure consistent assessment and mitigation across Hassan Allam Holding’s subsidiaries. Our risk register details potential challenges and opportunities across a wide spectrum, from contractual and legal obligations and client relationships to operational efficiency, environmental health and safety, procurement, personnel management, quality control, design and technical aspects, permitting, cost and schedule management, commercial and financial matters, BIM and digital delivery, and project close-out. For each identified risk and opportunity, we document its potential impact and how likely it is to occur. This assessment allows us to prioritize risks based on their potential severity. The register also outlines specific strategies for responding to each risk. The risk register is a dynamic tool, regularly reviewed and updated to reflect the evolving business landscape and inform strategic decision-making. We encourage our subsidiaries to develop their own tailored procedures, ensuring that risk management is embedded throughout the organization.

Hassan Allam Construction's Transformation Office

An example of this integrated approach in action is Hassan Allam Construction's launch of a Transformation Office Program. This initiative directly addresses identified economic challenges (a type of financial and commercial risk) and seeks to drive operational excellence (related to operational efficiency and project management risks). The program's comprehensive diagnostic phase aligns with our risk assessment process, identifying both strengths (existing positive aspects) and opportunities for improvement (potential risks if not addressed). The focus on enhancing digital capabilities, procurement, and cash management are specific risk mitigation and opportunity realization strategies within the broader risk management framework. Involving over 40 employees and identifying more than 100 initiatives, the program demonstrates a commitment to data transparency, ownership, and accountability across the company. The tangible results achieved, such as the significant cost savings of 150 Million EGP – representing a 4-5% reduction from the addressable baseline – demonstrate the effectiveness of proactively identifying and managing risks and opportunities at the subsidiary level, contributing to the overall resilience and performance of Hassan Allam Holding.

IT Risk Mitigation

Hassan Allam Holding prioritizes IT risk management to ensure the security and stability of its digital infrastructure. Our data centers adhere to ANSI/TIA/EIA 942¹² standards, featuring robust infrastructure and Amazon Web Services (AWS) cloud hosting for our ERP and SAP systems. Cisco-powered networks ensure reliable connectivity.

Our three-pillar approach encompasses:

- high-quality security solutions (Crowdstrike, Windows Defender, Kaspersky),
- secure infrastructure (Cisco Firepower Threat Defense (FTD), Sophos Firewall, Cisco Open Domain Name System (DNS)), and
- user awareness programs (email campaigns, internal portal, training).

Certified IT staff (Security+, ITIL¹³ , CCNA¹⁴) effectively manage IT risks, supported by key policies like the IT Risk Management and Business Continuity Policy, Backup and Retention Policy, Patch Management Policy, and Virus Protection Policy.

¹²ANS = American National Standard

TIA = Telecommunications Industry Association

EIA = Electronic Industries Association

¹³ITIL = Information Technology Infrastructure Library

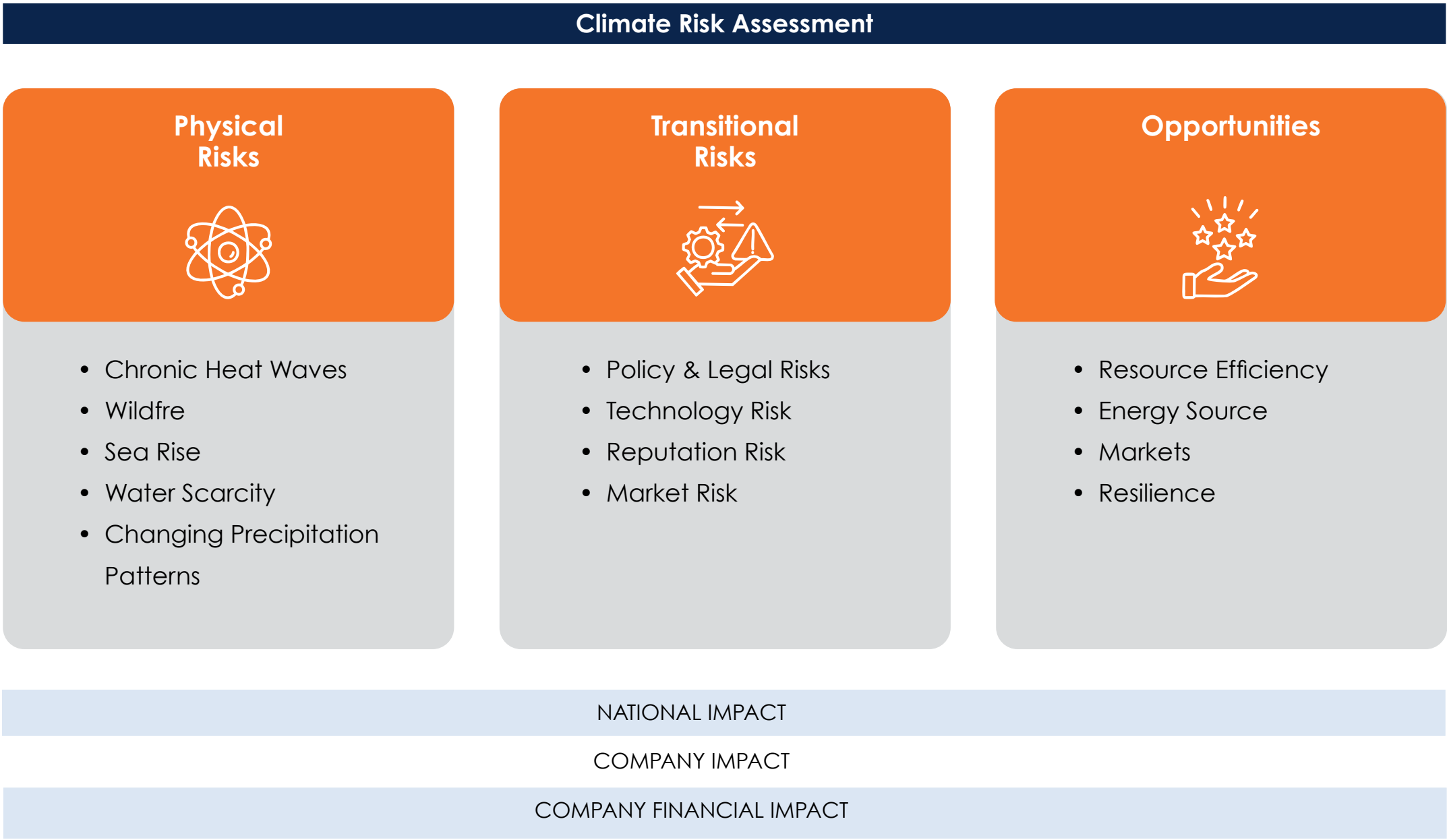
¹⁴CCNA = Cisco Certified Network Associate

Environmental Risk Management

TCFD Framework



Hassan Allam Holding proactively addresses the growing threat of climate change by integrating climate-related risks and opportunities into its governance structure, guided by the TCFD framework. We have conducted a comprehensive climate risk and opportunities analysis, considering national and financial impacts on our operations, which has informed our risk mapping process. This process identifies key physical risks like heat waves and water scarcity, alongside transitional risks from policy and technology shifts. These risks and opportunities are assessed based on their financial, overall, and national impact and are integrated into our broader risk management approach. Demonstrating our commitment, our material topics outline specific goals to tackle identified climate-related risks and leverage emerging opportunities, aligning our climate ambitions with our business strategy as we contribute to the low-carbon transition.



Hassan Allam Construction's Environmental Risk Management Framework

As Hassan Allam Holding's largest subsidiary, Hassan Allam Construction (HAC) provides a concrete example of this commitment through its robust Environmental Risk Management Framework. Recognizing the significant environmental impact inherent in the construction industry, HAC has integrated Health, Safety and Environmental (HSE) risks, including climate-related factors, into its comprehensive risk registry. This allows for the systematic identification, assessment, and mitigation of potential environmental challenges across over 70 construction operations and procedures, such as concrete pouring, crane operations, excavation, welding, working at heights, and material handling. These detailed assessments cover a wide range of potential environmental impacts, from noise and air pollution to physical risks like land subsidence, flooding, storm surges, and rising sea levels – all of which align with the physical risks identified in our broader TCFD analysis. The following table outlines key environmental risks identified by HAC and the corresponding opportunities and mitigation strategies:






| Potential Risks | Potential Impact | Opportunities & Mitigation Strategies |
|--|---|---|
| Noise & Air Pollution from Construction Equipment | <ul style="list-style-type: none">DelaysLossesThird-party objectionsPenalties for non-compliance | <ul style="list-style-type: none">Implement noise reduction measures and air pollution control technologies.Transition to renewable energy sources for construction operations.Develop energy-efficient solutions for Heating, Ventilation, and Air Conditioning (HVAC) and lighting. |
| Non-Compliance with Environmental Standards | <ul style="list-style-type: none">Financial penaltiesReputational damageProject delays | <ul style="list-style-type: none">Robust environmental management system aligned with ISO 14001.Regular audits and training programs on environmental regulations. |
| Land Subsidence, Flooding, Storm Surges, Rising Sea Levels, and other Physical Risks | <ul style="list-style-type: none">Project delays,Damage to surrounding structuresFinancial losses | <ul style="list-style-type: none">Thorough site assessments and geotechnical investigations.Incorporate climate resilience measures in design and construction. |

This framework demonstrates HAC’s proactive approach to managing environmental risks, including those exacerbated by climate change, and implementing concrete strategies for mitigation and improvement, thus embodying Hassan Allam Holding's broader commitment outlined in our TCFD framework.

QUALITY AND COMPLIANCE

Our Commitment

We are committed to continuous improvement of our Quality Management System to ensure reliability, performance, and compliance with all legal and regulatory requirements, while integrating leading environmental and social standards.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|-------------------------------------|--|---|---|
| Environmental and Social Management | Develop and adopt a Corporate Environmental and Social Management System (C-ESMS) based on existing HSE policies and procedures in 2024 |  | C-ESMS is currently under development for Engineering & Construction companies in alignment with the HSE department, as well as for Hassan Allam Utilities. |
| | Align with IFC Performance Standards, EBRD Performance Requirements, World Bank Environmental and Social Framework, and Equator Principles in 2024 |  | In addition to developing our Annual Monitoring Report (to the IFC, as a shareholder), we are also conducting a gap analysis with the EBRD's new Environmental and Social Policy. |
| Anticipatory Compliance | Annually assess compliance to legal and regulatory ESG requirements, including future development |  | We are planning to conduct compliance checks and gap assessments to ensure adherence to regulations such as the EU's Corporate Sustainability Reporting Directive (CSRD). |
| | Integrate ESG criteria into internal audit system in 2024 |  | A Compliance Action Plan is currently planned for 2025. |
| Quality Management | Integrate ESG criteria and sustainability targets into the current Quality Management System (QMS) across all functional areas as part of the C-ESMS in 2023 |  | Sustainability Procedures have been developed for Hassan Allam Construction and integrated within the QMS. |

 Achieved  In Progress  Not Started

| RELEVANT POLICIES AND PROCEDURES | |
|---|---|
| Sustainability Policy | Sustainability Procedures |
| This Group-level policy aligns with our sustainability strategy and action framework, prioritizing good governance, as well as environmental, social, and economic well-being across all of the operations. | Hassan Allam Construction's Sustainability Procedures integrate social and environmental responsibility into construction processes, by aligning with ISO 9001:2015, ISO 14001:2015, LEED standards, and the Group's sustainability and HSE policies. |

Environmental and Social Management

Our approach to environmental and social management is integrated within our Quality Management Systems, with the aim of embedding these critical considerations in our decision-making processes and project lifecycles. We are working towards developing and adopting a Corporate Environmental and Social Management System (C-ESMS) based on our existing HSE policies and procedures. This is an ongoing process, with initial focus on our Engineering & Construction companies, developed in close alignment with our HSE department. A separate C-ESMS is also under development for our investment arm, Hassan Allam Utilities, which is tailored to its operations.

Furthermore, we are actively working to further align our practices with international standards and frameworks, including the IFC Performance Standards, EBRD Performance Requirements, World Bank Environmental and Social Framework, and the Equator Principles. Building on our annual reporting to the IFC, we are conducting a gap analysis with the EBRD's new Environmental and Social Policy to identify areas for improvement and ensure our practices remain aligned with evolving best practices. This analysis will inform the ongoing development and refinement of our C-ESMS, contributing to our broader sustainability objectives.

Sustainability Management Systems Training for Hassan Allam Construction's Quality Department

In an effort to further align operations with international standards, Hassan Allam Holding's Sustainability Department provided a dedicated training on sustainability management systems to Hassan Allam Construction's Quality Department. This training, attended by over 20 participants, covered climate change, sustainability reporting, ISO alignment, and workshops on impact identification and mitigation.



Quality Management

Hassan Allam Holding is committed to delivering projects of the highest quality, exceeding client expectations, and adhering to stringent industry standards. This commitment is underpinned by tailored and robust quality management systems, demonstrated by our 18 ISO 9001:2015 (Quality Management Systems) certifications across the group.

Quality Management



| |
|---|
| Hassan Allam Construction (HAC) |
| HAC Concrete Products Division |
| HAC Steel Fabrication Division (Cairo) |
| HAC Steel Fabrication Division (Dabaa NPP) |
| HAC Wood Products Division (Zillij) |
| Hassan Allam Construction Algeria |
| Hassan Allam Construction Abu Dhabi |
| Kortech |
| INTECH |
| Saudi Tunneling Company for Contracting |
| 3S Ready Mix |
| Jinet Landscape and Services |
| Eden for Facility Management |
| PGESCO |
| Ridgewood for Water Desalination |
| Bioworks Verfahrenstechnik GmbH (Putzbrunn) |
| Bioworks Verfahrenstechnik GmbH (Tutenhausen) |
| CORE Engineering Specialized Works |

Our subsidiaries maintain documented Project Quality Plans, aligned with relevant industry standards and contractual obligations. These plans serve as foundational documents for effective project management across all project phases, guiding the development and implementation of supporting procedures applicable to all project operations. This comprehensive approach ensures consistent quality and drives continuous improvement across our portfolio.

Hassan Allam Construction’s Sustainability Procedures

Hassan Allam Construction has integrated Environmental, Social, and Governance (ESG) criteria and sustainability targets into its Quality Management System (QMS) through the development of Sustainability Procedures. These procedures align with ISO 9001:2015 (Quality Management Systems), ISO 14001:2015 (Environmental Management Systems), LEED (Leadership in Energy and Environmental Design) standards, and the Group's sustainability and HSE policies. In 2024, these procedures were piloted at over 50 construction sites across Egypt.

Eden’s Integrated Management System Policy

Eden Facility Management integrates sustainability into its core operations through an ISO-compliant management system (9001, 14001, 45001, 41001, 55001). This framework ensures quality service delivery and client satisfaction, prioritizes safe and healthy working conditions, minimizes environmental impact through pollution prevention and responsible resource use, and supports economic value by optimizing asset lifecycles and providing recommendations for clients to ensure optimal utilization of their assets.



05

REWIRING THE ECONOMY




- Value Creation Model
- Investing Strategy
- Business Development
- Procurement and Supply Chain

REWIRING THE ECONOMY

VALUE CREATION MODEL

Our Commitment

We are committed to creating value for our stakeholders and driving positive change by helping our customers navigate their sustainability journeys.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|-------------------|---|---|--|
| Business Metrics | Annually adopt sustainable value metrics (shared value creation, direct and indirect economic value creation and distribution, and impact frameworks) |  | In addition to creating a CSR function, we also started developing impact measurement and management frameworks for key subsidiaries based on UNDP's SDG Impact Standards. |
| Tailored Services | Annually implement tailored services for clients to meet their sustainability goals and certifications (e.g. LEED) |  | Given our ongoing expansion in KSA and UAE, we help more clients achieve various green building certifications such as LEED, Edge, Mostadam and Estidama Pearl; |
| Revenue Streams | Annually diversify revenue to come from responsible products and services contributing to SDGs |  | Our 2022-2023 report shows that over 90% of our Group's projects contribute to the SDGs. |

 Achieved  In Progress  Not Started

Impact Measurement and Management

As a part of our commitment to aligning our operations and investments with the UN Sustainable Development Goals (SDGs) and in collaboration with UNDP Egypt, we successfully conducted a comprehensive 3-day training program focused on UNDP's "SDG Impact Standards for Enterprises."

This training, delivered by experts from UNDP Egypt, empowered our sustainability and investment teams with essential tools, frameworks, and structured methodologies for effectively measuring, managing, and reporting on our SDG-related impacts. By adopting robust impact measurement and management practices, we are ensuring that our economic activities contribute meaningfully to the achievement of the SDGs, thereby creating long-term, sustainable value for our stakeholders.

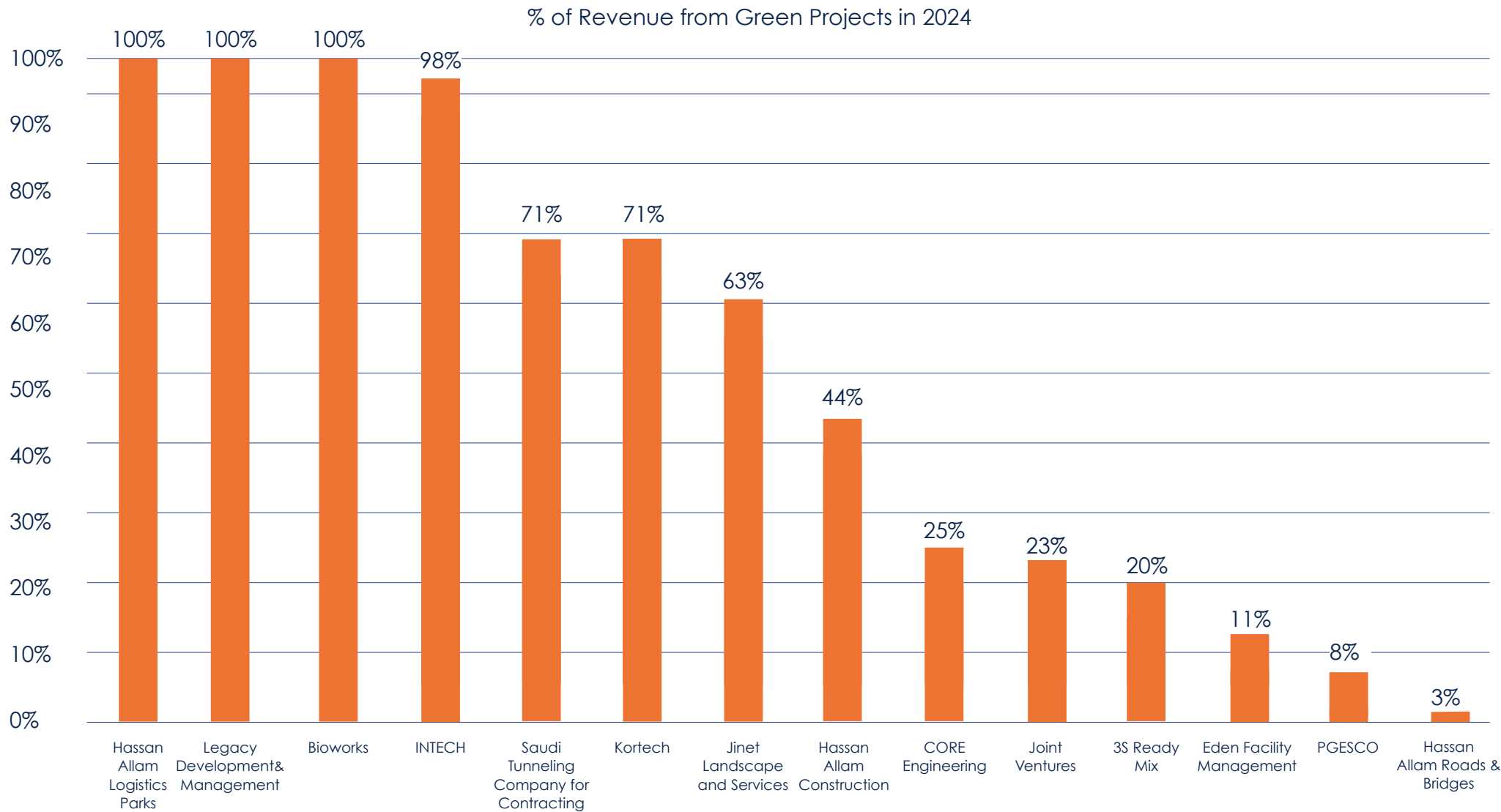
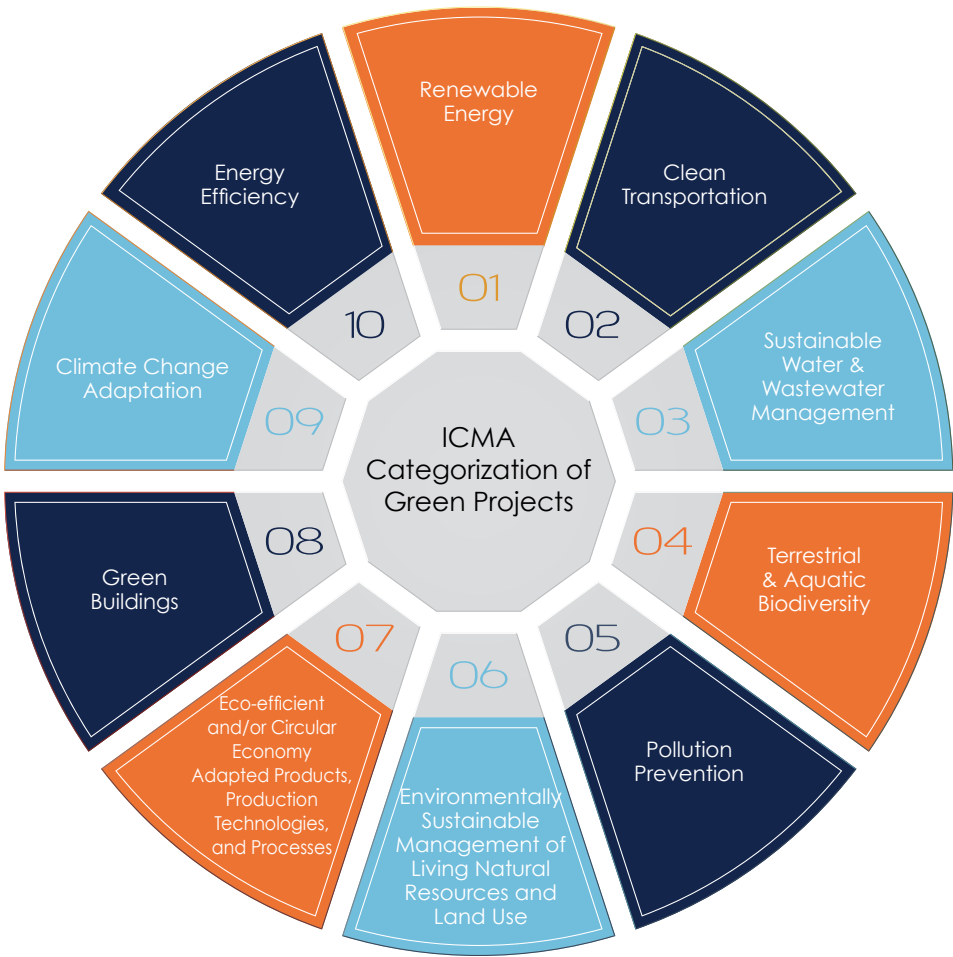
Building on this training, we initiated the development of impact measurement and management and ESG frameworks for 12 key subsidiaries, aligning with UNDP's 12 SDG Impact Enterprise Actions. We further plan to refine these frameworks with subsidiary-level initiatives, targets, and KPIs. Additionally, we will expand coverage across more subsidiaries in the coming years.



Green Projects

We are committed to further expanding our portfolio of green projects across all our subsidiaries and investments. Aligned with the International Capital Market Association's (ICMA) Green Bond Principles (GBP), which outline 10 key categories for green projects, we have conducted a thorough assessment of our investments and engineering & construction subsidiaries¹⁵ to determine the percentage of revenue generated from projects that align with the ICMA GBP categories. These projects encompass various ICMA GBP categories such as green buildings, clean transportation, renewable energy, energy efficiency, sustainable water and wastewater management, environmentally sustainable management of living natural resources and land use, and terrestrial and aquatic biodiversity conservation.

Our analysis reveals that 36% of HAH's consolidated revenue in 2024 is derived from green projects. We are committed to increasing this percentage by selecting additional projects contributing to climate change mitigation and adaptation.



¹⁵ Hassan Allam Construction (including projects in Egypt, KSA, Jordan, UAE, Algeria and DRC), Hassan Allam Roads and Bridges (including projects Egypt and Libya), Kortech (including projects in Egypt and KSA), INTECH, Saudi Tunneling Company for Contracting, 3S Ready Mix, Jinet Landscape and Services, Eden for Facility Management, MAGNA, PGESCO (in Egypt, KSA, UK, Iraq, Libya, UAE, Turkmenistan, and Djibouti), BLOWORKS Verfahrenstechnik GmbH (in Egypt, USA, Morocco, Uzbekistan, Mexico, Germany, Bulgaria, Argentina, Equatorial Guinea, Serbia, and Chile), Core Engineering Specialized Works, and Joint Ventures.



” Karim Hefzy, Chief Operating Officer at Hassan Allam Investment Managers

2024 was a transformative year for Hassan Allam Utilities (HAU), marked by significant milestones across our diverse sectors. As we continue to grow and attract top talent, our project development pipeline in various verticals has expanded, with a strategic focus on increasing our share of revenue from green projects.

One of the most notable achievements was reaching financial close on the 1.1 GW Suez Wind project, in partnership with ACWA Power. This groundbreaking project, the largest wind power plant in Africa to date, will generate power for almost half a million households per year once operational in 2027. Its impact extends beyond energy generation, contributing significantly to Egypt's sustainability goals by reducing CO2 emissions and advancing the country's renewable energy targets.

In addition to the Suez Wind project, we signed a PPA with the Egyptian government for a 1.2 GW solar power project, which we're developing alongside strategic partners Masdar and Infinity Power Holding. With development already well underway, we anticipate the first phase to be operational by the end of 2025, marking another key milestone in our renewable energy journey.

Our dedication to sustainability doesn't stop with energy. In the logistics sector, we've made substantial strides with projects like our YANMU green warehouses in East Cairo, all of which are working towards Edge Certification. Three of the warehouses have already achieved this certification. Similarly, our Luxor warehouse project for the Industrial Trade and Development Authority will also be built with sustainability at its core. We remain committed to ensuring that every project we undertake meets the highest standards of environmental responsibility.

Moreover, following the acquisition of Cairo Airport Cargo Company (CACC), we've implemented concrete steps to reduce our carbon footprint, including the purchase of carbon credits to offset emissions. This voluntary commitment to sustainability underlines our belief that profits and environmental responsibility go hand in hand.

At the Grand Egyptian Museum (GEM), set to open in 2025, we are proud of the achievement of the Edge Advanced Green Building Certification. As the first museum in Africa and the Middle East to achieve this distinction, GEM exemplifies our commitment to innovative sustainability solutions, including energy-efficient lighting and water-saving technologies, resulting in significant savings in both energy and water consumption.

These achievements reflect our ongoing commitment to the global energy transition, and we're excited to continue driving progress in 2025. We are confident that our goal of having 40% of our revenues derived from green projects will become a reality, thanks to the work we are doing today.

INVESTING STRATEGY

Our Commitment

We are committed to making responsible investments that generate positive environmental and social impact while delivering strong financial returns.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|-------------------|---|---|---|
| Framework | Launch Green Financing Framework in 2024 |  | We have developed a Green Financing Framework. |
| Tailored Services | Screen all investments based on minimum ESG criteria annually |  | Investments undergo ESG due diligence and actively contribute to SDGs, and this process is also being enhanced. |
| | New investments provide a measurable contribution to SDGs annually |  | |
| Revenue Streams | Conduct sustainable investment and finance training programs across relevant subsidiaries, management levels, and teams in 2024 |  | UNDP Egypt delivered a training to sustainability focal points across several subsidiaries on the SDG Impact Standards for Enterprises. |

 Achieved  In Progress  Not Started

| RELEVANT POLICIES AND PROCEDURES |
|---|
| Investment Strategy |
| Hassan Allam Utilities invests in four key 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. |

Green Financing Framework


Hassan Allam Holding has developed a Green Financing Framework to issue finance in the form of green bonds and/or loans, for financing and/or re-financing eligible green projects. The framework is aligned with the Green Bond Principles, EU taxonomy, and EBRD taxonomy, and includes the following categories:

-  Renewable Energy
-  Green Buildings
-  Energy Efficiency
-  Desalination
-  Wastewater Management
-  Wastewater Reuse
-  Green Agriculture
-  Waste Collection and Transport
-  Waste Storage and Transfer
-  Waste Reuse
-  Material Recovery from Solid Waste

Investing in Sustainable Infrastructure

Hassan Allam Utilities (HAU) serves as the investment and development arm of Hassan Allam Holding, strategically focused on sustainable infrastructure across Egypt and the wider MEA region. HAU addresses disparities in service and availability within key sectors, including water, energy, transportation, logistics, and social infrastructure.


6 CLEAN WATER AND SANITATION



Water

Addressing water scarcity in Egypt through the development and operation of desalination plants, wastewater treatment facilities, and closed community water management solutions. Ridgewood, a leading water destination company with over 60% market share in key regions, specializes in reverse osmosis water desalination plants.


7 AFFORDABLE AND CLEAN ENERGY



Energy

Supporting Egypt's goal of achieving 42% renewable energy by 2030. HAU projects contribute to decarbonizing the energy sector and strengthening the nation's climate change commitments under the UNFCCC.


9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Transportation & Logistics

Promoting sustainable development through investments in warehouse and cargo solutions. Projects enhance economic growth, industry innovation, and infrastructure, while also improving supply chain efficiency and reducing the operational carbon footprint through green warehouses.

11 SUSTAINABLE CITIES AND COMMUNITIES



Social Infrastructure

Investing in education, healthcare, museums, and arts to address societal needs and enhance human capital. The Grand Egyptian Museum exemplifies this by integrating multiple sustainable functions and promoting cultural exchange.

HAU's commitment to sustainable development is evident in its strategic investments across these sectors, aiming to create positive environmental and social impact while driving economic growth.

HAU Energy

Hassan Allam Utilities (HAU) is committed to supporting the growth of renewable energy in Egypt and the wider MEA region. In 2024, HAU signed Shareholder Agreements (SHA) and Subscription Agreements (SA) for an Energy Vehicle with Meridiam and the European Bank for Reconstruction and Development (EBRD). This partnership will focus on developing and investing in renewable energy projects that will help to decarbonize the energy sector and strengthen Egypt's climate change commitments.



” Menna Zekrallah, Senior Banker at the European Bank for Reconstruction & Development (EBRD)

The partnership with Hassan Allam Holding (HAH) has been very positive, demonstrating a strong alignment with EBRD's development mandate. Our engagement with the Group dates back to 2019 and significant impact was realized since then.

Over the years, and through different engagements, the EBRD supported the Group's integrated approach to deepen its cross-border acquisition of specialty technologies and advanced know-how; helped establish the Hassan Allam Academy and several other training and upskilling programs for greater youth and gender economic inclusion; and introduced climate governance to streamline climate into the Group's strategic decision making and corporate governance framework. Our relationship with HAH culminated last year with EBRD's equity investment in HAU Energy for the development of renewable energy projects in Egypt and the region, directly contributing to greening the energy sector and reducing CO2 emissions. These underline the pertinent role of the private sector in advancing Egypt's economic agenda.

HAH has demonstrated exceptional sustainability leadership by pioneering the adoption of a Corporate Climate Governance framework which exceeds required corporate reporting and sustainability management under local laws and common industry practice. This demonstrates the Group's resilience and focus on integrating sustainability in strategic decision making and positions the Group well in line with future market trends.




Looking ahead, moving the dial on sustainability has a huge potential, particularly in opening avenues for the Group to explore green financing options, such as sustainability linked loans (SLLs) and bonds. With the roll-out of the Climate Governance Framework at HAH, the Group is poised for leveraging on the sustainability leadership. We are confident that our continued collaboration will strengthen our joint sustainability journey, driving meaningful and lasting impact.



BUSINESS DEVELOPMENT

Our Commitment

We are committed to accelerating the transition to sustainability through innovation, capacity building, and the development of feasible and scalable solutions.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|---------------------------------|---|---|--|
| Sustainability Innovation Teams | Develop and train dedicated research and development teams in each subsidiary to develop solutions addressing sustainability challenges in 2024 |  | In addition to establishing the group-level Business Innovation Hub, two teams including representatives from key subsidiaries were chosen to take part in the UN Global Compact's SDG Innovation Accelerator for Young Professionals in 2024. |
| Sustainability | Develop a proprietary program to facilitate the next generation of sustainable solutions by supporting innovative startups and ideas in 2025 |  | |
| Innovation | 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 AND PROCEDURES |
|--|
| Digital Delivery Policy |
| Hassan Allam Construction's Digital Delivery Policy is a guiding framework for its digital transformation strategy, applying to all employees, contractors, and stakeholders engaged in projects using Building Information Modeling (BIM). The policy aims to enhance project quality, drive efficiency, foster collaboration, ensure data integrity, and contribute to sustainability through the use of digital tools and technologies. |

Innovation and Digital Transformation

At Hassan Allam Holding, innovation is a core value driving our pursuit of efficiency and sustainability. This section highlights key initiatives and teams leading our digital transformation, optimizing resource use and minimizing environmental impact.

Business Innovation Hub

Hassan Allam Holding's Business Innovation Hub empowers employees to create value across the organization through new revenue streams, increased efficiencies, and cutting-edge technologies. The Hub focuses on value creation, culture change, and strategic acquisitions.

Key projects include:

- Smart Cities:** Partnering with Thales to integrate advanced IoT infrastructure for enhanced urban security and sustainability.
- Automation:** Streamlining workflows with the Request for Quotations (RFQ) Generator, achieving 85.6% reduction in manual effort, and expanding automation across departments.
- Digital Transformation:** Implementing eBusiness Cards for cost savings, reduced environmental impact, and enhanced brand image.
- Extended Reality (XR):** Developing in-house Virtual Reality (VR), Augmented Reality (AR), and Mixed Reality (MR) applications for improved project visualization, collaboration, and marketing.



” Ahmed Elhoushy, Founder of Hassan Allam Holding's Business Innovation Hub

At Hassan Allam Holding, we believe that innovation is the key to shaping a more sustainable and efficient future. Through our Business Innovation Hub, we continuously explore cutting-edge technologies and pioneering strategies that drive both economic growth and environmental responsibility. For example, by automating daily tasks, we optimize resource utilization, reduce waste, and enhance productivity, allowing our teams to focus on high-impact initiatives. Additionally, we harness the latest advancements in AI and digital transformation to align our operations with sustainability goals, ensuring smarter energy use and greener construction practices. Our participation in initiatives like the UN Global Compact's SDG Innovation Accelerator for Young Professionals has reinforced our commitment to developing solutions that not only enhance business efficiency but also create long-term value for our stakeholders and the planet. Through collaboration, technology, and a relentless pursuit of progress, we remain dedicated to shaping an innovative, sustainable future.

Artificial Intelligence through Hassan Allam Holding's Virtual Assistant

Hassan Allam Holding has developed SAM, an Artificial Intelligence (AI) Virtual Assistant, to enhance productivity and efficiency. SAM, short for “Software Assistant and Mentor,” is designed to support employees by streamlining operations, improving communication, and boosting overall productivity. The Business Innovation Hub is integrating SAM/ChatGPT across departments like Planning and Tendering to aid in tasks such as generating project plans, cost estimations, and risk assessments.



Business Efficiency Improvement at Kortech

Kortech has developed an in-house Business Intelligence & monitoring platform to oversee and analyze the company’s performance with the aim of improving business management, functional efficiency and cross-functional communication. The utilization of this platform proved successful in increasing the performance visibility and tracking of functional KPIs, removing communication barriers, minimizing repetitive unproductive work, and reducing wasted resources. The platform has been used in some cases for client communications and proved to be of added value in addressing some key clients' needs.



Hassan Allam Construction's Technical and Digital Delivery Department

Hassan Allam Construction's Technical and Digital Delivery Department is comprised of the Digital Delivery Team and the Digital Engineering Team. The department has evolved significantly since its establishment in 2018, expanding its BIM capabilities and services. It provides a range of services, including BIM modeling, design coordination, 4D scheduling, 5D quantification, and energy analysis, to enhance project efficiency, collaboration, and sustainability. The department's strategic objectives focus on driving digital transformation within the company, aligning with Hassan Allam Construction's vision to lead in digital construction practices.

The department further demonstrates its commitment to digital innovation and adherence to international standards by achieving the ISO 19650-1:2018 & 19650-2:2018 certifications. These certifications, which relate to the organization and digitization of information about buildings and civil engineering works using Building Information Modelling (BIM), have been achieved for Hassan Allam Construction's operations in Egypt, KSA, and the UAE. This achievement underscores the company's dedication to best practices in information management across its global operations.



Enterprise Resource Planning System through Kortech

Hassan Allam Holding's Enterprise Resource Planning (ERP) systems are driven by Kortech, the Group's digital transformation arm. As a trusted SAP partner, Kortech provides end-to-end SAP services, including consulting, implementation, support, and digital transformation solutions. With a dedicated team of over 40 SAP consultants, including 32 certified professionals, Kortech has successfully delivered SAP Solutions implementations across key industries such as construction, real estate and manufacturing sectors. This division under Kortech has an annual turnover of \$2.3 million, showcasing its strategic role in driving digital transformation initiatives.

Kortech ensures that Hassan Allam Holding remains at the forefront of innovation by optimizing business processes, enhancing operational efficiency, and leveraging SAP best practices to support sustainable growth.

Exhibitions and Events

Hassan Allam Holding recognizes that participating in conferences, trade shows, and exhibitions is vital for building relationships and staying abreast of the latest developments in sustainability. These events provide a platform 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.

In 2024, Hassan Allam Holding actively participated in the following events:



The 12th session of the World Urban Forum, held by UN-Habitat in Cairo in 2024, provided Hassan Allam Holding with a platform to share its expertise in sustainable urban development.



Hassan Allam Holding and Business France signed a Memorandum of Understanding (MoU), at the Ambition Africa event in Paris, to strengthen cooperation in sectors including infrastructure, energy, construction, EPC, and cultural operations.



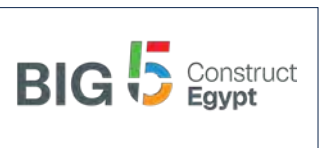
This conference, which brought together policymakers and business leaders from Egypt and Europe, allowed Hassan Allam Holding to highlight its contributions to Egypt's strategic reforms and developing sectors.



At this major rail industry event in Abu Dhabi, Hassan Allam Holding connected with key players in the rail and transport sector and showcased its expertise in infrastructure development.



This event provided Hassan Allam Holding with an opportunity to connect with decision-makers in the Saudi infrastructure sector and explore new business opportunities in the region.



Big 5 Construct Egypt, the most influential construction event in Egypt, provided Hassan Allam Trading and Engineering with a platform to network and explore new business opportunities.



EGYPES 2024 convened energy leaders to discuss net-zero goals and global energy dynamics, Hassan Allam Holding connected with energy sector players and showcased its commitment to sustainability.



In September 2024, Hassan Allam Holding hosted Egypt's First Entrepreneur Awards at the Grand Egyptian Museum.

Through its participation in these events, Hassan Allam Holding is demonstrating its commitment to sustainability and building strong relationships with key stakeholders.

PROCUREMENT & SUPPLY CHAIN

Our Commitment

We are committed to building responsible and sustainable supply chains in partnership with our suppliers.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|--------------------------------------|---|--------|---|
| Supplier Responsibility and Security | Supplier Code of Conduct and ESG Due Diligence in 2024 | | We have piloted an ESG assessment for Hassan Allam Construction's top suppliers, which will be used to develop a comprehensive due diligence process. |
| | 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 | Adopt Green Procurement System according to ISO 20400 (Sustainable Procurement) in 2025 | | |
| | Launch Green Vendor database in 2026 | | We have started developing a green vendor database based on the ESG assessment for Hassan Allam Construction's top suppliers. |
| | Localized Supply Chain in 2030 | | |

Achieved In Progress Not Started

| RELEVANT POLICIES AND PROCEDURES | |
|---|---|
| Business Partner and Counterparty Code of Conduct | |
| This code outlines expectations for all business partners and other counterparties. It emphasizes compliance with laws and regulations, prioritizing health, safety, and environmental protection, and maintaining ethical business practices that align with the company's values. | |
| Hassan Allam Construction's Procurement Procedures Manual | Eden Facility Management's Procurement Procedure |
| The Procurement Procedures Manual aims to establish best-in-class procurement services by ensuring high-quality, competitive goods/services, clear roles, consistent procedures, and well-managed supplier relationships. It covers principles, planning, vendor selection, logistics, and performance evaluation, all guided by a policy of transparency, objectivity, and accountability. | The Eden Procurement Procedure outlines the policies and procedures for procurement activities, emphasizing the purchase of high-quality goods and services at competitive prices. It covers various aspects of procurement, including vendor selection, contract management, and performance evaluation, ensuring transparency and efficiency. |

Responsible Supply Chain Management

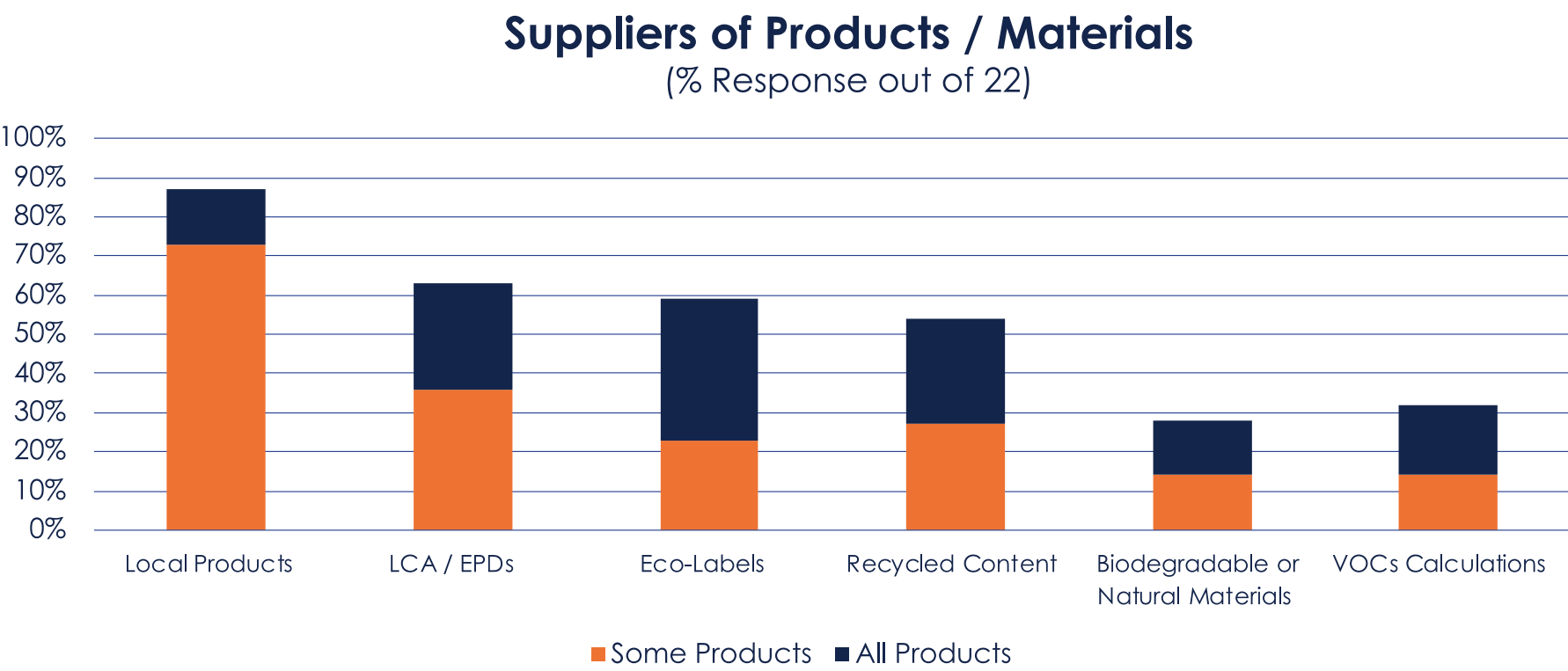
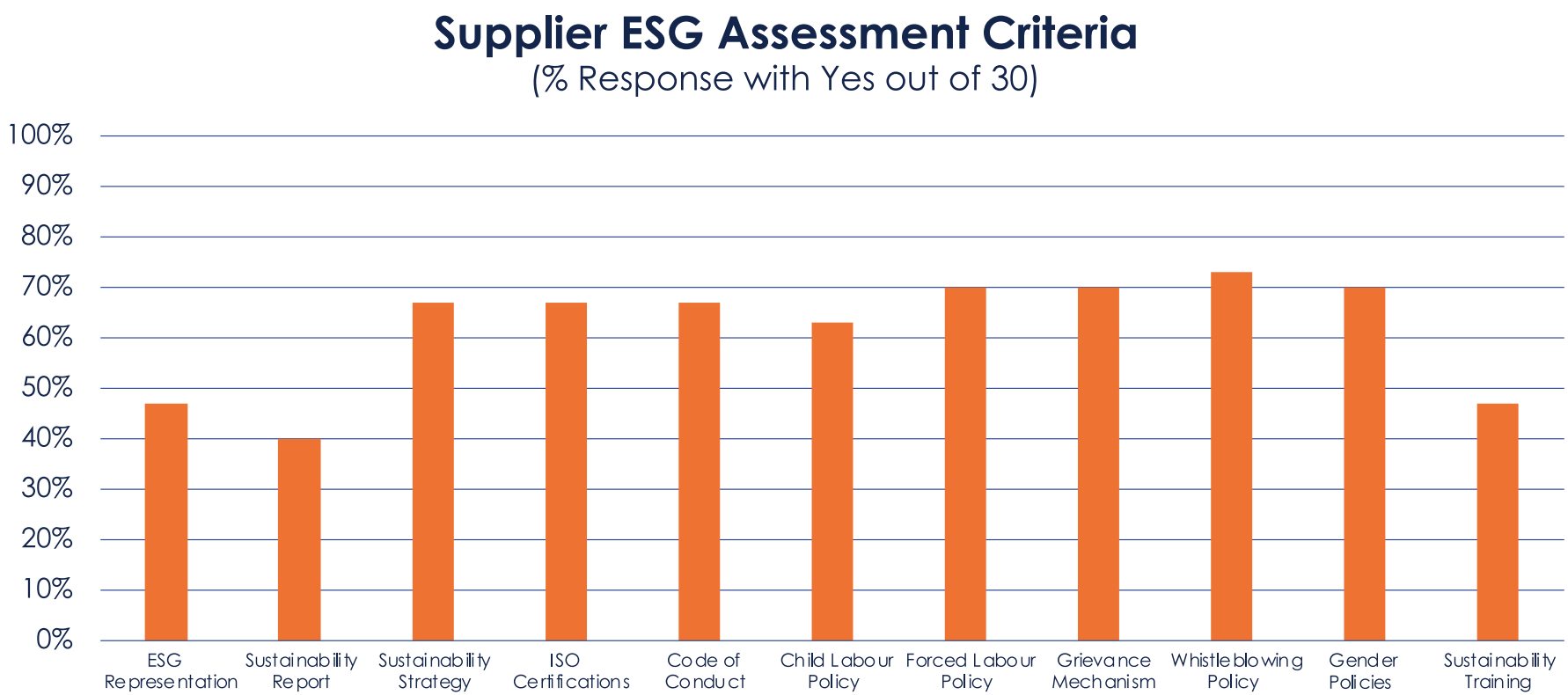
Hassan Allam Holding is committed to building strong and responsible relationships with our suppliers. In Egypt, our sub-contractor agreements through Hassan Allam Construction demonstrate this commitment by incorporating clauses that explicitly mandate abiding by Egyptian Labor Law 12:2003, ensuring fair labor practices and worker rights. We also have robust social clauses in place, including:

- **Prohibition of Child Labor:** We strictly prohibit the use of child labor in our supply chain.
- **Prohibition of Forced Labor:** We uphold the fundamental principle of eliminating all forms of forced or compulsory labor.
- **Social Insurance for Workers:** We ensure our sub-contractors provide social insurance for their workers, safeguarding their well-being.
- **Health & Safety Procedures:** We mandate adherence to stringent health and safety procedures, prioritizing the safety of all workers.

Furthermore, we are committed to environmental responsibility. Our sub-contractor agreements include clauses that abide by the Egyptian Environmental Law 04:1994, and incorporate our company's Environmental Procedures. In addition to social and environmental considerations, we also include Quality Control Procedures in our sub-contractor agreements to ensure the delivery of high-quality products and services. By integrating these clauses into our supplier contracts, we ensure that our partners share our commitment to responsible business practices and contribute to a sustainable supply chain.

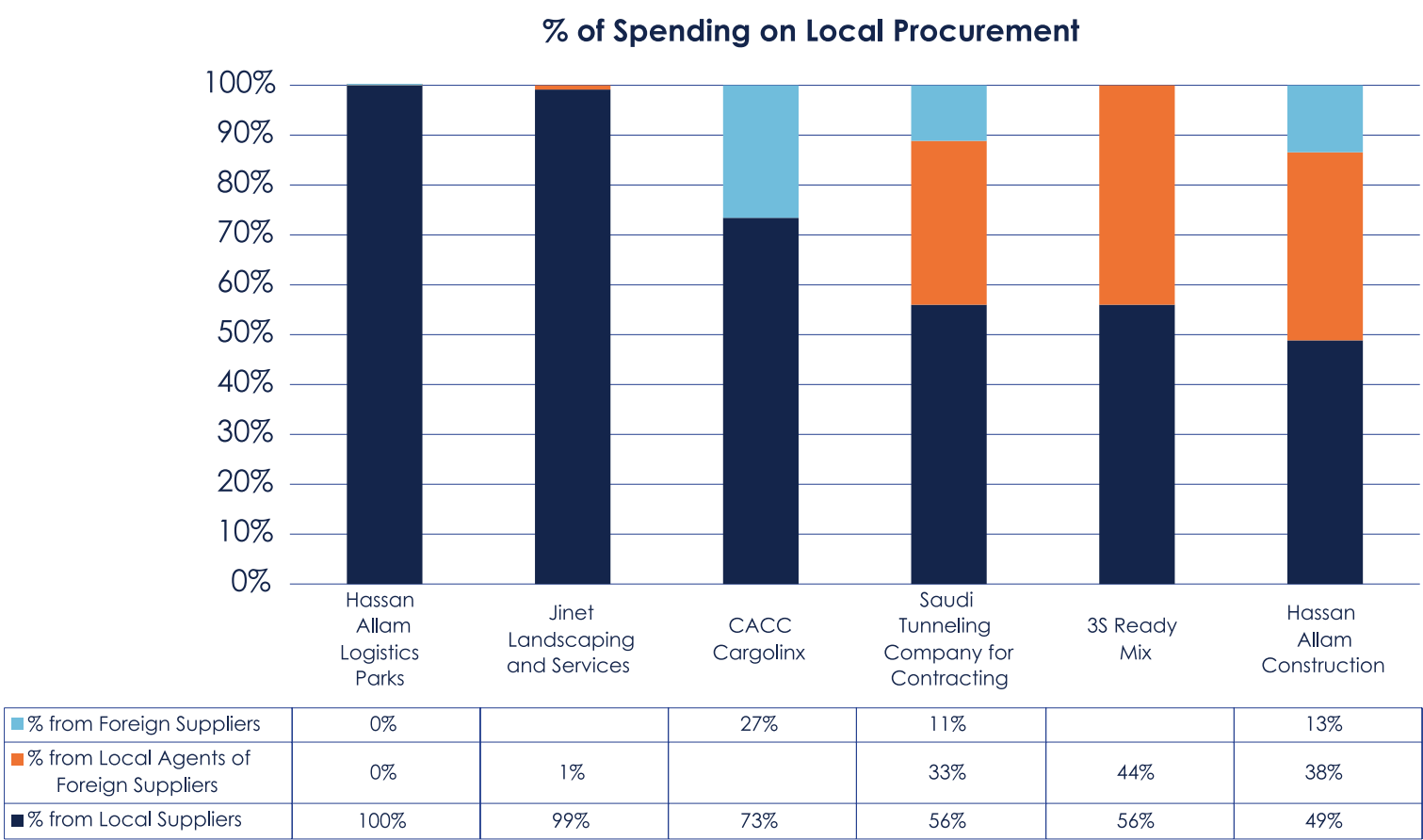
Supplier Environmental, Social and Governance (ESG) Assessment

Building upon our commitment to responsible and sustainable supply chains, we initiated a pilot assessment for Hassan Allam Construction's top 30 suppliers in Egypt, focusing on their ESG performance. This assessment will form the foundation for a comprehensive due diligence process, ensuring that our partners align with our ESG standards, as well as for developing a database for Green Vendors. The goal of the survey is to improve the sustainability performance of our suppliers. The key categories evaluated in this survey are summarized below:



Local Procurement

Hassan Allam Holding recognizes the importance of fostering strong local economies and minimizing our environmental impact through strategic procurement practices. The analysis of key subsidiaries, as shown in the graph below, highlights our commitment to local sourcing (i.e. each subsidiaries' spending on suppliers within the same country of operation). This emphasis on local partnerships not only strengthens economies but also reduces the carbon footprint associated with extensive transportation, aligning with our broader sustainability goals.



Empty cells represent no spending on this category while 0% represents minimal spending (rounded to the nearest whole number).

Hassan Allam Construction Saudi's Local Content Certification

Hassan Allam Construction Saudi has received a Local Content Certificate from the Local Content & Government Procurement Authority. The certificate, which is valid until July 31, 2025, confirms that the company has a Local Content Score of 46.43% for the year ending December 31, 2023. This is a significant increase from the previous year's score of 4.18%, demonstrating the company's commitment to localizing its operations and contributing to the Saudi Arabian economy.



06

EMPOWERING HUMANITY

- Human Wellbeing
- Diversity and Inclusion
- Talent Management
- Community Impact

EMPOWERING HUMANITY

HUMAN WELLBEING

Our Commitment

We prioritize the well-being of our employees, fostering a safe and supportive work environment that promotes their physical, emotional, and mental health.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|--------------------------------------|--|-------------|---|
| Health and Safety | 100% certification by ISO 45001 (Occupational Health and Safety) in 2025 | In Progress | 11 subsidiaries are certified by ISO 45001:2018 |
| | Maintain Zero Lost-Time Injuries Goal annually | In Progress | |
| | Enhance preventative healthcare schemes for all employees in 2025 | Not Started | Hassan Allam Holding's Medical department has implemented a series of preventative healthcare initiatives during Breast Cancer Awareness month. |
| Well-being and Benefits | 100% employees are annually covered by well-being services and benefit schemes | In Progress | |
| | 90-95% annual employee satisfaction | In Progress | The survey results have improved from last year's. |
| Corporate Culture and Sustainability | Provide introductory sustainability courses, seminars, and campaigns for all employees in 2023 | Achieved | UN Global Compact Academy is available for all staff since 2022. |
| | Launch reward scheme for sustainable practices and sustainability innovation in 2025 | In Progress | We launched an initiative to promote sustainable practices and innovation by recognizing "Sustainability Advocates" through our quarterly internal sustainability newsletter. |

Achieved

In Progress

Not Started

| RELEVANT POLICIES AND PROCEDURES | | | |
|---|---|--|--|
| Health, Safety and Environment Policy | Health, Safety and Environment Procedure | Incident and Investigation Procedure | Accidents Policy |
| Hassan Allam Construction's Health, Safety and Environment (HSE) policy emphasizes continuous improvement through safe working practices and employee awareness, aiming to prevent injuries and minimize environmental impact. Management ensures program enforcement, while all personnel are accountable for safe practices and environmental responsibility. | This Hassan Allam Construction procedure includes over 55 topics tailored to specific construction processes, covering everything from tool and equipment safety to emergency response and first aid. Complementing these topics are 25 specialized HSE guidelines addressing high-risk activities like working at heights and excavation, as well as site access and environmental protection. | This procedure establishes a clear, documented pathway for incident management, from notification and investigation to root cause analysis and preventative measures. It emphasizes learning from incidents, particularly serious ones like fatalities and major disruptions, to safeguard personnel and assets. | This policy provides comprehensive accident coverage for all personnel at Hassan Allam Holding and offers direct access to network hospitals in Egypt. This ensures immediate medical care and reduces administrative delays, demonstrating the Group's commitment to employee well-being. |

Health and Safety Management

Hassan Allam Holding prioritizes health and safety by adhering to national legal standards and the ISO 45001 framework, safeguarding the welfare of employees, contractors, and visitors. Through consistent internal audits across its subsidiaries, the company evaluates system effectiveness, emphasizing employee safety, reducing workplace risks, and fostering a safer work environment.

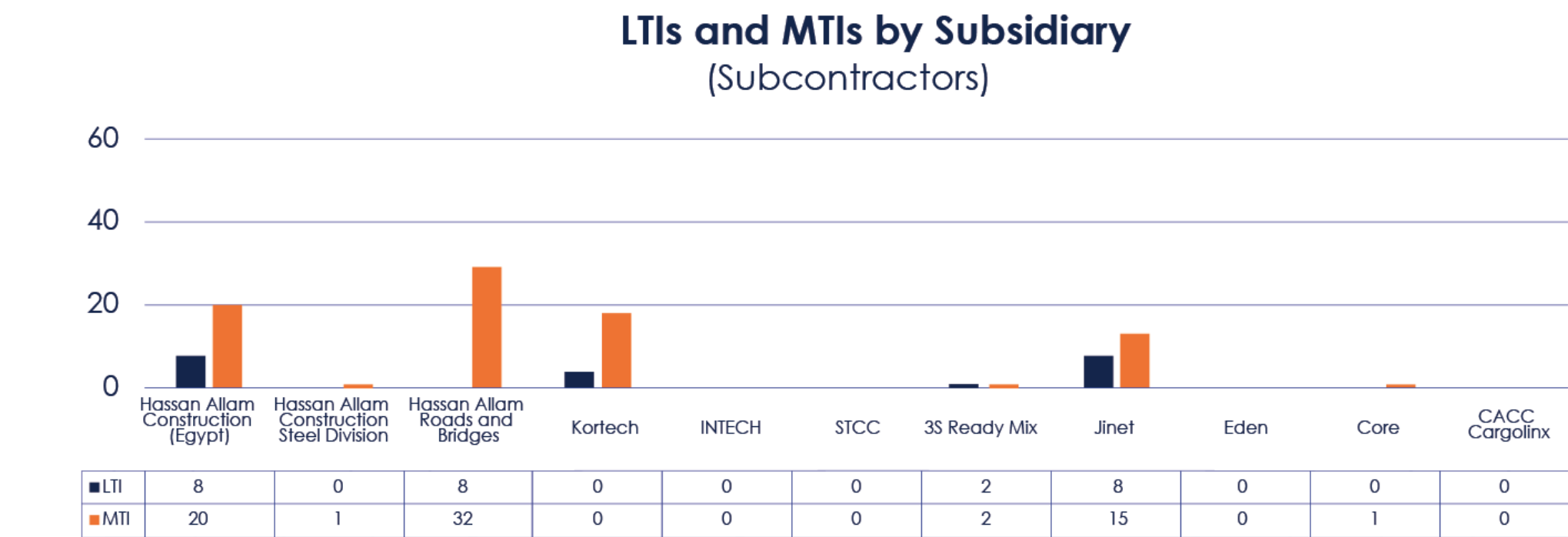
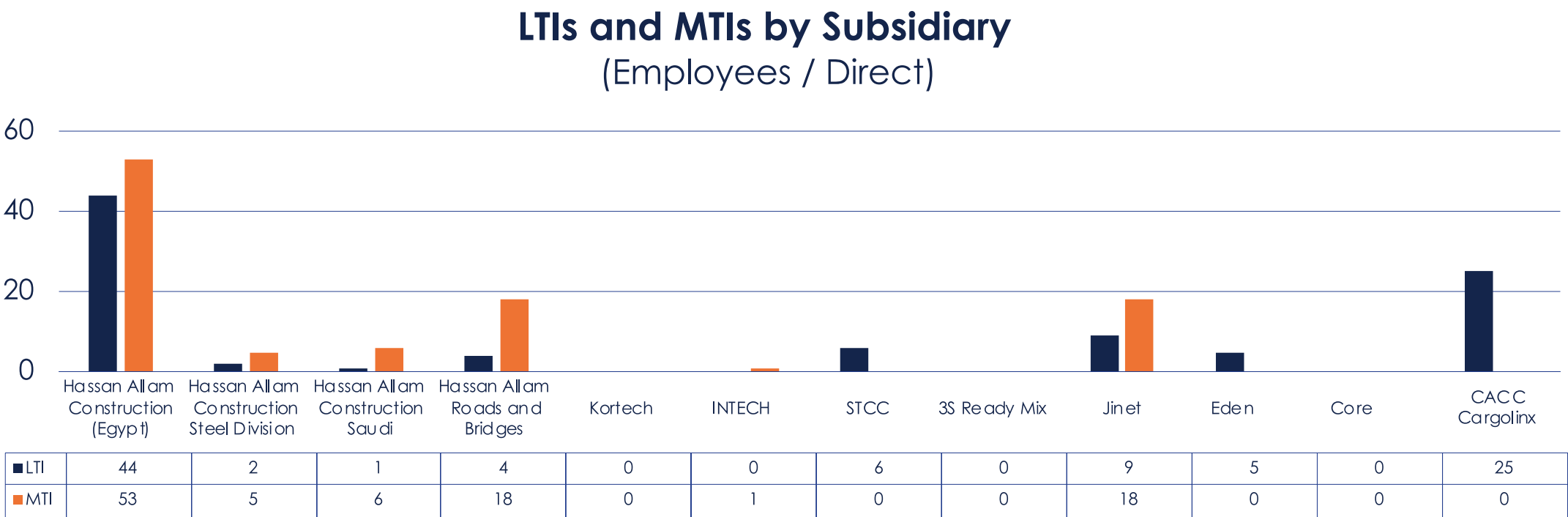
Currently, the Group has a total of 11 ISO 45001:2018 (Occupational Health and Safety Management Systems) certifications which underscores our commitment to the health, safety and wellbeing of our employees and workers.

| | |
|---|---|
|  | Hassan Allam Construction (HAC) |
| | HAC Concrete Products Division |
| | HAC Steel Fabrication Division (Cairo) |
| | HAC Wood Products Division (Zillij) |
| | Hassan Allam Construction Abu Dhabi |
| | Kortech |
| | INTECH |
| | Saudi Tunneling Company for Contracting |
| | 3S Ready Mix |
| | Eden for Facility Management |
| | PGESCO |



Health and Safety Performance

Lost Time Injuries (LTIs)¹⁷ and Medical Treatment Injuries (MTIs)¹⁸, rigorously measured for our direct workforce and subcontractor operations, serve as key indicators of our safety performance. The following graphs, separated by employee/direct worker and subcontractor categories, provide insight into our progress and highlight areas for continued focus in minimizing workplace incidents.

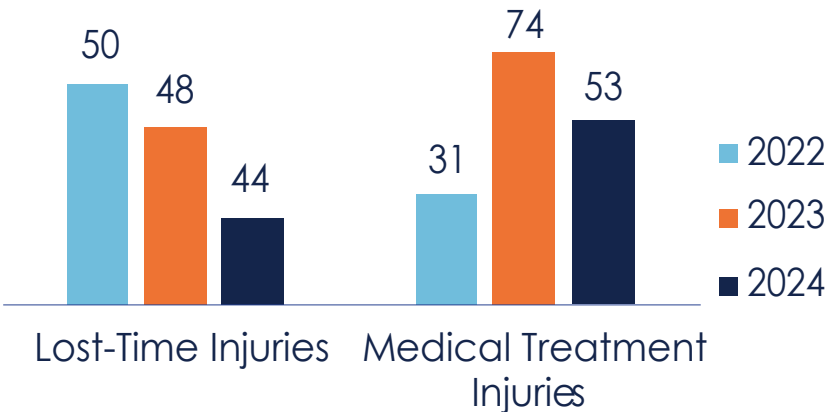


¹⁷ Lost Time Injury = Work-related injury for any worker that resulted in absence from work on the next working shift.

¹⁸ Medical Treatment Injury = Work-related injury for any worker that did not result in absence from work on the next working shift and required treatment by a qualified physician (medical doctor).

Hassan Allam Construction's Safety Achievements

The Health and Safety performance of Hassan Allam Construction has shown positive trends, as indicated by the progressive reduction of lost time injuries from 50 incidents in 2022, to 48 incidents in 2023, and 44 incidents in 2024. The Medical Treatment Injuries showed a less consistent pattern, starting at 31 in 2022, rising to 74 in 2023, and then decreasing to 53 in 2024.



Hassan Allam Construction Saudi's New Safety Benchmarks

Hassan Allam Holding's regional expansion efforts focus on delivering exceptional projects that adhere to the highest international quality and safety standards. Rosewood Residence and Hotel project in AMAALA, Triple Bay has impressively achieved 1,000,000 safe manhours without lost time injury which highlights our dedication to Safety. The project is a joint venture between Hassan Allam Construction Saudi and Rawabi Specialized Contracting, and is being undertaken for Red Sea Global.

Hassan Allam Construction Saudi has further achieved recognition from Red Sea Global for its unwavering commitment to Health and Safety. This acknowledgment underscores the company's dedication to maintaining the highest safety standards in a challenging environment. This collective accomplishment is a powerful testament to the tireless efforts and unwavering dedication of our teams, who consistently strive to set new benchmarks for safety excellence within the construction industry.



Hassan Allam Roads and Bridges' Milestone at Khour May Bridge

Hassan Allam Roads and Bridges achieved 1.5 million man-hours without a loss-time injury while working on the challenging Khour of May bridge. This accomplishment was made possible through a proactive approach, which included consistent Toolbox Talks (TBTs) to reinforce safety procedures, comprehensive training programs to equip all personnel with essential HSE knowledge, and diligent site-wide monitoring to ensure adherence to safety standards.



Health & Safety Training

Recognizing the diverse safety challenges faced on construction sites, Hassan Allam Holding places a high priority on safety training for all employees whether through Toolbox Talks (TBT) or general awareness sessions. Notably, the company delivers specialized training programs designed specifically for blue-collar workers, ensuring they are equipped with the knowledge and skills necessary to navigate the unique demands and potential hazards inherent in their daily tasks. This targeted approach significantly enhances on-site safety and empowers workers to proactively mitigate risks. Data on health and safety training hours, collected from across our subsidiaries, provides a quantitative measure of our commitment, and can be seen in the following chart.¹⁹



Accident and Incident Response

Hassan Allam Holding has implemented a robust accident policy, designed to provide comprehensive coverage for all personnel, including engineers, administrative staff, employees, and irregular labor, across every entity within the organization. This policy underscores the company's commitment to the well-being of its workforce. A significant enhancement within this policy is the streamlined process of direct referrals to the insurance network. This network provides immediate access to over 700 hospitals across Egypt, ensuring prompt and efficient medical care in the event of an accident. This direct access significantly reduces administrative delays and ensures that employees receive timely medical attention, reflecting Hassan Allam Holding's dedication to prioritizing the health and safety of its valued workforce.

Hassan Allam Construction's Incident Response

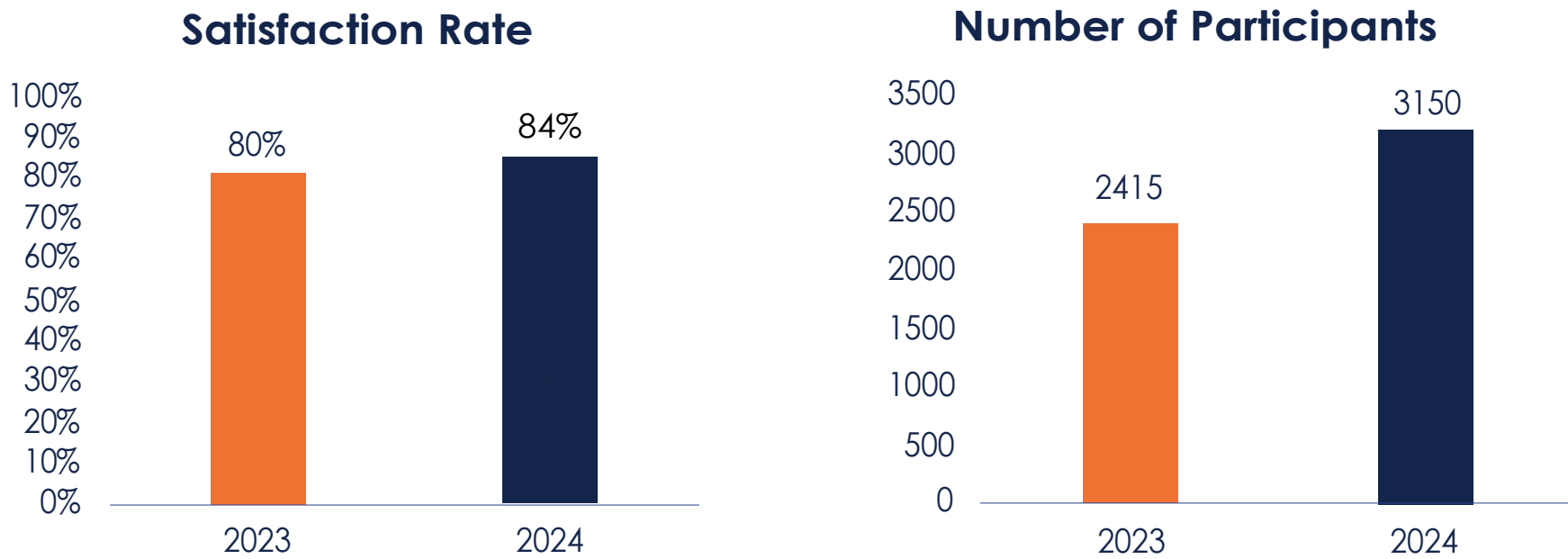
In 2024, Hassan Allam Construction implemented an Incident and Investigation Procedure, establishing a systematic, and documented methodology for incident notification, investigation, root cause identification, analysis, reporting, follow-up, and closure. This framework outlines a clear roadmap for responding to incidents, ensuring lessons are learned and preventative measures are implemented to safeguard personnel and assets. The procedure defines requirements for investigating and notifying regarding serious incidents, including fatalities, catastrophic events, and incidents resulting in significant injury/illness, property damage, fire, environmental releases, or business interruptions.

Employee Wellbeing and Benefits

Hassan Allam Holding prioritizes employee wellbeing through benefits and initiatives supporting their wellbeing and satisfaction. This section showcases our commitment to our valued workforce through initiatives ranging from actively seeking employee feedback to providing resources for physical, mental, and financial wellbeing, as well as recognizing outstanding contributions.

Employee Engagement Survey

To ensure a positive and productive workplace, Hassan Allam Holding actively solicits and values employee feedback. The 2024 Employee Engagement Survey demonstrates our commitment to using this feedback to improve the employee experience. This year's participants reached 3150, an increase from the 2415 participants in 2023. Additionally, the satisfaction rate increased from 80% in 2023 to 84.3% in 2024



Corporate Games

In 2024, Hassan Allam Holding prioritized employee well-being by participating in the Corporate Games, and organizing an Internal Qualifiers event prior to it, fostering a spirit of solidarity and healthy competition. This initiative went beyond mere recreation, serving as a powerful tool for promoting physical activity, stress reduction, and team building. By encouraging participation across all levels of the organization, the Corporate Games reinforced a culture of collaboration and mutual support, contributing to a more vibrant and connected workforce.



¹⁹INTECH, 3S Ready Mix, and Kortech's number of training hours include both direct workers and sub-contractors.

Employee of the Quarter

To acknowledge and inspire exceptional performance, Hassan Allam Holding holds the Employee of the Quarter award. Each quarter, employees demonstrating outstanding contributions aligned with company values are nominated. A company-wide vote determines the winner, whose achievements are then publicized to motivate the entire team.

EMPLOYEE OF THE QUARTER 1 WINNERS

We are pleased to announce the winners for the First quarter of 2024.

The nominees have demonstrated exceptional dedication, hard work and outstanding results that led to the highest peer reviews and evaluations. Winning this award required passion, creativity and big achievements that become an inspiration for all of us.

We congratulate the winners and thank all who participated.

CONGRATULATIONS!

Gamal Ali
Hassan Allam Construction

Mina Youssef
Hassan Allam Construction

Mohamed Abd Elgawad
Hassan Allam Construction

Alaa Elbadawy
Hassan Allam Construction

Mohamed Kandil
Hassan Allam Construction

Mohamed Abo El Fotoh 3J

Mayar Galal
Hassan Allam Holding

Ahmed Said
Roads & Bridges

Mohamed Osama Kortech

BECAUSE YOU MATTER! 2024

EMPLOYEE OF THE QUARTER 2 WINNERS

We are pleased to announce the winners for the Second quarter of 2024.

The nominees have demonstrated exceptional dedication, hard work and outstanding results that led to the highest peer reviews and evaluations. Winning this award required passion, creativity and big achievements that become an inspiration for all of us.

We congratulate the winners and thank all who participated.

CONGRATULATIONS!

Ahmed Selmy
Hassan Allam Holding

Sahar Mahmoud
Hassan Allam Construction

Ahmed Nabawy
Hassan Allam Construction

Ahmed Abd Elsalam
Hassan Allam Construction

Nourhan Bahary
Hassan Allam Construction

Mohamed Hagag
Hassan Allam Construction

Hana Younes
Hassan Allam Construction

Nouran Said
Hassan Allam Construction

Ahmed Hussien
Hassan Allam Construction

Mohamed Helal
Hassan Allam Construction (USA)

Mohamed Osman
Hassan Allam Utilities

Mahmoud Islam Jnef

Mostafa Elsayed Kortech

BECAUSE YOU MATTER! 2024

EMPLOYEE OF THE QUARTER 3 WINNERS

We are pleased to announce the winners for the Third quarter of 2024.

The nominees have demonstrated exceptional dedication, hard work and outstanding results that led to the highest peer reviews and evaluations. Winning this award required passion, creativity and big achievements that become an inspiration for all of us.

We congratulate the winners and thank all who participated.

CONGRATULATIONS!

AHMED HOZNY
Hassan Allam Construction

Amr Ahmed
Hassan Allam Construction

Andrew Ashraf
Hassan Allam Construction

Aya Mansour
Hassan Allam Construction

Fady Fahim
Hassan Allam Construction (USA)

Ghadi Nounou
Hassan Allam Utilities

Hesham Tarek
Hassan Allam Construction

Hossam Moukhtar
Hassan Allam Construction

Karim Magdy
Hassan Allam Construction

Mahmoud Ali
Hassan Allam Construction (USA)

Mahmoud El Shanwany
Hassan Allam Construction

Mohamed Abdelhal
Hassan Allam Construction

Mohamed Abd Elkhalek
Hassan Allam Construction

Mohamed Hamed Jnef

Mohamed Hossam El Din
Hassan Allam Construction

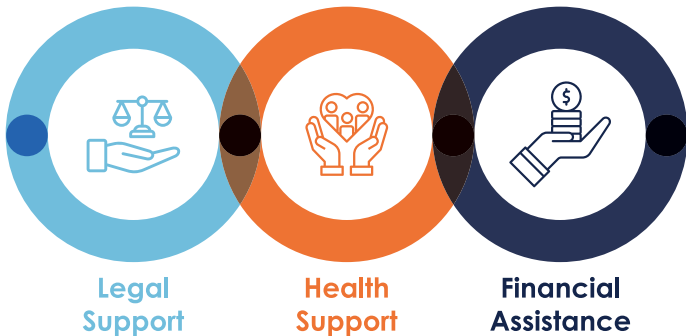
BECAUSE YOU MATTER! 2024

Employee Assistance Program (EAP)

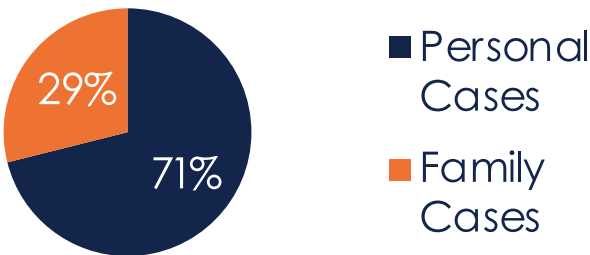
Recognizing the impact of personal challenges on employee well-being, Hassan Allam Holding has implemented a comprehensive Employee Assistance Program (EAP). This program provides confidential support to employees and their families, addressing a wide range of issues including health, financial, legal, and stress-related concerns, ultimately aiming to enhance both employee satisfaction and productivity.

In 2024, EAP accepted 19 cases, including 11 personal cases and 8 family cases. The EAP has supported a total of 83 cases and continuously aims to offer its employees the support they need to navigate life's hurdles and lead happier, healthier lives.

The EAP primarily focuses on three important areas:



Overall EAP Cases

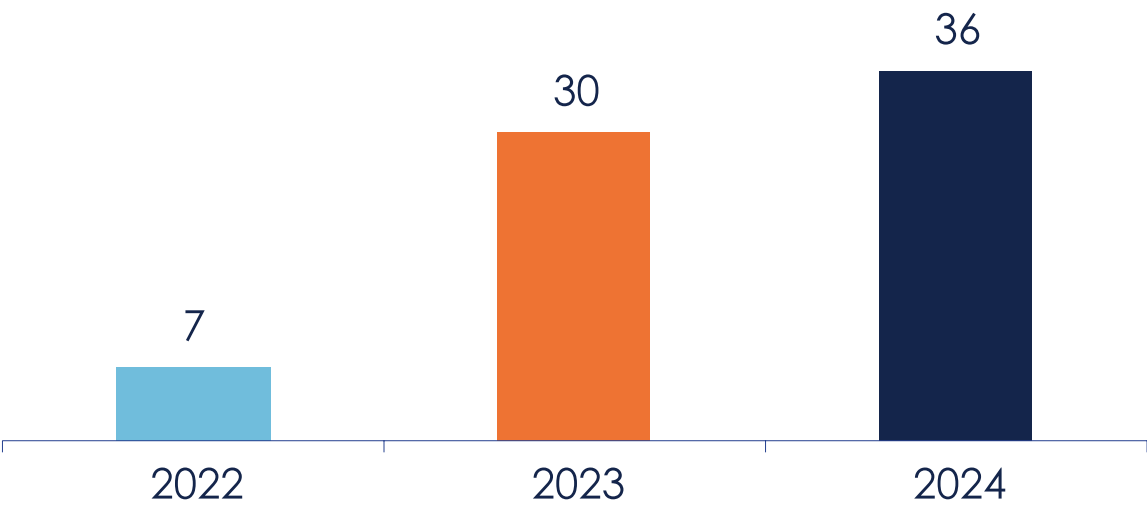


Takafol Fund

The Takafol Fund, initiated by Hassan Allam Holding in 2021, offers confidential support to employees experiencing financial difficulties. Employees can submit cases for review by a dedicated committee. Since its inception, the fund has disbursed EGP 2.3 million to 36 employees, with 20 active cases and 12 medical cases supported in 2024.



Number of Takafol Fund Cases



Together for Wellness Initiative

In a significant effort to prioritize employee health and well-being, Hassan Allam Holding (HAH) launched the 'Together for Wellness' initiative during the month of October, dedicated to breast cancer awareness and prevention. Recognizing the importance of early detection and education, the initiative aimed to equip employees with essential knowledge and accessible screening services.

The program commenced with an informative webinar led by a specialized medical doctor. This session provided a comprehensive overview of breast cancer, including risk factors, common symptoms, and the critical importance of regular screening. The doctor also offered practical tips on self-examination and clarified misconceptions surrounding the disease.

To facilitate convenient access to screening, HAH and PGESCO collaborated to host on-site health checkups utilizing mobile clinics. These clinics offered a range of services, including free ultrasounds and mammograms, allowing employees to undergo crucial screenings without leaving their workplace. Additionally, qualified medical professionals provided personalized health advice, addressing individual concerns and offering guidance on maintaining breast health.

Further enhancing accessibility, HAH employees were granted access to a comprehensive suite of breast cancer screening services at a renowned hospital. This partnership enabled employees to undergo advanced diagnostic procedures at a subsidized fee, reducing the financial burden associated with preventative healthcare.



Corporate Culture and Sustainability

At Hassan Allam Holding, we recognize that fostering a culture of sustainability requires not only robust policies and practices but also a workforce that is informed, engaged, and empowered to contribute to our ESG goals. As part of our broader talent management strategy, we are committed to raising sustainability awareness and providing our employees with the necessary knowledge and opportunities to become active participants in our journey towards a sustainable future.

Quarterly Sustainability Newsletter

One key initiative in this area is our Quarterly Sustainability Newsletter, launched in Q3 2024. This publication serves as a vital communication channel, keeping our employees across all levels informed about our latest ESG initiatives, key achievements, and progress towards the UN's Sustainable Development Goals (SDGs). A significant element of the newsletter is celebrating our Sustainability Advocates—team members who champion sustainable practices within their daily operations. By sharing their experiences and innovative solutions, we aim to inspire a broader adoption of sustainable behaviors throughout the organization.



UN Global Compact Academy

Furthermore, our commitment to building internal capacity in corporate sustainability is underscored by our membership in the UN Global Compact (UNGC) since 2022. This partnership provides our employees with access to comprehensive capacity-building opportunities through the UNGC Academy, with over 220 active learners currently benefiting from the platform. This initiative directly complements our internal focus on empowering employees as 'Sustainability Advocates.' In 2024, we participated in the following programs:

| | |
|--|--|
| | Accelerating business contributions to the 2030 Agenda through robust SDG-aligned target setting |
| | Implementing gender-inclusive policies and practices across the value chain |
| | Developing science-based emission targets and a pathway to achieving net-zero emissions |
| | Empowering young professionals to drive innovative solutions for the SDGs |
| | Integrating human rights due diligence into business operations |

Sustainability Training across Hassan Allam Construction Project Sites

Hassan Allam Construction's Sustainability Department has initiated awareness sessions across project sites in Cairo and the North Coast. These sessions aim to educate the workforce on sustainability practices aligned with USGBC's LEED and other green building standards. Conducted at various locations, the sessions cover projects such as East Cairo Logistics Park, Beko, Jotun, Alamein Towers, Alamein Train Station, El Dabaa Nuclear Power Plant, Silversands, Soul Luxury Beach Hotel, Marassi, El Mansoura 1 and 2, R05, AAIB, New Capital Bus Terminal, CIB New Capital, MICI Conference Hall, and Nasser Institute Hospital Extension.



Through these initiatives, we are cultivating a workforce that is not only aware of our sustainability commitments but is also equipped and motivated to embed robust environmental and social standards across our operations.

DIVERSITY AND INCLUSION

Our Commitment

We are committed to creating a diverse and inclusive workplace where all individuals feel empowered and respected.

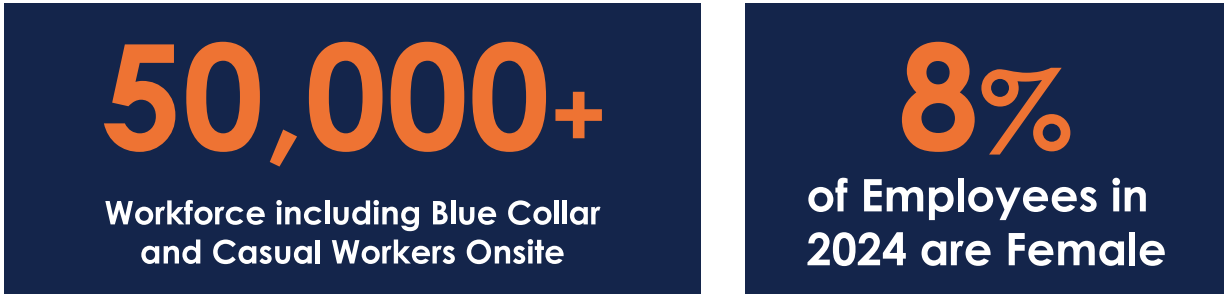
| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|---|---|-------------|--|
| Diversity, Equality, and Inclusion (DE&I) | Integrate diversity and inclusion considerations into internal audits in 2024 | In Progress | |
| | Launch tailored program to support vulnerable and disadvantaged groups in 2025 | In Progress | We signed the Women Empowerment Principles to support our female workforce |
| | Attain EDGE (DE&I) Move and EDGE Lead certification in 2028 | Not Started | |
| Anti-discrimination | Record zero cases of workplace discrimination and harassment annually | In Progress | We are planning to pilot a new grievance mechanism to better track such cases starting 2025 |
| Family and Parenting | Launch a program for equal parenting, return to work, and support to single parents in 2025 | Not Started | |
| Remuneration | Establish a Fair and Decent Wages Policy in 2024 | In Progress | While this is already embedded within our group's HR policies, we are enhancing our policies in line with international standards and frameworks |

 Achieved  In Progress  Not Started

| RELEVANT POLICIES AND PROCEDURES | |
|--|--|
| Employee Relation Procedure | Talent Attraction Procedure |
| This document establishes procedures and policies to ensure equitable employee relations, fostering an inclusive workplace by addressing leave policies (including maternity leave), attendance, and others. It guides employees, managers, and HR in navigating employee relations with respect and fairness. | This talent attraction policy ensures fair, consistent, and cost-effective recruitment, selecting candidates based purely on merit and alignment with the group's values and goals. This approach aims to establish Hassan Allam Holding as an employer of choice. |

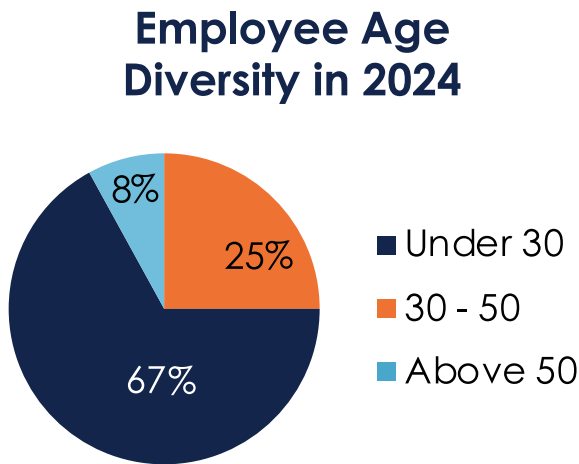
Workforce Overview

In 2024, our workforce includes 17,966 full-time employees, with women comprising 8% of this number, which is a one percent increase from 2023. Our total workforce, including blue collar and casual workers²⁰ across our project sites, is over 50,000.



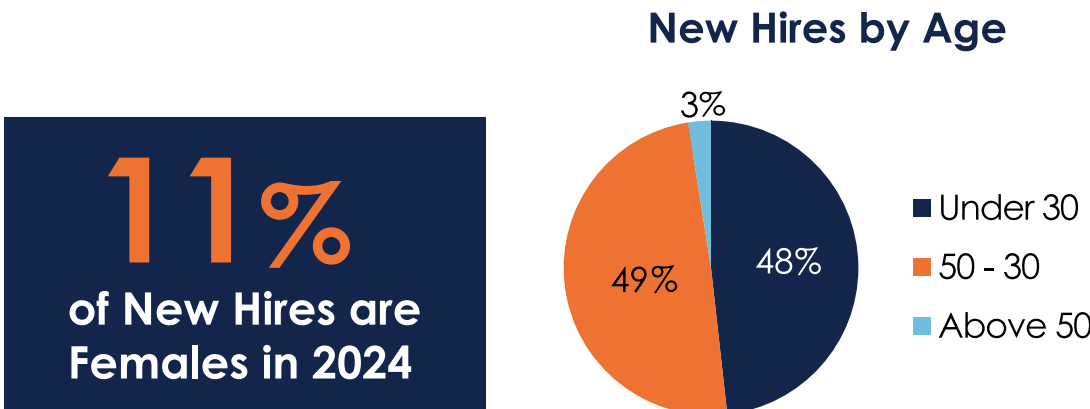
Employee Diversity

Hassan Allam Holding champions a diverse workforce, recognizing the unique value of age and experience. Data shows a strong presence of employees aged 30-50, complemented by a significant youth demographic, demonstrating Hassan Allam Holding's dedication to empowering and providing opportunities for younger talent.



New Hires

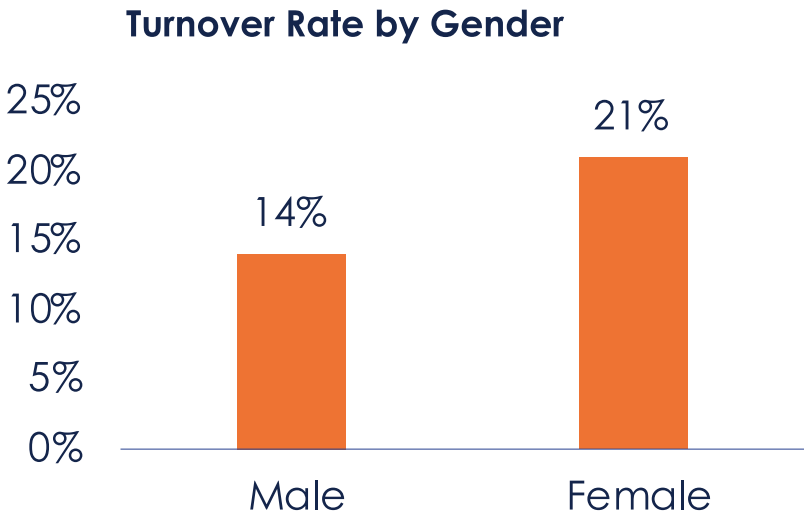
Hassan Allam Holding expanded its workforce in 2024, welcoming 3,680 new employees, including 11% women. Notably, a large proportion of these hires were under 30, showcasing the company's dedication to youth employment and the nurturing of entry-level talent.



²⁰ Casual Workers are calculated based on full-time equivalent across subsidiaries' sub-contractors.

Turnover

Hassan Allam Holding is actively working to reduce turnover and improve the employee experience through ongoing analysis and strategic initiatives. While the 2024 overall turnover rate was 15%, representing 2,548 departures, this figure includes transfers to other subsidiaries, particularly those in other countries, reflecting our ongoing regional expansion. Notably, the turnover rate among female employees was 21%, while the rate among male employees was 14%. Despite this, Hassan Allam Holding remains dedicated to fostering a supportive and engaging workplace that promotes retention and employee satisfaction.



Family and Parenting

We believe in supporting our employees through all stages of their lives and building a strong sense of community within the Hassan Allam Holding family. The following sections illustrate our commitment to these values.

Parental Leave

In 2024, 31 women across the Group took maternity leave, demonstrating the company's support for its employees during this important life stage. The maternity-leave at Hassan Allam Holding is currently at a 45% return-to-work rate, calculated including those whose maternity leave has not yet ended, allowing the company to retain valuable talent and maintain continuity within its workforce.

PGESCO's Family Day Event

PGESCO's Family Day at the Grand Egyptian Museum went beyond a typical visit, creating strong family connections. Families collaboratively explored artifacts, building shared experiences and lasting memories. Structured activities facilitated bonding, proving the power of collective experiences in strengthening family relationships. This successful event was made possible by Legacy's meticulous planning, which created an environment perfectly suited for family engagement.



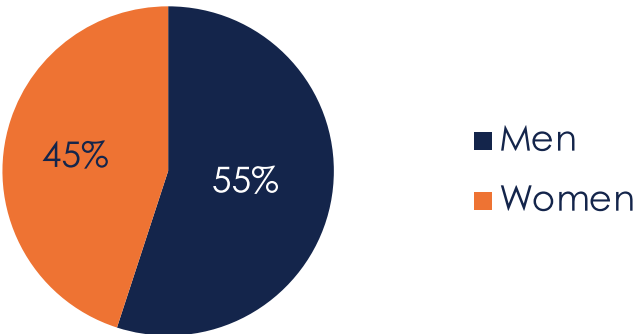
Gender Equality

Hassan Allam Holding has taken a significant step in reinforcing its commitment to diversity and gender equality by officially signing the United Nations Women's Empowerment Principles (WEPs). This strategic move solidifies the company's dedication to fostering inclusive workplaces across all its subsidiaries and operations. By adopting the WEPs, we pledge to implement policies and practices that actively promote women's empowerment, ensuring equal opportunities for career advancement, leadership development, and fair compensation. This initiative underscores our belief that a diverse workforce, where women are valued and empowered, is essential for driving innovation, achieving sustainable growth, and creating a positive societal impact.



Legacy's Commitment to Gender Diversity





Legacy Development and Management has achieved significant gender diversity, with women representing 45% of its workforce. This strong female presence cultivates a dynamic and collaborative work environment. By valuing diverse perspectives and experiences, the company fosters a culture of mutual respect and understanding, creating a workplace where everyone feels valued and empowered to contribute.



TALENT MANAGEMENT

Our Commitment

We are committed to providing our employees with fulfilling career paths and opportunities for professional growth and development.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|----------------------|--|---|---|
| Training | Provide all employees with tailored training annually |  | In addition to providing all employees with access to the UN Global Compact Academy, the Group's sustainability department conducted tailored sessions on sustainability management systems and green building standards. |
| | Make sustainability and future-proof skills program accessible to employees annually |  | |
| Career Development | Provide employees with career development plans annually |  | HAH Academy launched a Career Coaching program for its members in 2024 |
| Workers Organization | Adopt Freedom of Association and Collective Bargaining Policy in 2025 |  | |

 Achieved

 In Progress

 Not Started

| RELEVANT POLICIES AND PROCEDURES | |
|--|---|
| Training Procedure | Workforce Planning Procedure |
| This document outlines Hassan Allam Holding's training procedures, covering needs assessment, training plan creation, and delivery methods. It details the responsibilities of various stakeholders, including management, employees, and the training team, in ensuring effective training and development across the organization. | This document outlines the procedures for workforce planning within Hassan Allam Construction, covering processes such as manpower planning, internal transfers, and career shifting. It aims to ensure efficient utilization of human resources, facilitate employee growth, and align workforce capabilities with organizational needs. |

Employee Training

In Hassan Allam Holding, training is conducted company-wide, from top management to blue-collar employees, and is based on a thorough needs assessment to ensure relevance and effectiveness. This approach enhances skills, promotes growth, and improves organizational performance.

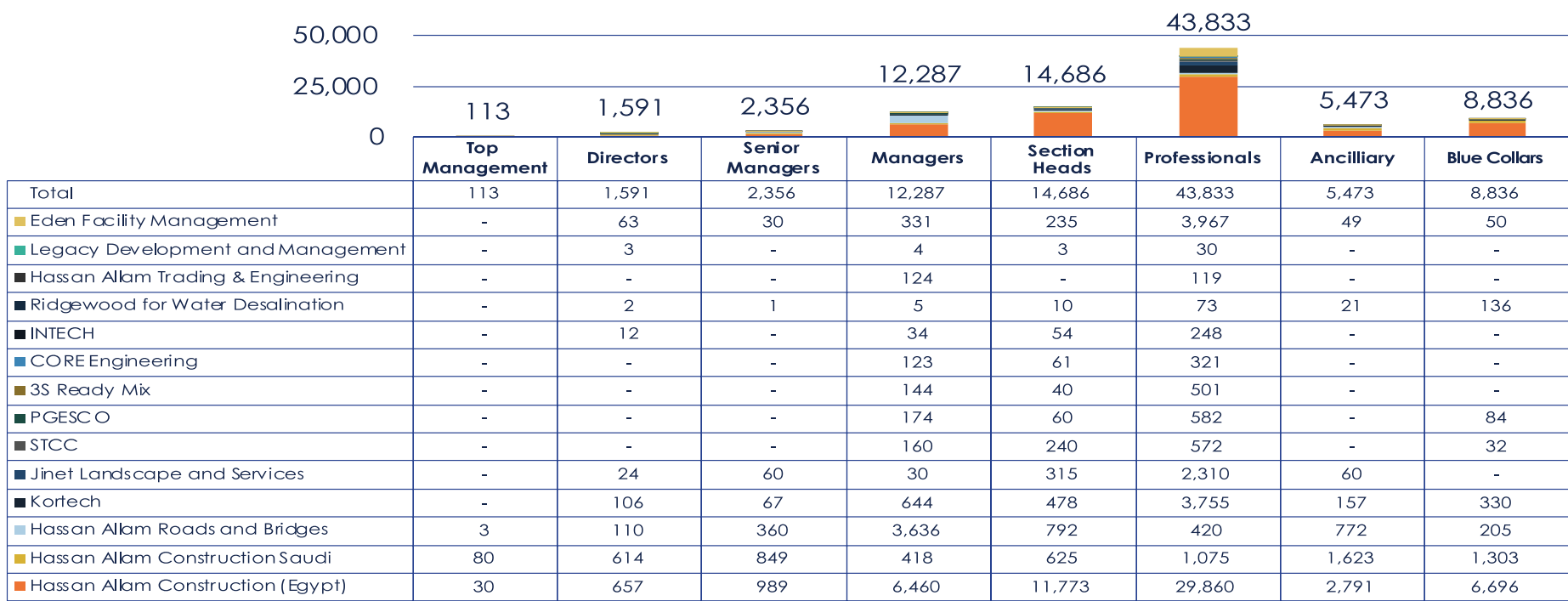
89,175
Total Training Hours

4.96
Average Training
Hours per Employee

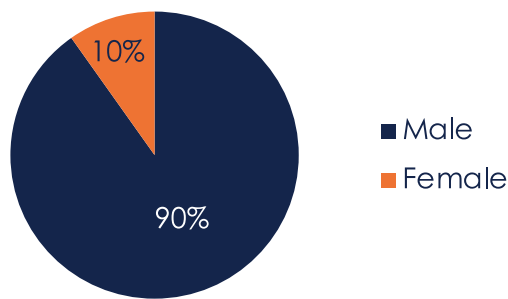
²¹ Total Training Hours include number of hours not disaggregated by gender.

Demonstrating our commitment to comprehensive training data, the following graphs provide a more detailed view of training hours compared to the previous report, disaggregated by subsidiaries, employee categories, and genders where possible. Our focus is on delivering impactful training that meets specific needs and contributes to measurable improvements in employee capabilities.

Total Training Hours by Employee Category



Training Hours by Gender



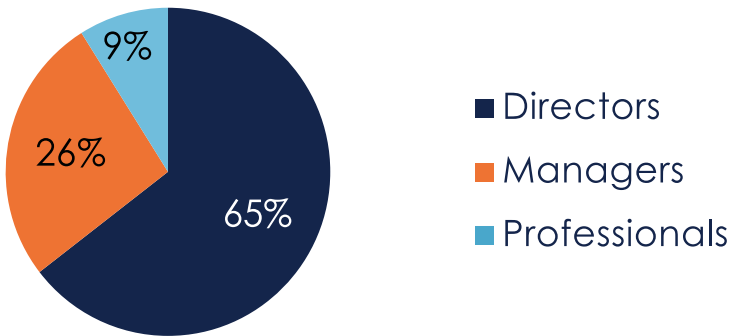
8,164
Total Training Hours for
Female Employees

5.86
Average Training Hours per
Female Employee

Hassan Allam Academy

The Hassan Allam Academy provides diverse learning opportunities, including training from leading business schools, coaching, and mentoring, to support the professional and personal development of our employees across various industry sectors. To illustrate the Academy's impact, the following graph shows the distribution of training hours among directors, managers, and professionals who participated in this year's round of trainings. They received a total of 626 training hours in 2024, with an average of 40 training hours per employee.

% of Training Hours for Hassan Allam Academy Members



In addition to these offerings, Hassan Allam Academy also includes programs such as a graduate program, internal trainer development, and a coaching program.

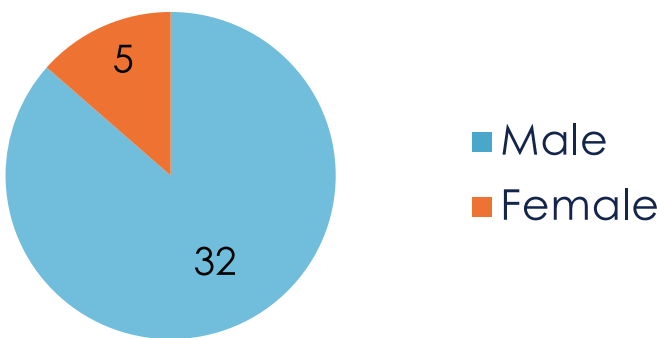
Graduate Program

Hassan Allam Holding’s Talent Program cultivates future leaders through rotational opportunities, tailored development, and personalized placement. Open to graduates and employees with 0-1 years of experience, the program now includes a Saudi Arabia expansion, offering two-year engineering and one-year business tracks. With six batches already completed, recruitment for the seventh batch is planned to

Internal Trainers

Hassan Allam Holding’s Internal Training Academy empowers employees through 37 internal trainers, delivering nearly 19,000 training hours across 147 rounds in 2024, reaching over 2,900 learners. This program covers a diverse range of topics, from technical skills such as “Cost of Quality”, “Management of Project Resources”, “Lean Construction”, and “Understanding FIDIC and Standard Forms of Contracts” to essential soft skills like “Leadership” and “Effective Communication Skills,” ensuring our workforce is well-equipped for success.

Number of Internal
Trainers by Gender



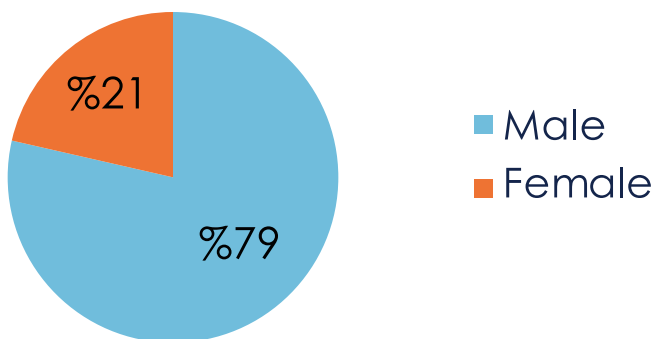
18,896
Total Training Hours
by Internal Trainers

2,942
Total Number of Learners in
Internal Trainings

Career Coaching

In 2024, the Hassan Allam Academy launched the Career Coaching Journey to accelerate employee development. The program commenced with 360-degree feedback, followed by a tripartite review involving the employee’s manager and an Academy team member. A total of 42 employees participated, including professionals, managers, and section heads from subsidiaries such as Hassan Allam Construction, Hassan Allam Investment Managers, Legacy, Hassan Allam Roads & Bridges, and Hassan Allam Trading & Engineering. Participants engaged in career coaching, resulting in 189 coaching hours across 126 sessions, with each participant receiving an average of 4.5 coaching hours. Following this, each participant developed an Individual Development Plan (IDP), outlining career goals and skill-building strategies. Implementation of these IDPs is planned for 2025, with regular progress reviews. This initiative reinforces the Hassan Allam Academy’s commitment to empowering employees through structured career growth.

% of Coaching Hours
by Gender



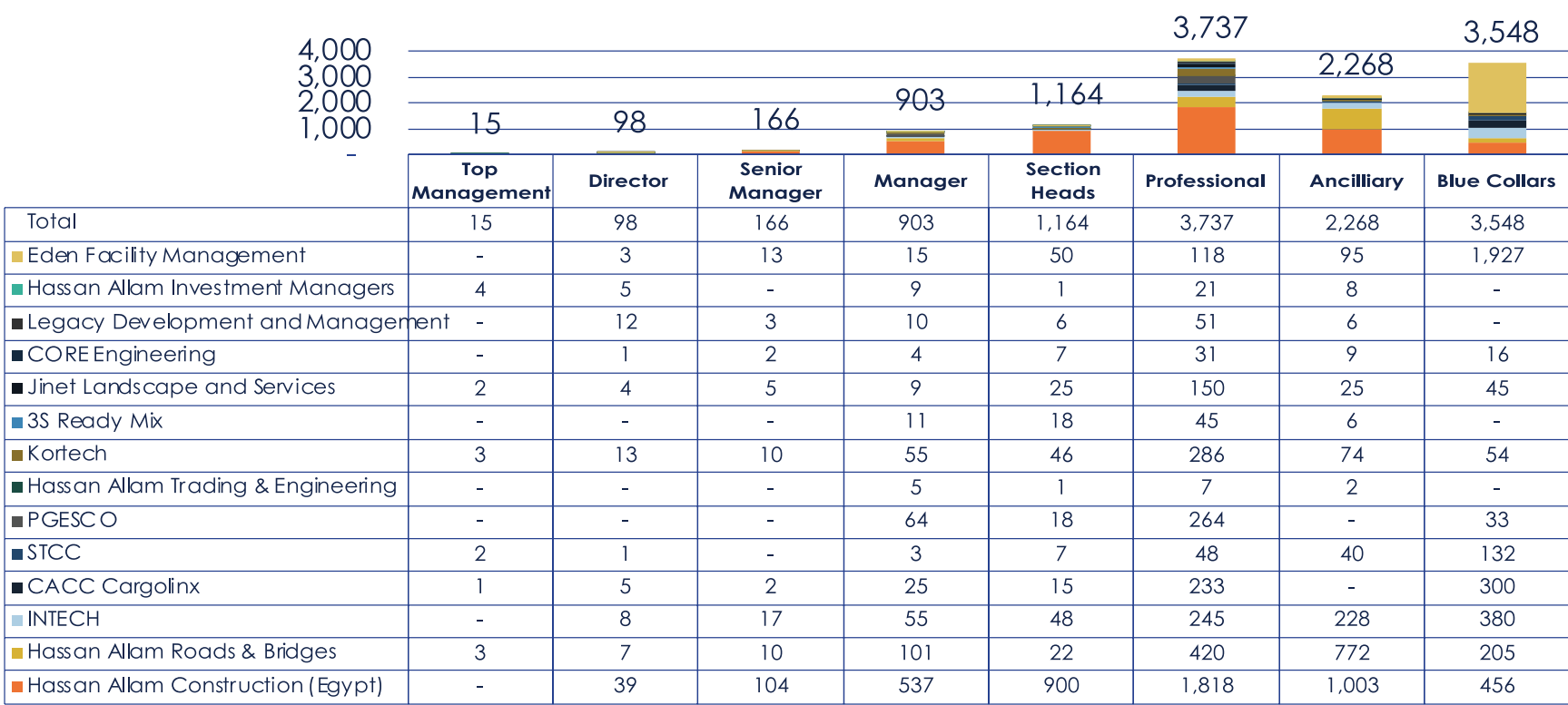
189
Total Coaching Hours

126
Career Coaching Sessions

Performance Appraisals

Hassan Allam Holding uses performance appraisals to align employee work with company goals and ensure fair rewards. These systems support data-driven management and reflect the company’s commitment to employee development. The following graphs provide a detailed overview of our performance appraisal system, showcasing total appraisals by employee category and coverage percentages

Total Performance Appraisal by Employee Category



Performance Appraisal Coverage (% of Total Employees) by Subsidiary



Eden Facility Management’s Integrated Performance and Career Development Review

Eden Facility Management has implemented a streamlined approach to performance appraisals, integrating career development discussions into the review process. This allows for a holistic understanding of employee strengths and aspirations, leading to targeted upskilling and strategic role transfers. In a recent cycle, 24 employees changed roles following this process.

COMMUNITY IMPACT

Our Commitment

We are committed to conducting all our community engagements responsibly and contributing meaningfully to local development.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|----------------------|--|---|--|
| Community Engagement | Cover impacted communities with community engagement plans in 2024 |  | A CSR policy is drafted to be reviewed and implemented. |
| | Implement Local Community Hiring Policy in 2024 |  | This policy is implemented across several subsidiaries |
| | Organize volunteering events with local communities annually |  | We organized several volunteering events throughout the year |
| | Form partnerships annually with local NGOs and CSOs in different communities, focusing on SDGs |  | We have reached out to several NGOs and CSOs to develop partnerships |
| Land Acquisition | Develop and implement Land Acquisition, Resettlement, and Rehabilitation Policy and Procedures in 2024 |  | This policy is under development for Hassan Allam Utilities |

 Achieved  In Progress  Not Started

| RELEVANT POLICIES AND PROCEDURES |
|--|
| Social Accountability Policy and Manual |
| Hassan Allam Construction's Social Accountability Policy and Manual, aligned with International Labor Organization (ILO), United Nations (UN) Guiding Principles on Business and Human Rights, and Social Accountability 8000 (SA 8000:2014) standards and integrated with Egyptian laws, ensure ethical practices, worker well-being, and environmental sustainability. |

Social Accountability

In a step towards upholding the highest standards within its operations, Hassan Allam Construction's team at the YANMU East project underwent a social accountability training. Conducted by an international consultant, the training focused on the globally recognized Social Accountability 8000 (SA8000:2014) standard. This framework, developed by Social Accountability International (SAI), empowers organizations to cultivate and maintain socially responsible workplace practices. This training aimed to foster a culture of respect, fairness, and transparency, ensuring that all workers are treated with dignity and that the project contributes positively to the surrounding community.



” Rofida Talaat, Quality Assurance Manager at Hassan Allam Construction

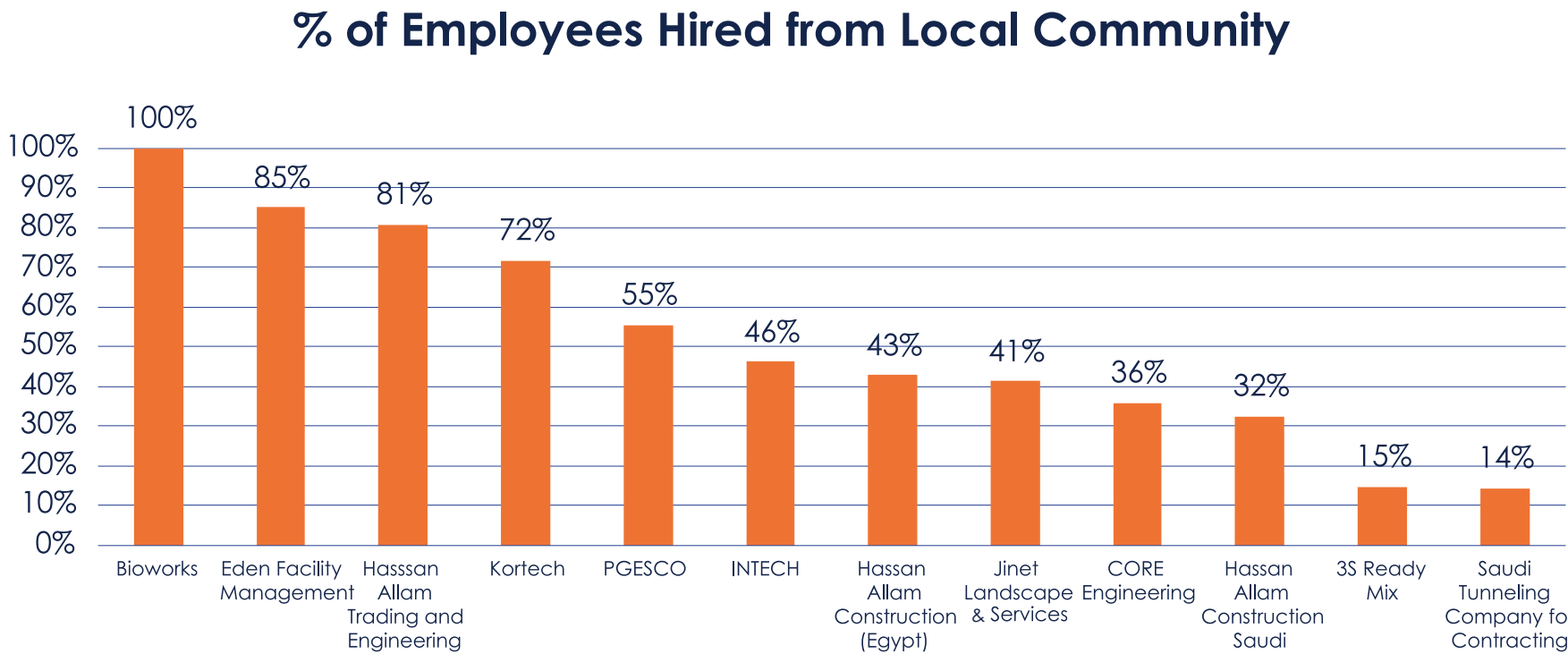
The SA8000 training was a valuable and insightful experience. It not only deepened my understanding of critical social issues but also provided practical applications that have positively influenced our daily operations. Implementing the SA8000 standard has demonstrably improved employee engagement and reinforced our commitment to fair labor conditions, and the well-being of workers, supporting our long-term sustainability goals.

Following a comprehensive third-party audit by Amazon's Social Responsibility team, our YANMU East manufacturing site has been certified as compliant with Amazon's Supply Chain Standards, the Amazon Social Responsibility Audit Guidance and Detailed Supplier Standards, Egyptian Labor Law No. 12:2003, and Egyptian Environmental Law No. 04:1994, and their associated decrees. This confirmation reflects our ongoing commitment to upholding high ethical and environmental standards in our operations.



Local Community Hiring

Hassan Allam Holding operations prioritize local community hiring to support regional economies and build strong community relationships. The following graph illustrates the percentage and number of local hires across various subsidiaries. Local hiring is defined based on the employee's official residence area; for example, in Egypt, this is verified by confirming that the hiring location is within the same city as the address on their national IDs. As shown, several subsidiaries demonstrate a strong commitment to local hiring, with an average of 53.4% of local hires across the Group.



Corporate Social Responsibility (CSR)

Hassan Allam Holding is committed to positive community and environmental impact. To strengthen this commitment, we established a dedicated Corporate Social Responsibility (CSR) function within our Group's Green Governance & Business Sustainability Department. This allows us to strategically engage in sustainable practices and community partnerships, driving social accountability and improving the well-being of the communities we serve.

Recognizing the vast reach of Hassan Allam Holding's operations, which span numerous regions and communities, we developed a comprehensive and adaptable CSR strategy to ensure meaningful and sustainable engagement with our surrounding areas. This strategy, born from a commitment to responsible corporate citizenship, is built on three core pillars: community development, focusing on long-term well-being; youth empowerment, investing in the next generation; and gender equality, striving for inclusive opportunities for all.

Community Development

Youth Empowerment

Gender Equality

Community Development

This section will showcase community development and engagement projects and initiatives held across the Group.

Saint Catherine Community Participation at Al Tagali Al A'zam Project

To promote health and safety, a core value within Hassan Allam Construction, our team, working on a project in the remote region of St. Catherine, delivered a comprehensive fire safety awareness session to the local central unit in 2022. This session aimed to equip local personnel with the knowledge and practical skills necessary to mitigate fire risks and respond effectively in emergency situations, thereby safeguarding both our workforce and the surrounding community.



Hassan Allam Roads and Bridges' Literacy & Biodiversity Initiatives at Khour May Bridge

Over the course of the project, the Hassan Allam Roads and Bridges team recognized the importance of fostering sustainable community development and also respecting the local environment. Throughout the duration of their project, they implemented a unique and impactful literacy program, dedicating time and resources to teaching members of the surrounding community how to read and write.



Furthermore, recognizing the unique environmental challenges of the project's location in the Khour Area, where camels and other wild animals frequently cross, the team set up water stations which provided a vital resource for the area's wildlife.

Supporting Egyptian Clothing Bank and Egyptian Food Bank

In 2024, Hassan Allam Holding demonstrated its commitment to social responsibility by organizing two impactful volunteering events. The first initiative, in partnership with the Egyptian Clothing Bank. The Employees donated their gently used clothing, and dedicated their time and effort to sorting and organizing clothes at the bank's headquarters. This hands-on involvement ensured that the clothing reached those in need efficiently, providing essential support to vulnerable communities and promoting sustainable reuse. The second volunteering event, in partnership with the Egyptian Food Bank, saw Hassan Allam Holding employees come together to prepare a substantial number of boxes filled with essential food items. This collective effort provided critical sustenance to families facing food insecurity, ensuring they had access to nutritious meals during challenging times.



Hassan Allam Holding and Mashroo3 Kheir's Eid Clothing Initiative

In anticipation of Eid El Fitr, Hassan Allam Holding partnered with Mashroo3 Kheir, a student activity from the American University in Cairo (AUC), to organize 'Lebs Saeed,' an initiative aimed at providing orphans with new clothing. Recognizing the cultural significance of new attire during the Eid celebrations, the event sought to bring joy and a sense of belonging to these children. Held at a local Egyptian clothing store, volunteers assisted the children in selecting their preferred outfits, creating a personalized and empowering shopping experience.



International Women's Day Celebration in Collaboration with Birdrock Eats

On International Women's Day, Hassan Allam Holding's Corporate Communications team delivered a memorable celebration for its female employees. In collaboration with Birdrock Eats, a non-profit organization that uses cookie sales to support child education, we combined celebration with charitable giving. By purchasing cookies that fund the Littlest Lamb Orphanage, we both honored our women and contributed to a worthy cause. The event was a resounding success, demonstrating the impact of collaborative goodwill.



Hassan Allam Holding Sponsors Magdi Yacoub Heart Foundation's 15th Anniversary Gala

In celebration of 15 years of the Magdi Yacoub Heart Foundation, Hassan Allam Holding sponsored a fundraising event at the Grand Egyptian Museum. This event, designed to celebrate the Foundation's remarkable achievements and secure vital funding for its ongoing mission, brought together prominent figures from business, philanthropic, and medical communities.



The sponsorship by Hassan Allam Holding underscored the company's commitment to the advancement of healthcare in Egypt. The funds raised during this event will directly support the Magdi Yacoub Heart Foundation's efforts in providing world-class cardiac care to those in need, particularly children, and in advancing medical research and training. By aligning with such a noble cause, Hassan Allam Holding demonstrated its dedication to social responsibility and its belief in the power of collective action to create a healthier future for Egypt.

Jinet's Impact at the 57357 Hospital

Jinet supported the children's cancer hospital, 57357, with agricultural, irrigation and landscaping works, to improve the efficiency and increase the percentage of green spaces for the hospital. This garden will contribute to improving the psychological and emotional state of children with cancer by teaching them the basics of natural agriculture and spreading the culture and increasing awareness of the importance of self-sufficiency in natural agricultural products, which in turn will work to provide a source of income from which the proceeds will be directed to support the various projects of the 57357 hospital.

” Samy Labib, CEO of Association of Friends of the National Cancer Free Initiative (57357)

Through this partnership with Jinet, we are able to teach the children the basics of natural farming and promote the importance of self-sufficiency with agricultural products. This collaboration helps enhance our green spaces, which will significantly contribute to improving the psychological and emotional well-being of children battling cancer. This initiative not only nurtures their spirits but also raises awareness on sustainable living.

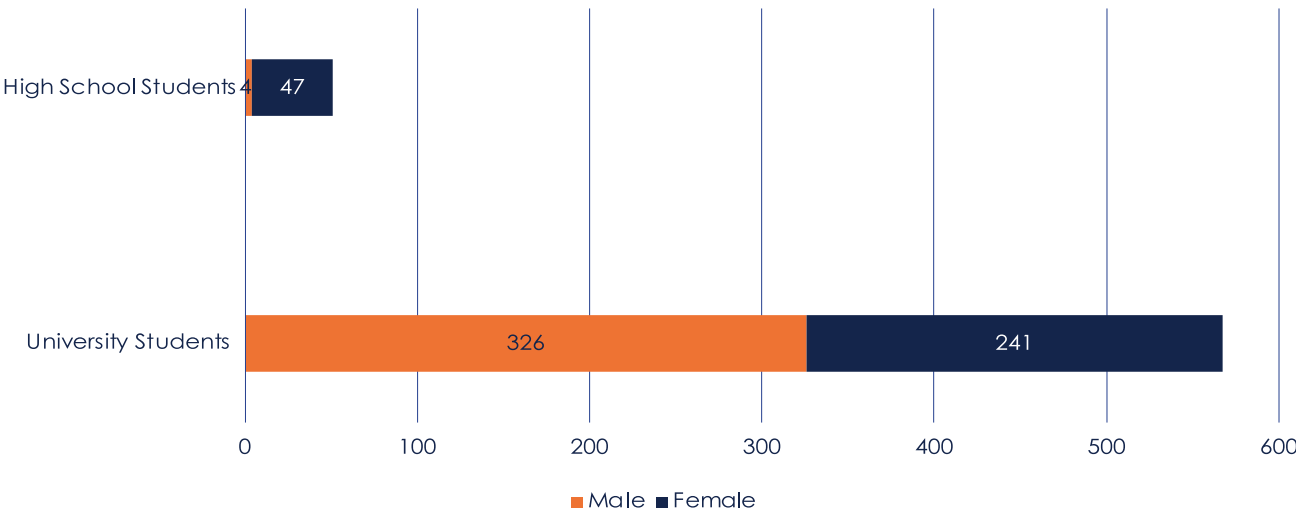
Moreover, the income generated from these projects will directly support a variety of vital hospital initiatives. The support goes beyond just a financial contribution; it symbolizes a shared commitment to our noble mission. We see this partnership as a testament to your trust in our goals, and it motivates us to continue striving toward helping as many patients as possible in their fight against cancer. Together, we are making a meaningful and lasting impact, and the continued support fuels our dedication to this cause.

Youth Empowerment

Hassan Allam Holding recognizes the importance of nurturing young talent and providing pathways for future success. Through strategic partnerships and dedicated programs, we offer valuable learning experiences and skill development opportunities to empower the next generation.

Internship Programs at Hassan Allam Holding

Hassan Allam Holding cultivates strategic partnerships with universities and high schools, engaging in mutually beneficial activities such as employee training agreements and student internship programs. Demonstrating its commitment to education and youth development, the company also conducted a comprehensive training program for high school girls, offering diverse sessions and insights into its operations. In 2024, the company provided internships for 567 university students and 51 high school students, with over 46.6% of these interns being female.



07

PRESERVING OUR PLANET

- Environmental Impact
- Built Environment
- Climate Change
- Material Flows

PRESERVING OUR PLANET

ENVIRONMENTAL IMPACT

Our Commitment

We are committed to a proactive approach that prioritizes pollution prevention and the protection of biodiversity in all our decision-making.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|-----------------------------|---|--------|---|
| Pollution Prevention | Implement and monitor pollution prevention plans across all operations and projects in 2025 | | HAC has started implementing an environmental KPIs checklist that include pollution prevention measures |
| Ecosystems and Biodiversity | Develop a Biodiversity Policy, with a focus on land degradation and desertification in 2024 | | We drafted a biodiversity policy and plan to develop and adopt group-wide procedures |

Achieved

In Progress

Not Started

| RELEVANT POLICIES AND PROCEDURES | |
|--|--|
| Hassan Allam Construction's Sustainability Procedure | Biodiversity Policy (Draft) |
| This procedure was developed to integrate sustainable practices into all aspects of Hassan Allam Construction's operations, ensuring environmental responsibility, social equity, and economic resilience. | This policy is being developed to integrate biodiversity conservation into the Group's operations, ensuring sustainable resource use, habitat protection, and compliance with environmental regulations to minimize ecological impact. |

Environmental Management

Hassan Allam Holding has expanded on its implementation of environmental management system to achieve 11 ISO 14001:2015 certifications across the Group.

| | |
|--|---|
| | Hassan Allam Construction (HAC) |
| | HAC Concrete Products Division |
| | HAC Steel Fabrication Division (Cairo) |
| | HAC Wood Products Division (Zillij) |
| | Hassan Allam Construction Abu Dhabi |
| | Kortech |
| | INTECH |
| | Saudi Tunneling Company for Contracting |
| | 3S Ready Mix |
| | Eden for Facility Management |
| | PGESCO |

These certifications confirm the implementation of robust environmental management systems, ensuring compliance with regulations, pollution control, and continuous sustainability improvements. By achieving this milestone, these subsidiaries reinforce the Group's commitment to minimizing environmental impact and promoting responsible operations. This section also includes some examples of environmental management across the Group.

Hassan Allam Construction Environmental Checklist

In 2024, Hassan Allam Construction developed an Environmental Checklist aligning with LEED standards to assess the environmental performance of its sites. This tool serves as both a comprehensive environmental management guidance and an assessment tool, ensuring all projects align with best practices in sustainability. Adherence to this checklist is crucial for compliance with environmental standards. This framework covers key environmental aspects, including the following:

Location & Transportation

Site Assessment

Construction Site Entrance

Heat Island Reduction

Low Light Intensity

Green Procurement

Waste Management

Dust Control

Water Usage

Innovative Efforts

The checklist emphasizes pollution and air quality, mandating dust control, hazardous material management, and pollution minimization. Regular environmental assessments and monitoring are required to ensure compliance with industry standards, protecting both workers and surrounding communities from potential environmental hazards. Water and waste management are also critical components of the checklist. It sets clear guidelines for water conservation practices, including the efficient use of water resources, wastewater treatment, and rainwater harvesting. Additionally, it emphasizes proper waste segregation, recycling, and responsible disposal methods to reduce landfill waste and promote circular economy principles.

The checklist also includes vegetation protection and land conservation measures, ensuring that construction activities do not disrupt local ecosystems. It encourages site managers to assess the environmental impact of their projects, protect natural habitats, and implement mitigation strategies to minimize ecological disturbances. Another essential aspect is resource efficiency, which promotes sustainable material sourcing, energy-efficient construction practices, and responsible fuel consumption. This includes recommendations for using renewable energy sources, reducing construction site emissions, and incorporating eco-friendly materials wherever possible. The checklist also encourages innovative efforts, such as the implementation of smart water and energy monitoring systems, and the utilization of low-carbon concrete and recycled aggregates.

By integrating this environmental sustainability checklist into its operations, Hassan Allam Construction is strengthening its commitment to responsible construction practices, reducing environmental risks, and enhancing long-term sustainability across its projects.

Hassan Allam Utilities Environmental and Social Impact Assessment

Hassan Allam Utilities integrates Environmental and Social Impact Assessments (ESIAs) into all new projects to ensure sustainability and regulatory compliance. These assessments identify potential environmental and social impacts, enabling the company to implement mitigation strategies and enhance positive outcomes for surrounding communities.

Each ESIA includes a detailed review of national regulations, project descriptions, and baseline environmental conditions such as air quality, water resources, biodiversity, and noise levels. Socioeconomic factors, including land use and community well-being, are also analyzed to minimize disruptions and promote responsible development. Through impact assessments and mitigation measures, the company addresses key areas like pollution control, waste management, and occupational health and safety. Monitoring plans and emergency response strategies ensure ongoing compliance and continuous improvement. By conducting ESIAs, Hassan Allam Utilities reinforces its commitment to environmental stewardship and social responsibility, ensuring that all new developments align with sustainable best practices.



Biodiversity Policy

Hassan Allam Holding is committed to protecting biodiversity and minimizing environmental impacts across its operations. The newly drafted Biodiversity Policy ensures that all projects integrate conservation principles, aligning with national regulations and industry best practices. The policy applies to all subsidiaries, emphasizing environmental risk assessments and Biodiversity Management Plans (BMPs) to mitigate ecological impacts.

The Group prioritizes avoiding operations in sensitive areas and implements measures to restore habitats where necessary. Sustainable resource use, responsible sourcing, and stakeholder engagement further support biodiversity conservation. Monitoring and reporting are key components, with regular assessments ensuring compliance and continuous improvement. The following key examples showcase how project selection further plays a role in this commitment.

Biodiversity Conservation in Suez (1.1 GW Wind Farm)

The Suez 1.1 GW Wind Farm project demonstrates a strong commitment to biodiversity conservation through its Environmental and Social Impact Assessment. Although the project site is largely barren, with low ecological significance, measures to enhance approximately 20 km² of habitat through native planting will ensure no net loss of habitat for local species. The project area is home to various fauna, including species of conservation interest, such as the International Union for Conservation of Nature (IUCN) Vulnerable Spiny-tailed Lizard, alongside other species like the Red Fox and the Lesser Egyptian Gerbil (IUCN Least Concern species).

To control the impact of construction and operations, the project includes mitigation measures to prevent hunting, prohibit the discharge of hazardous waste, and enforce proper conduct and housekeeping practices, all aimed at safeguarding local flora and fauna. Continuous monitoring by qualified ecologists and environmental consultants will be implemented to ensure the effectiveness of these mitigation measures and to facilitate prompt corrective actions, upholding compliance with environmental standards.

Hassan Allam Construction joins the World's Largest Coral Reef Restoration Initiative

In May 2024, Hassan Allam Construction Saudi joined the KAUST Coral Restoration Initiative, the world's largest coral reef restoration project, in partnership with KAUST and NEOM. This effort at Haddah Beach, NEOM, aims to combat coral bleaching and restore marine biodiversity.

Our role includes building the primary coral nursery and key infrastructure across 24,720 m², supporting large-scale reef regeneration. This initiative not only enhances marine ecosystems but also sets a global model for sustainable conservation. Through this project, Hassan Allam Construction reaffirms its commitment to environmental sustainability.



Jinet's Commitment to Biodiversity Conservation

Jinet aims to achieve environmental sustainability by actively promoting biodiversity through integrated sustainable landscaping practices. Specifically, Jinet uses algae compost instead of chemical fertilizers and natural plant-based pesticides for pest control, reducing harmful runoff and promoting healthier soil ecosystems. Sustainable irrigation methods, such as cycle-and-soak systems, further conserve water by preventing runoff and optimizing absorption, contributing to efficient resource management. Jinet also prioritizes native plant species, cultivating them in dedicated nurseries, such as the one in Al Mansoureyah, to enhance plant diversity and support local ecosystems. The following initiatives show Jinet's commitment to biodiversity conservation, ensuring the development of sustainable and resilient landscapes.

EgyFlora Exhibition

inet promotes native plant use through the EgyFlora Exhibition at their Al Mansoureyah Nursery. Targeting consultants and developers, the exhibition highlights the aesthetic and environmental advantages of drought-resistant Egyptian plants. These native flora, sourced and cultivated by Jinet, require minimal water and maintenance, supporting both water conservation and local biodiversity.

Al Fustat Hills

Jinet's revitalization of Al Fustat's landfill transformed a degraded site into a thriving botanical garden. This initiative restored habitats, attracted pollinators and wildlife, and preserved rare plant species, enhancing urban biodiversity.



Houbara Natural Reserve

The Houbara Natural Reserve further showcases Jinet's commitment. Spanning 220 km², it includes irrigated farms, artificial lakes, and a solar-powered desalination plant. This sanctuary provides essential resources for over 200 bird species and demonstrates a balance between conservation and sustainable development.



BUILT ENVIRONMENT

Our Commitment

We are committed to designing and building spaces that promote wellness and incorporate sustainable practices, creating the green buildings of the future.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|---------------------------------------|--|--------|--|
| Sustainable Buildings | Implement internal guidelines for efficient material use through design optimization, building and structure maintenance, and life extension by 2025 | | |
| | Certified green office buildings (LEED, EDGE, WELL, BREEAM) by 2030 | | Our head office is now certified as a green building by the IFC's Edge standard |
| Environmental Declaration of Products | Develop procedures to prioritize products and materials based on Environmental Product Declarations by 2025 | | Hassan Allam Steel Fabrication Division conducted a self-declared EPD for its products |
| Sustainable Infrastructure | Implement requirements and supporting mechanisms for operators to promote sustainable infrastructure by 2025 | | |

Achieved In Progress Not Started

Green Buildings

Hassan Allam Holding is committed to integrating sustainable practices into our built environment, recognizing the crucial role of green buildings in minimizing environmental impact and enhancing operational efficiency. Aligned with our target to have certified green office buildings by 2030, this section highlights our achievements in developing and certifying green buildings.

Hassan Allam Holding's Headquarters Green Building Certification

In October 2024, Hassan Allam Holding (HAH) headquarters has been certified as a green building under the International Finance Corporation's (IFC) "Excellence in Design for Greater Efficiencies" (EDGE) standard. This milestone reflects the company's commitment to sustainability and energy efficiency in its operations. The certification recognizes the building's exceptional resource efficiency, with estimated savings of 33% in energy, 25% in water, and 99% less embodied carbon in materials compared to conventional buildings.

These achievements were made possible through the integration of smart and sustainable technologies, including motion sensors, smart energy and water meters, solar photovoltaic (PV) panels, and water-efficient fixtures and aerators.

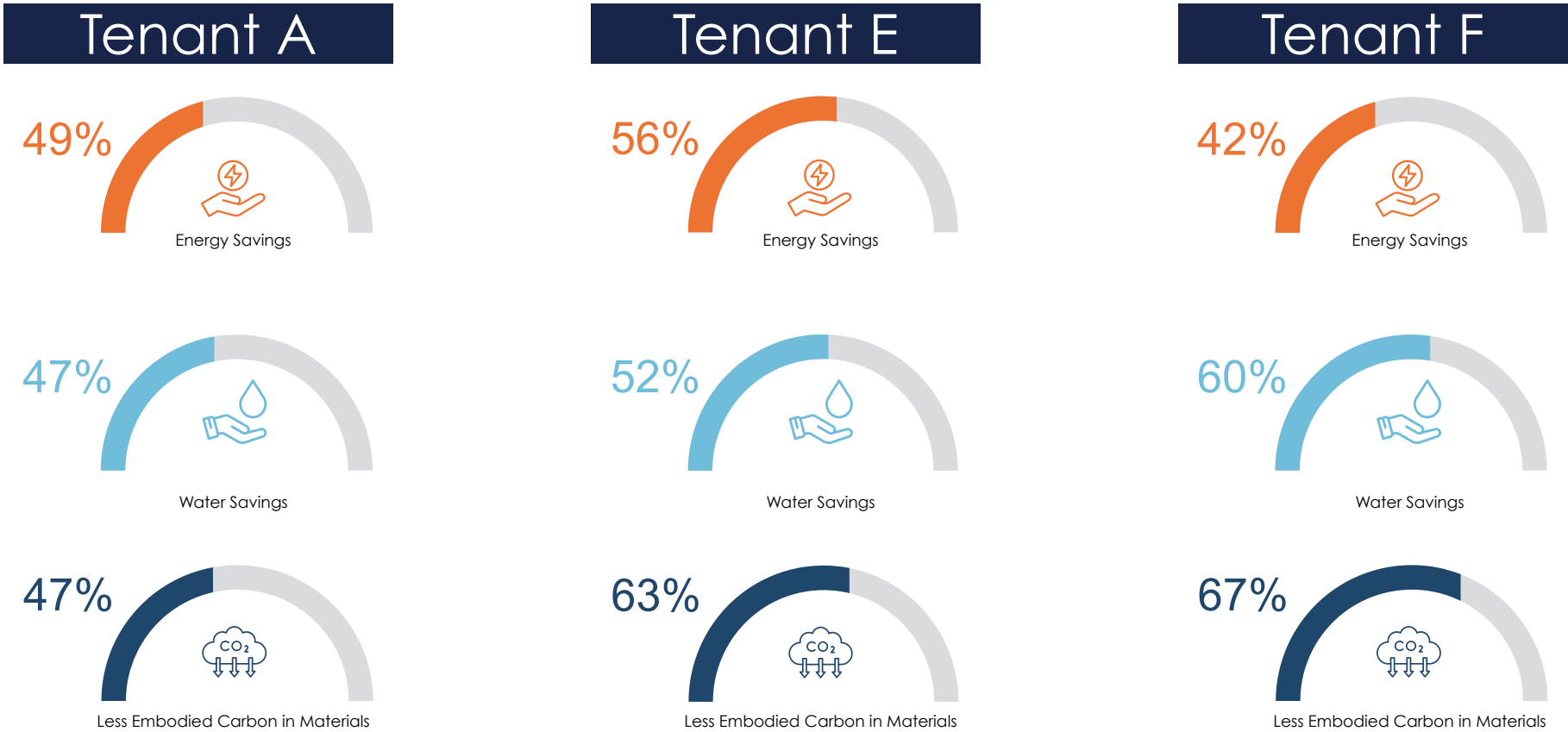
As a result, the headquarters reduces its environmental footprint significantly, saving more than 37 tons of CO₂ emissions, 10,000 m3 of water, and 205,000 kWh of energy annually. These savings contribute to HAH's broader sustainability strategy, reinforcing its leadership in green construction and responsible corporate practices.

By setting this benchmark, Hassan Allam Holding aims to inspire future projects within the company and across the industry, proving that sustainable design and operational efficiency go hand in hand. This certification is a testament to HAH's ongoing efforts to integrate sustainability into every aspect of its business.

YANMU East Warehouses achieve Final EDGE Advanced Certification

Hassan Allam Holding continues to make strides in green building excellence, with three warehouses at YANMU East now fully certified under the EDGE Advanced standard. In November 2024, Tenant F was awarded its final EDGE Advanced certification, followed by Tenant A and Tenant E in December 2024. These certifications mark a significant milestone, making half of the park's warehouses officially recognized for their high levels of energy and water efficiency.

The certified warehouses have achieved remarkable resource savings, reinforcing their commitment to sustainability. Tenant A recorded 49% energy savings, 47% water savings, and 47% less embodied carbon in materials. Tenant E exceeded these benchmarks, achieving 56% energy savings, 52% water savings, and 63% less embodied carbon. Meanwhile, Tenant F demonstrated significant efficiencies, with 42% energy savings, 60% water savings, and a 67% reduction in embodied carbon.



With three out of six warehouses now certified, Hassan Allam Holding remains focused on securing EDGE Advanced certification for the remaining warehouses by mid-2025. This initiative aligns with the company's broader green building strategy, reinforcing its commitment to developing climate-resilient and resource-efficient infrastructure.



” Commercial International Bank (CIB)

At CIB, we are committed to integrating sustainability into our operations, financing responsible projects, and supporting initiatives that promote environmental and social well-being. We believe that real impact can only be achieved when all parties work together to drive innovation, adopt sustainable practices, and create a resilient future for generations to come. With Hassan Allam's visionary leadership and commitment to sustainability practices, a robust partnership has been created with the aim of shifting towards more sustainable and responsible market place.

Our latest collaboration reflects the success of such partnership where Hassan Allam was exceptionally positioned to capitalize on CIB's Green Building program to finance its cutting-edge logistics park "YANMU". The project successfully met the rigorous sustainability criteria required for EDGE Advanced certification. The project has achieved remarkable efficiency improvements, including approximately a 49% reduction in energy consumption, a 53% reduction in water usage, and a 59% reduction in embodied carbon in materials.



Environmental Product Declaration

In line with our commitment to environmental responsibility and transparency, Hassan Allam Construction's (HAC) projects prioritize products and materials based on Environmental Product Declarations (EPDs). As a foundational step in this endeavor, we are developing EPDs for our own products, enabling us to understand our environmental impact and pave the way for broader implementation across our supply chain.

Hassan Allam Construction Steel Fabrication Divison's First EPD

Hassan Allam Construction's Steel Fabrication Division has taken a significant step towards sustainability and transparency by developing a self-declared EPD for all of its fabricated steel profile products. This EPD meticulously discloses the carbon emissions associated with our steel manufacturing processes across our factory, providing a clear picture of our environmental footprint. Demonstrating our commitment to continuous improvement, we have also created a comprehensive optimization plan, with the initial phase involving the installation of solar panels to power our factory operations, slated for commissioning in 2025. Furthermore, in order to ensure the highest standards of accuracy and credibility, we are actively pursuing third-party verification for our EPD, with the aim of publishing the verified declaration on the EPD Hub platform by February 2025.



ENVIRONMENTAL PRODUCT DECLARATION

IN ACCORDANCE WITH EN 15804+A2 & ISO 14025 / ISO 21930

FABRICATED STEEL PRODUCTS



EPD HUB, EPD number XXXXX
Publishing XXX date, last updated XXX date, valid until XXX date

One Click LCA Created with One Click LCA

Prepared by: masader



Scan QR code to know more



CLIMATE CHANGE

Our Commitment

We are committed to leveraging our capabilities to support the goals of the Paris Agreement and help our stakeholders adapt to climate change.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|-------------------------|--|--------|---|
| Climate Resilience | Climate vulnerability, impacts, and risk assessment based on ISO 14091 in 2024 | | Hassan Allam Holding is integrating climate risk into its risk management system and aligning its disclosures with the TCFD. |
| | Emergency Preparedness and Disaster Risk Reduction Plan in 2025 | | Included within the development of the ESMS |
| Emissions and Effluents | Annual carbon footprint and decarbonization pathways assessment towards net zero | | We have been calculating our carbon footprint since 2021. |
| | Feasibility assessment for sustainable and electric fleet in 2025 | | |
| | Work on adopting renewable energy within operations in 2030 | | We are implementing solar PV installations at multiple sites, including our head office, Support and Steel Fabrication Divisions. |
| | Attain ISO 46001 (Water Efficiency Management System) in 2025 | | |
| | Zero waste water in 2030 | | |
| | Attain ISO 50001 (Energy Management System) in 2025 | | |
| | Reduction in energy consumption of buildings and facilities in 2030 | | We implemented several energy reduction initiatives, aligning with the IFC's Edge standard. |

Achieved In Progress Not Started

Greenhouse Gases (GHG) Emissions

In 2024, Hassan Allam Holding maintains its commitment to reducing greenhouse gas (GHG) emissions and minimizing its carbon footprint through ongoing monitoring, process optimization, and targeted sustainability initiatives. Building on the foundation established in 2021 with its first carbon footprint assessment, the Company has further advanced its efforts to quantify emissions, take accountability for its operations, and track progress toward its environmental goals.

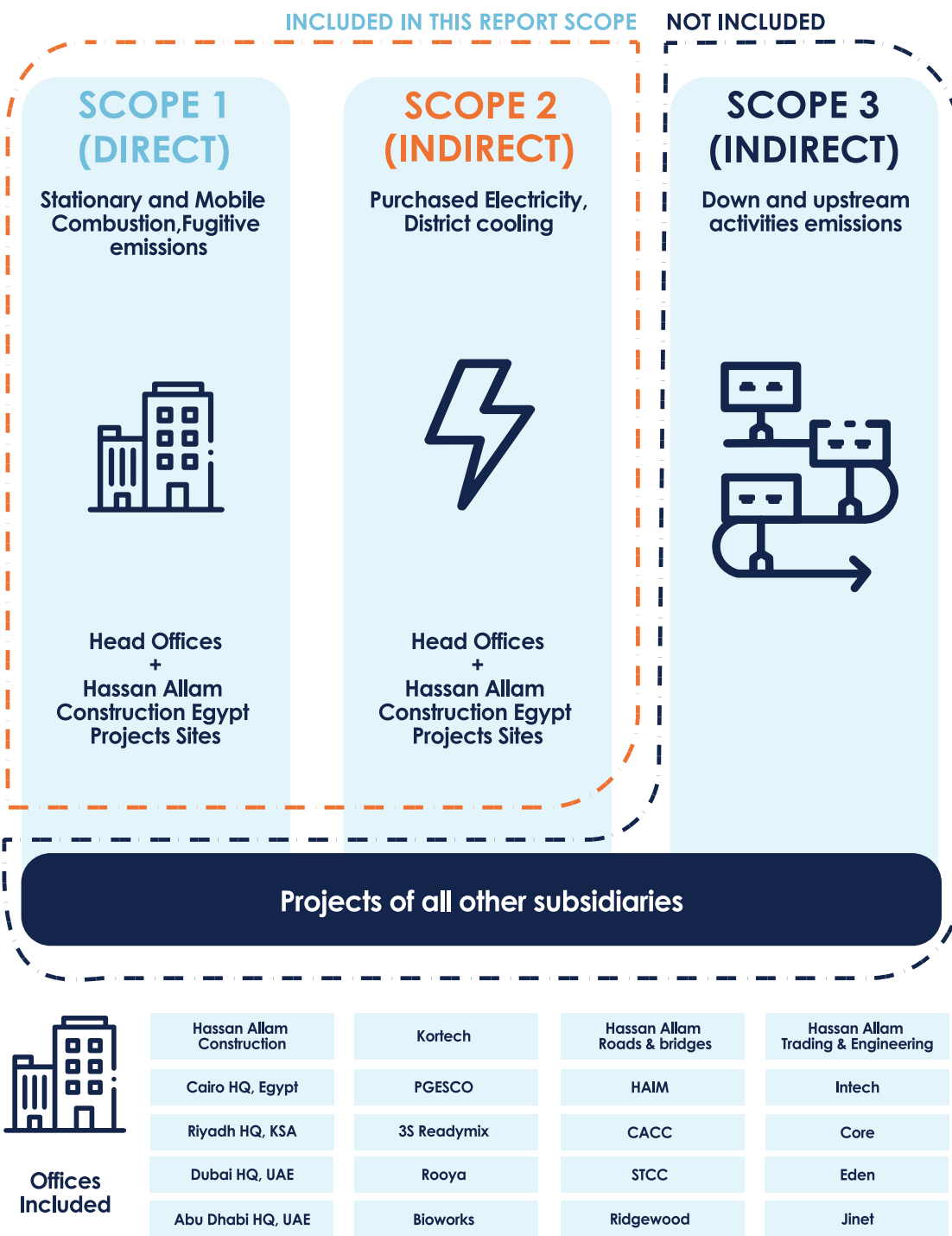
Organizational Scope and Boundaries

Hassan Allam Holding adheres to the following international standards to ensure the accuracy and credibility of its carbon footprint assessment:

- Intergovernmental Panel on Climate Change (IPCC) Guidelines
- GHG Protocol Corporate Accounting and Reporting Standard
- ISO 14064-1:2018 (Quantification and Reporting of GHG Emissions)

This assessment follows the GHG Protocol's operational control approach, covering the Group's most significant activities under Scopes 1 and 2 as follows:

- **Scope 1:** Direct emissions from owned or controlled sources, including stationary combustion, mobile combustion, and fugitive emissions.
- **Scope 2:** Indirect emissions from purchased electricity, heating, and cooling consumption.

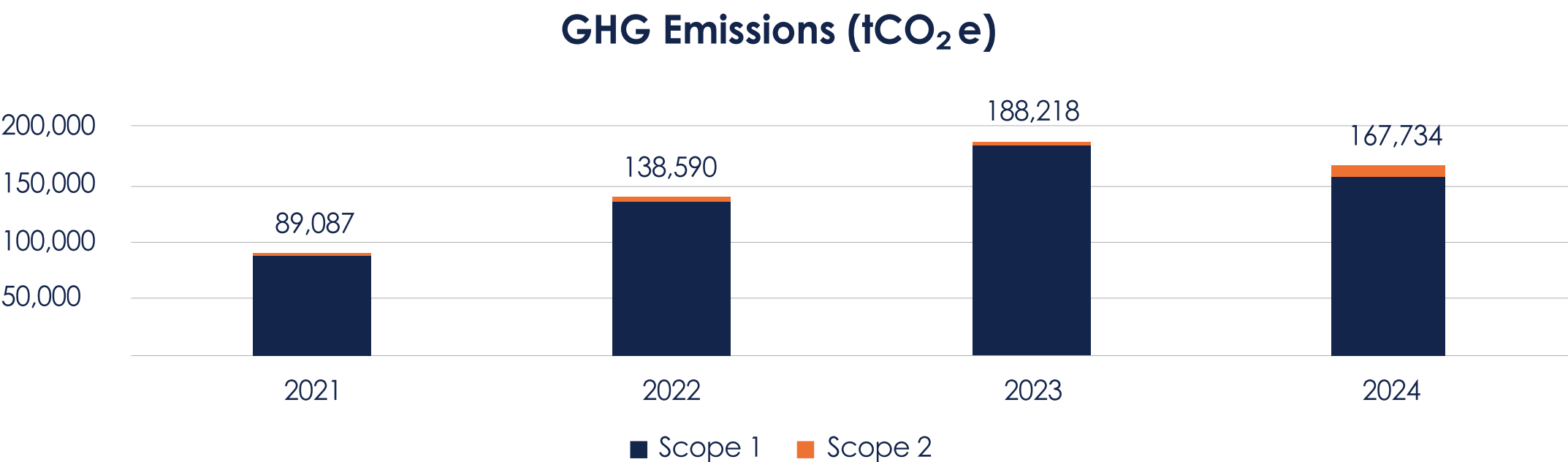


Expanding its reporting boundary, Hassan Allam Holding now includes the head offices of all 18 subsidiaries and Hassan Allam Construction's project sites in Egypt. Future assessments will continue to refine data coverage, ensuring a comprehensive understanding of the Group's environmental impact throughout the region.

Carbon Footprint

Hassan Allam Holding's 2024 carbon footprint assessment recorded 167,784 tCO₂e, reflecting a decrease compared to 2023 (188,218 tCO₂e). The decline in Scope 1 emissions is attributed to the reduction in the number of Hassan Allam Construction (HAC) project sites in Egypt, from over 120 to 94 sites.

Meanwhile, Scope 2 emissions increased due to the expanded reporting boundary, which now includes head offices of all 18 subsidiaries, up from 12 in previous years. Although HAC's international operations have grown, these sites are not yet included in this assessment. Future reports will continue refining data coverage for a more comprehensive emissions evaluation.

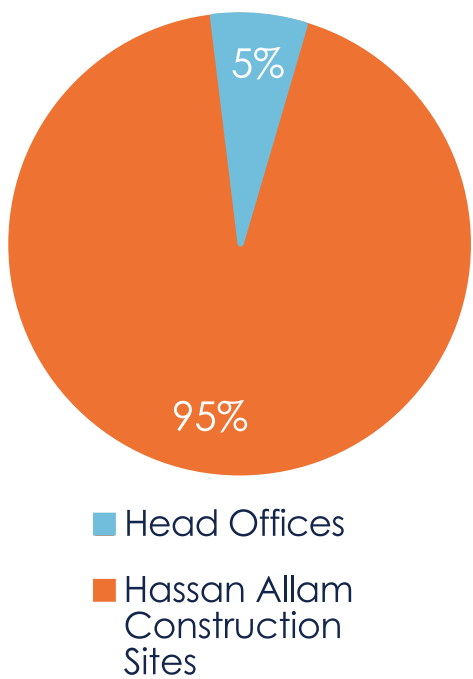


In 2024, Hassan Allam Construction sites accounted for 94.8% of total emissions, a slight decrease from previous years (98% in 2022 and 2023) due to the reduction in the number of project sites in Egypt. To maintain clarity, the Group will continue reporting office emissions separately from construction site emissions.

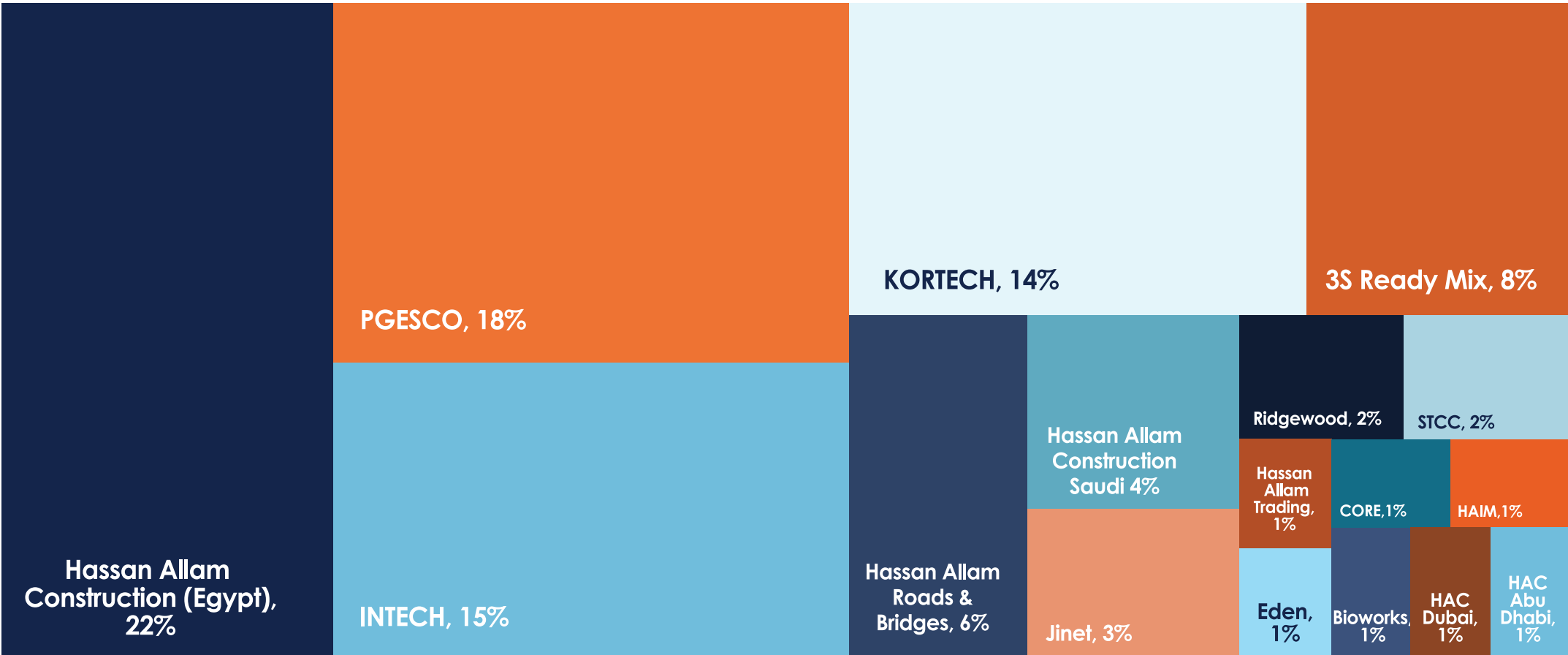
Specifically, 97% of total scope 1 emissions originated from project sites, primarily driven by the reliance on on-site fuel-powered generators. Concurrently, 64% of scope 2 emissions were attributed to project sites, reflecting increased electricity consumption at these sites.

The 2024 carbon footprint distribution, as shown in the following figure, highlights Hassan Allam Construction (Egypt), PGESCO, INTECH and Kortech as the largest contributors. Hassan Allam Construction (22.0%) recorded the highest emissions, followed by PGESCO (17.9%), Intech (14.6%) and Kortech (13.7%), reflecting their operational scale. The inclusion of additional subsidiaries within the reporting boundary has also influenced the overall footprint distribution. Moving forward, these insights will help identify areas for targeted emission reduction initiatives.

% of Total Emissions

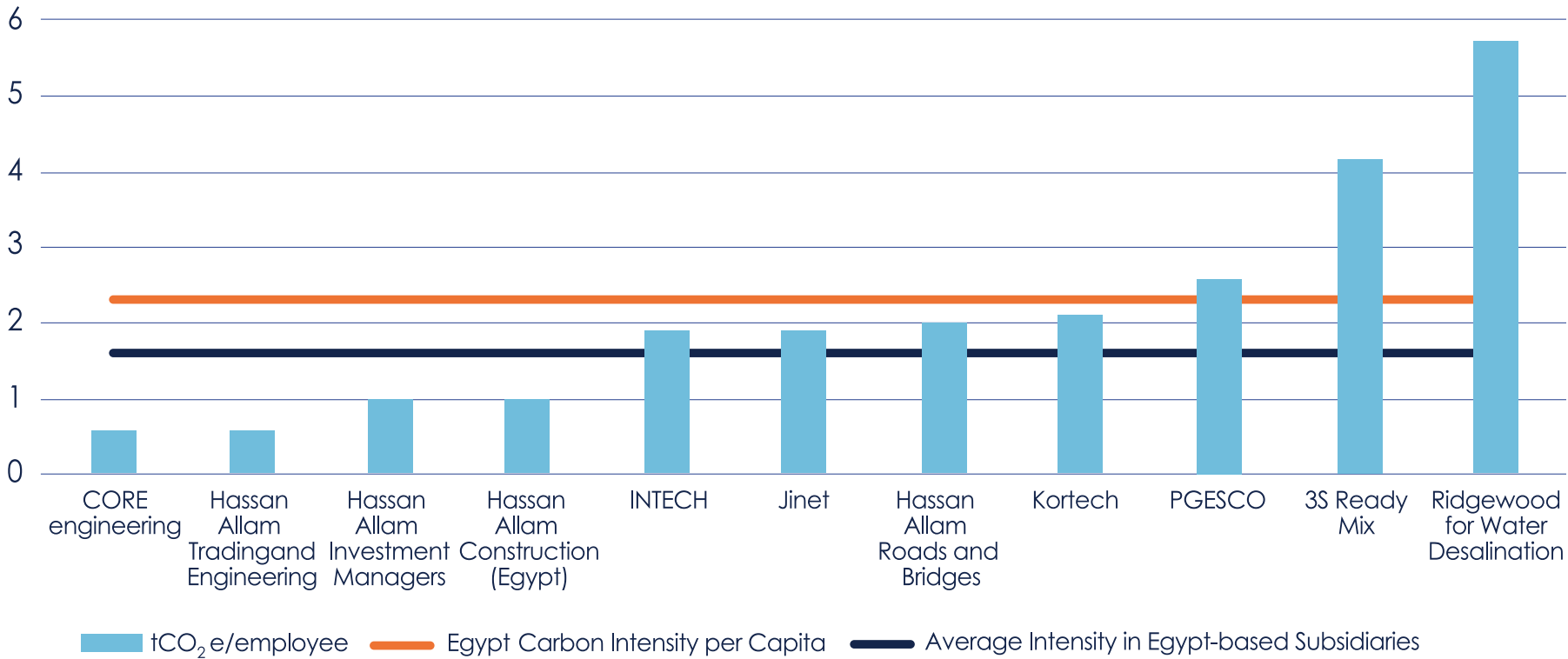


Scopes 1+2 by Subsidiary Head Office

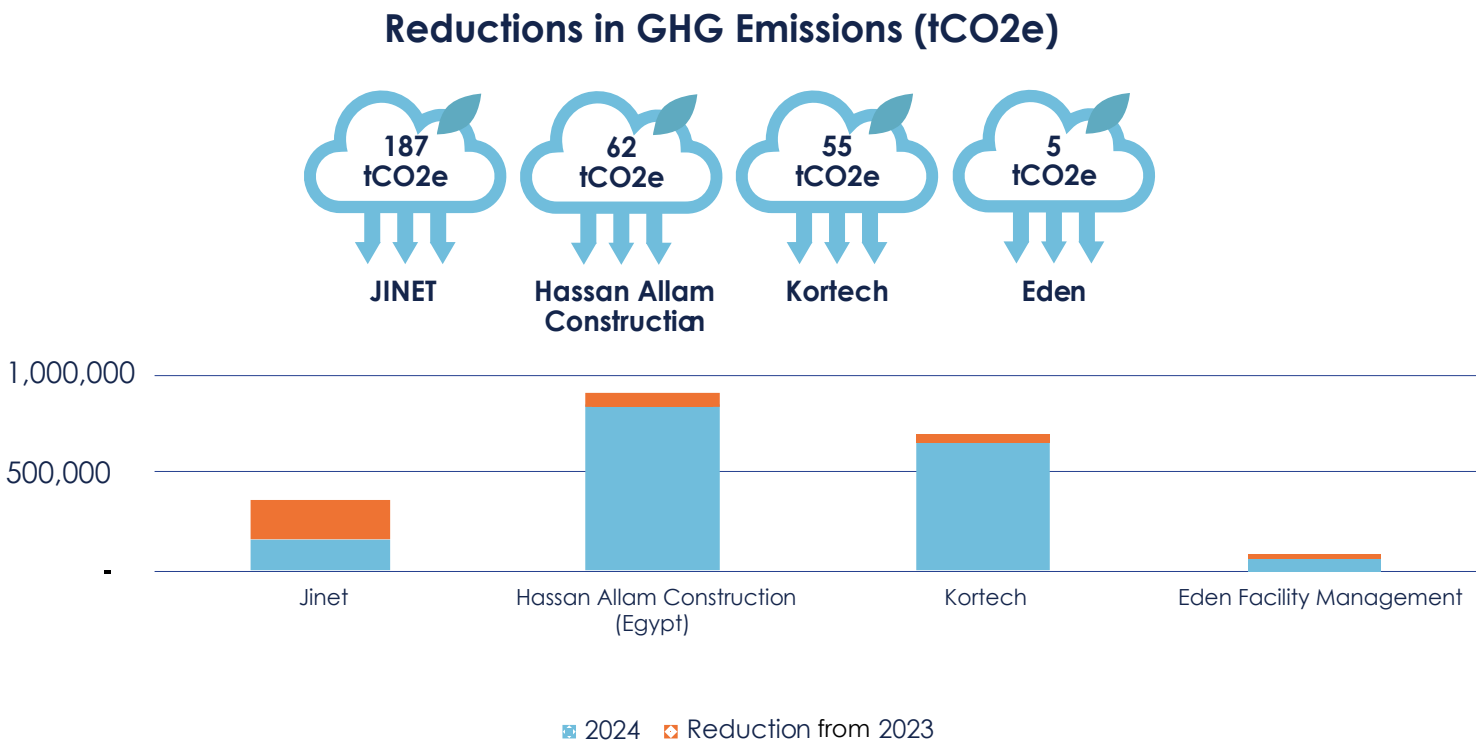


The carbon intensity metric (tCO₂e/employee) varies significantly among subsidiaries, with Ridgewood showing the highest carbon intensity at approximately 5.68 tCO₂e per employee, followed by 3S Ready Mix at 4.16 tCO₂e per employee. In contrast, CORE Engineering reports a significantly lower intensity of 0.53 tCO₂e per employee. When compared to Egypt's average carbon intensity per capita (2.3 tCO₂e)²², most subsidiaries were shown to fall below this benchmark. Additionally, the company's average carbon intensity per employee is recorded at 1.6 tCO₂e, indicating a moderately lower footprint relative to the national per capita average.

Carbon Intensity for Head Offices (tCO₂ e per Employee)



²² Reference: <https://ourworldindata.org/co2/country/egypt>



Compared to 2023, emissions from Hassan Allam Construction, Kortech, Eden and Jinet decreased. Jinet was the subsidiary with the largest CO₂e emissions reduction with 187 tCO₂e reduced from Scope 1 (Mobile Combustion). Hassan Allam Construction has decreased its emissions by almost 62 tCO₂e, from Scope 2, through implementing energy efficient measures and installing PV panels on its office building. Finally, Kortech reduced its emissions by 55 tCO₂e in Scope 2.

Scope 1 – Direct Emissions

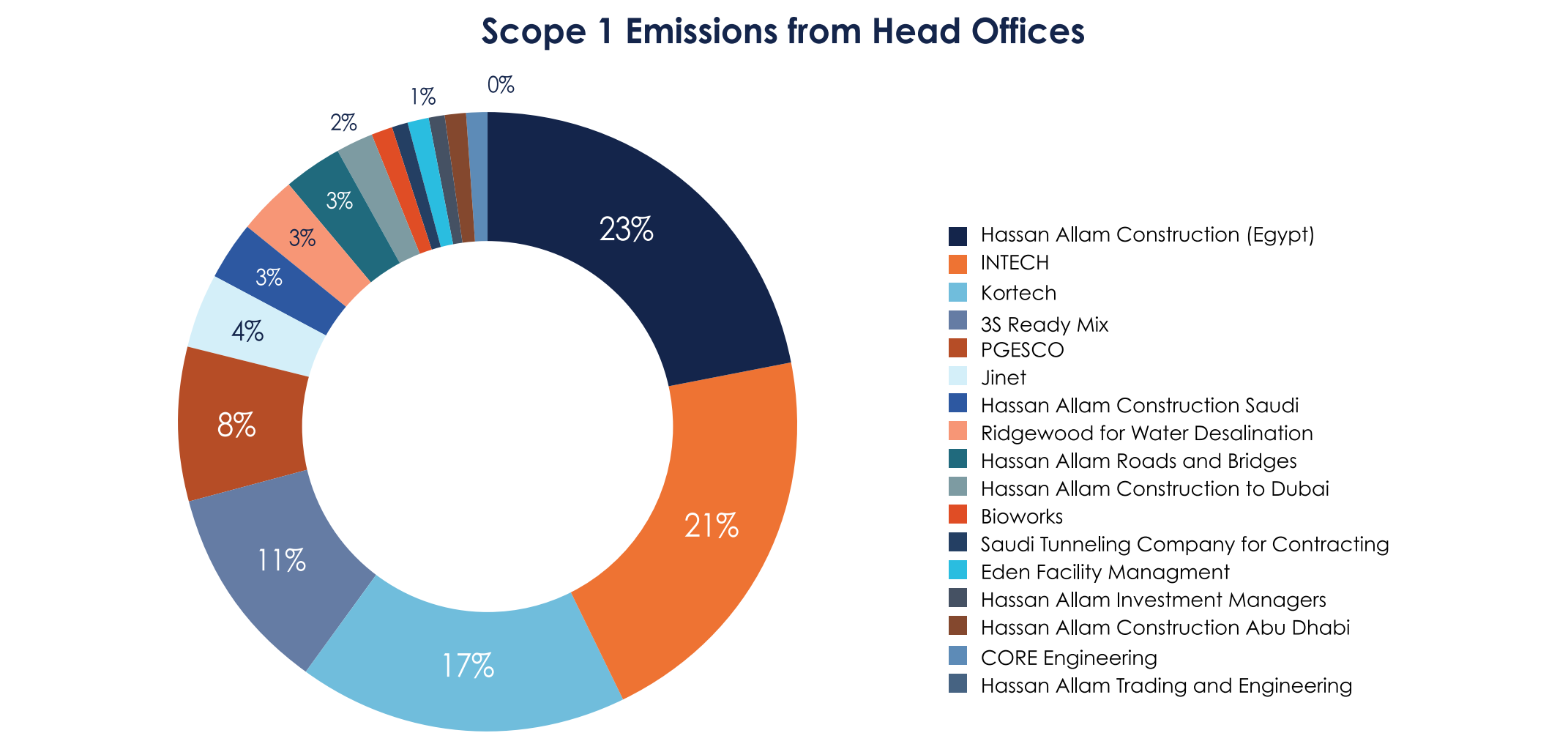
Scope 1 emissions include stationary combustion, mobile combustion, and fugitive emissions. Stationary combustion, primarily from generators, remains the dominant source, with diesel as the main fuel, alongside natural gas. Mobile combustion results from fuel use in company-owned vehicles and machinery, while fugitive emissions stem from unintentional GHG releases, such as equipment leaks or venting.

In 2024, Scope 1 emissions accounted for 93% of total emissions, with a total of 156,093 tCO₂e, reflecting a decline from 186,626 tCO₂e in 2023. This reduction is largely due to the decrease in Hassan Allam Construction's project sites in Egypt. The primary sources of Scope 1 emissions in 2024 remain stationary and mobile combustion, largely driven by fuel consumption.

| Scope 1 Head Offices | Emissions | |
|-------------------------|--------------------|-------|
| | tCO ₂ e | % |
| Stationary Combustion | 304.26 | 6.6% |
| Mobile Combustion | 2,862.75 | 62.0% |
| Fugitive Emissions | 1,450.51 | 31.4% |
| Fertilizers | 0.91 | |
| Refrigerants | 1,408.46 | |
| Firefighting | 41.14 | |
| Total Scope 1 Emissions | 4,617.52 | |

The top emitter this year is Hassan Allam Construction, accounting for approximately 22% of total Scope 1 emissions. Following closely are INTECH (21%) and Kortech (17%), which have both seen a rise in their emissions compared to previous years. Meanwhile, Jinet, contributing 4.2%, has successfully reduced its footprint compared to 2023.

Notably, subsidiaries such as Eden and Bioworks have shown progress in emission reductions, demonstrating improvements in operational efficiency and energy use. While some subsidiaries have managed to curb their emissions, others have experienced moderate increases, underscoring the need for continued efforts in optimizing fuel consumption and enhancing sustainability initiatives.



On the other hand, Hassan Allam Construction's project sites in Egypt produce over 73% of their Scope 1 emissions from stationary combustion. Mobile combustion contributes 24.3%, while fugitive emissions make up only 2.3%.

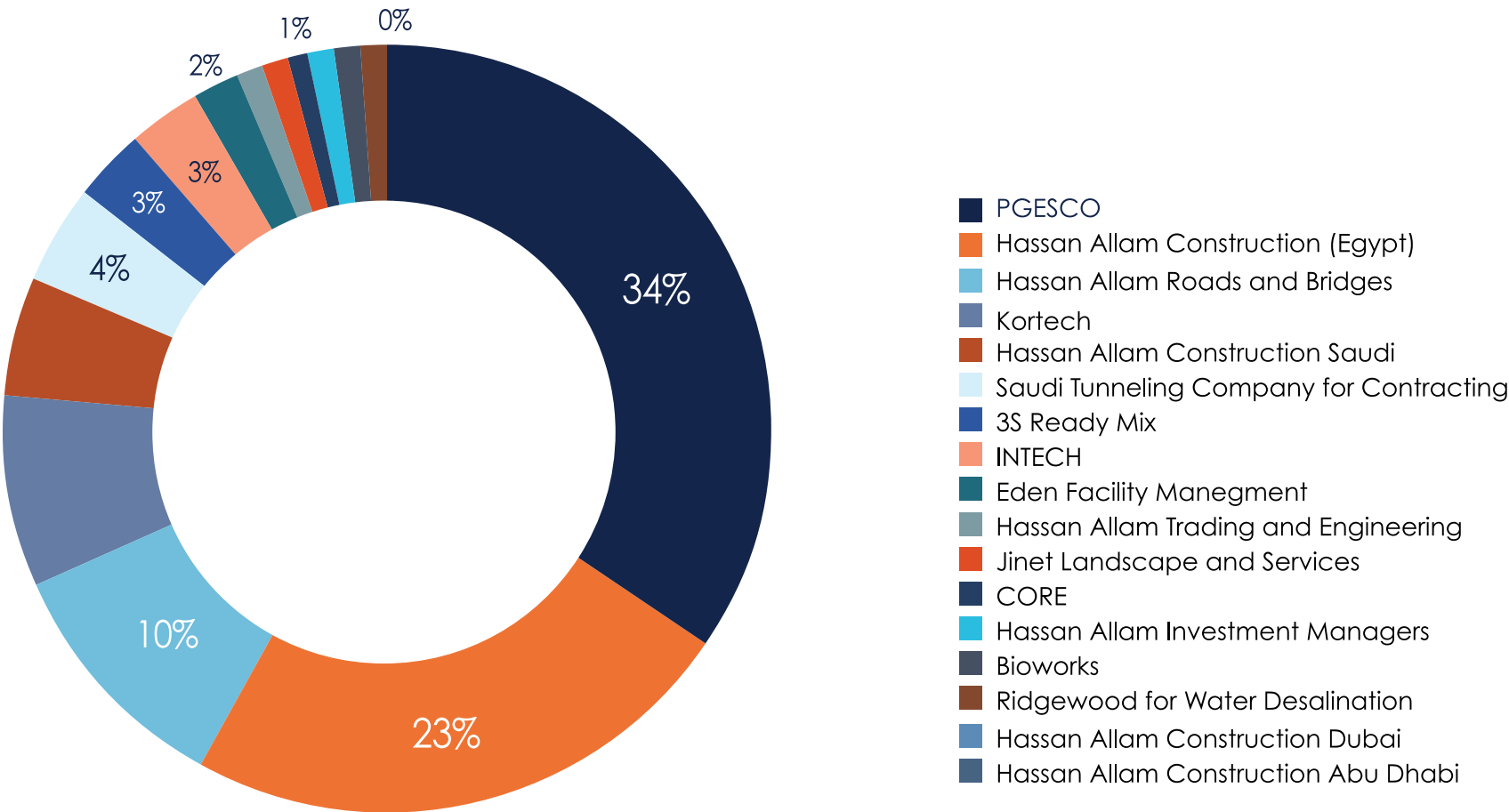
| Scope 1 Sites | Emissions | |
|-------------------------|--------------------|-------|
| | tCO ₂ e | % |
| Stationary Combustion | 111,079.26 | 73.3% |
| Mobile Combustion | 36,850.72 | 24.3% |
| Fugitive Emissions | 3,545.46 | 2.3% |
| Fertilizers | 0.00 | |
| Refrigerants | 3,545.10 | |
| Firefighting | 0.36 | |
| Total Scope 1 Emissions | 151,475.44 | |

Scope 2 – Indirect Emissions

Scope 2 emissions arise from indirect sources, primarily purchased electricity from providers. Unlike construction sites, which primarily rely on generators, head offices were the primary focus of analysis. In 2024, Scope 2 emissions saw a significant increase due to an expansion in the reporting boundary rather than an actual rise in energy consumption per entity.

The leading contributor to Scope 2 emissions was PGESCO, accounting for 34% of total Scope 2 emissions, followed by Hassan Allam Construction at 23% and Hassan Allam Roads and Bridges at 10%. Additionally, Hassan Allam Construction, Kortech, and CORE Engineering have achieved significant reduction in Scope 2 emissions from 2023.

Scope 2 Emissions from Head Offices



The overall emissions from Scopes 1 and 2 can be found in the table below:

| Total GHG Emissions | tCO ₂ e | % |
|---------------------|--------------------|-----|
| Scope 1 | 156,092.97 | 93% |
| Scope 2 | 11,690.95 | 7% |
| Total | 167,783.92 | |

Expanding the Use of Solar Energy across Hassan Allam Holding

As part of its commitment to renewable energy and emissions reduction, Hassan Allam Holding has installed three solar power plants across key facilities, significantly cutting carbon emissions and enhancing energy efficiency.

At the Head Office in Sheraton, a 355 KWp solar plant now powers over 50% of the headquarters' energy needs, reducing 150 tCO₂e emissions annually. This initiative supports the office's EDGE green building certification and promotes sustainable energy use.

Similarly, the Support Division has commissioned a 131.1 KWp solar plant across three buildings, supplying 25% of their energy consumption and avoiding 55 tCO₂e emissions per year.

In Alexandria, Hassan Allam Construction's Steel Fabrication Division has integrated a 490 KWp solar plant, covering over 55% of its energy demand and cutting 207 tCO₂e emissions annually.

These projects mark a significant step toward reducing reliance on conventional energy, reinforcing Hassan Allam Holding's leadership in sustainability and commitment to a low-carbon future.



CACC Cargolinx takes a bold step towards Net Zero with Science-Based Targets

CACC Cargolinx has committed to reducing its carbon footprint by 54.6% emissions reduction by 2033 and 90% by 2050, in alignment with Science-Based Targets. Its decarbonization roadmap focuses on transitioning to low-GWP refrigerants, adopting renewable energy, and enhancing efficiency. By tackling key emission hotspots, CACC Cargolinx is leading sustainability efforts in Egypt's logistics sector.

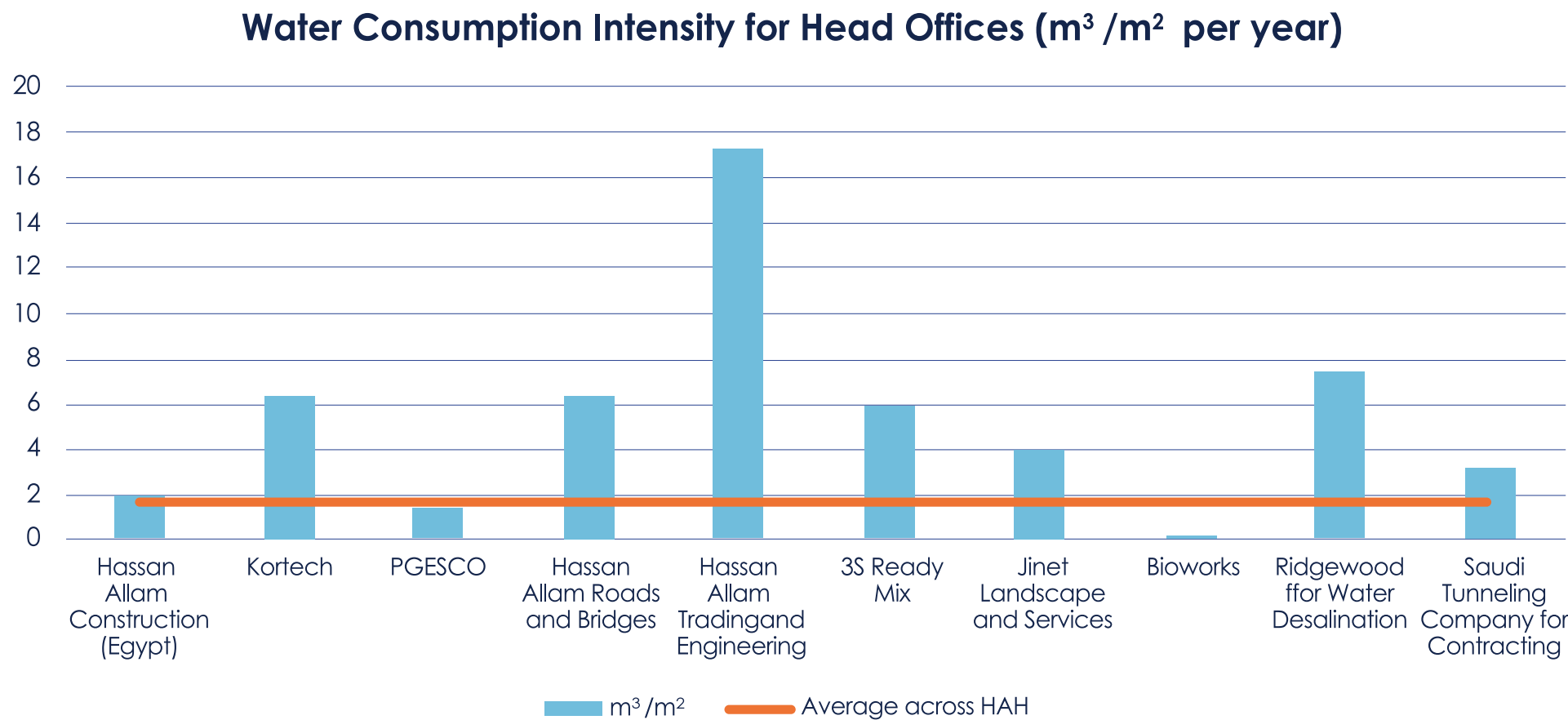


Water

Hassan Allam Holding recognizes the critical importance of water conservation and is actively implementing strategies to manage our water consumption efficiently across all our operations. We are committed to establishing benchmarks, identifying areas for improvement, and promoting responsible water use throughout the Group.

Water Consumption and Savings across our Group

Hassan Allam Holding is committed to sustainable water management. To support this commitment, we started measuring our water consumption across subsidiaries to establish a benchmark. On average, the Group's offices consume 3.09 m³/m² per year, as shown in the below graph.



Bioworks records the lowest water consumption among the subsidiaries at 0.15 m³/m², showcasing industry-leading efficiency. Other offices, such as PGESCO (1.28 m³/m²) and Hassan Allam Construction (1.97 m³/m²), also maintain impressive water savings. On the higher end, Hassan Allam Trading and Engineering (17.19 m³/m²) and Ridgewood (7.41 m³/m²) highlight areas for further optimization.

These results emphasize the Group's efforts to reduce water demand through efficiency measures, awareness campaigns, and sustainable infrastructure. The company remains committed to continuous improvement, ensuring responsible water use across all facilities.

10,000 m3

Annual Water Savings in Hassan Allam Holding's Head Office since 2023

150,000 m3

Expected Water Savings from Edge Advanced Certified Warehouses in YANMU East

The New Delta Water Treatment Plant is a Global Sustainability Landmark

Hassan Allam Construction, alongside key partners, has played a pivotal role in delivering the world's largest water treatment facility, the New Delta Irrigation Water Treatment Plant, earning four Guinness World Records. These include the largest water treatment facility, most capacious treatment plant, largest epoxy-coated area, and biggest sludge treatment plant globally.









With a remarkable production capacity of 7.5 million m³/day, the plant treats agricultural drainage water to support the reclamation and development of 2 million acres in Egypt's Western Delta region. Covering 320,000 m², it operates at an impressive 86.8 m³/second, with a sludge treatment capability of 670.01 kg/s. Completed in a record 24 months, this project is a cornerstone of Egypt's national water resources plan, ensuring long-term water security, agricultural sustainability, and environmental resilience. This landmark achievement by Hassan Allam Construction is just one example of the wide array of water-related projects our Group undertakes, all contributing to broader climate change adaptation efforts within the region.

MATERIAL FLOWS

Our Commitment

We commit to prioritizing resource efficiency and waste reduction in all our operations, while promoting a circular economy.

| FOCUS | TARGET | STATUS | 2024 PERFORMANCE |
|-----------------------|--|---|---|
| Circular Operations | Integrated waste management system in 2025 |  | |
| | Attain BS 8001 or True Zero Waste certification in 2028 |  | |
| | Implement a framework for industrial symbioses in 2025 |  | We have diverted scrap waste from landfills at Hassan Allam Construction, Hassan Allam Roads and Bridges, 3S Ready Mix, and Kortech's project sites |
| | Zero waste to landfill from operations in 2030 |  | |
| Products and Services | 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 |  | |

 Achieved

 In Progress

 Not Started

| RELEVANT POLICIES AND PROCEDURES |
|---|
| Hassan Allam Construction's Corporate Scrap Procedure |
| This document outlines the procedures for managing scrap materials within Hassan Allam Construction. It details the classification of scrap materials, methods for disposal, inventory analysis, and the selling process of scrap materials. The procedure aims to minimize waste, promote recycling, and ensure compliance with environmental and legal regulations. |

Resource Efficiency and Circular Operations

Building upon a long-standing commitment to environmental stewardship and resource efficiency, Hassan Allam Construction continues to refine material flow management. A key advancement in this effort is the establishment of a dedicated Supply Chain Department. This department plays a crucial role in optimizing the entire material flow chain through strategic supply planning and forecasting and volume consolidation for bulk purchases. By developing tailored inventory strategies and enhancing Enterprise Resource Planning through SAP processes, efficient material handling and quality control are ensured throughout warehouses.

This proactive approach to supply chain management significantly contributes to waste reduction and resource efficiency, reflecting a commitment to sustainable construction practices. This year, in 2024, the Supply Chain Department optimized steel rebar flow, reducing inventory and scrap through improved planning. Remaining scrap is sold to suppliers to be recycled, completing the circular material flow.

” Mohamed Said, Supply Chain Director at Hassan Allam Construction

As Supply Chain Director at Hassan Allam Construction, I am proud to highlight the significant effort we’ve made in integrating sustainability into our operations. We have implemented several key initiatives that demonstrate our commitment to reducing our company's environmental impact. For example, in our warehouses, we shifted to bolted storage structures for easy dismantling and reuse, and repurposed wood waste for shelving, minimizing material waste and procurement needs. We also standardized the steel sections, significantly reducing our annual steel consumption.

Furthermore, we optimized our inventory management through a stock-to-order system for tools and consumables, reducing surplus and unnecessary resource consumption. Additionally, by implementing inventory control of bulk materials like steel rebar and cement, we streamlined operations and reduced costs. Furthermore, by redesigning storage solutions, we have maximized warehouse space utilization. Finally, our initiative to sell surplus materials to traders promotes a circular economy, turning unused resources into liquid assets.

These efforts reflect our dedication to the pillars of sustainability through good governance and better economic, social and environmental impact. By embedding these practices into our supply chain, we are not only enhancing operational efficiency but also contributing to global sustainability goals. At Hassan Allam Construction, we are committed to building a future where sustainable supply chain excellence is the standard.

Cut and Bend Pilot Project

Hassan Allam Construction is leading the way in sustainable construction with the prefabrication of 300 tons of steel rebars. Moving cutting and bending from the construction site to our factory workshop has dramatically reduced steel waste. Traditional on-site methods generated 9,000 kg of waste (3%), but our prefabrication process cuts this to only 900 kg. This not only minimizes environmental impact but also drives significant resource efficiencies. Compared to on-site fabrication, we save 50 days of labor, 56 hours of mobile crane operation, 45 hours of cutting machine time, 35 hours of bending machine time, and 56 hours of generator, flatbed, and tractor time for steel transport.

Warehouse Racking System and Layouts

Driven by our commitment to sustainability, we have transformed our warehouse racking system for both new and ongoing projects, moving from traditional welded fixed steel structures to movable recycled steel units. This change significantly enhances material efficiency by using recycled steel, including Roman Hanger pipes from cantilever shades, and drastically reduces our reliance on new raw materials. This innovative design not only minimizes waste from the outset but also lowers energy consumption, since recycled steel requires less processing than virgin materials, resulting in fewer emissions and a reduced environmental impact. Moreover, the movable storage units' versatility and adaptability extend their lifespan, enabling easy adjustments or reconfigurations without the need for total replacements. This transition exemplifies our dedication to minimizing waste, maximizing material lifecycles, and prioritizing environmental stewardship.

Enhanced Designs for Racking Systems



Zero Waste to Landfill

In line with our commitment to achieving circular operations and our ambition to reach zero waste to landfill, Hassan Allam Holding has made significant strides in diverting waste from its construction sites in Egypt. Specifically, 5,500+ tons of waste were diverted from landfill in 2024 alone. Since August 2022, our cumulative efforts have resulted in 16,200+ tons of waste being diverted. These figures, along with the detailed categorization of waste types presented in the following graphs, showcase the progress made by each subsidiary in our ongoing efforts to minimize waste and transition to more sustainable operational practices.

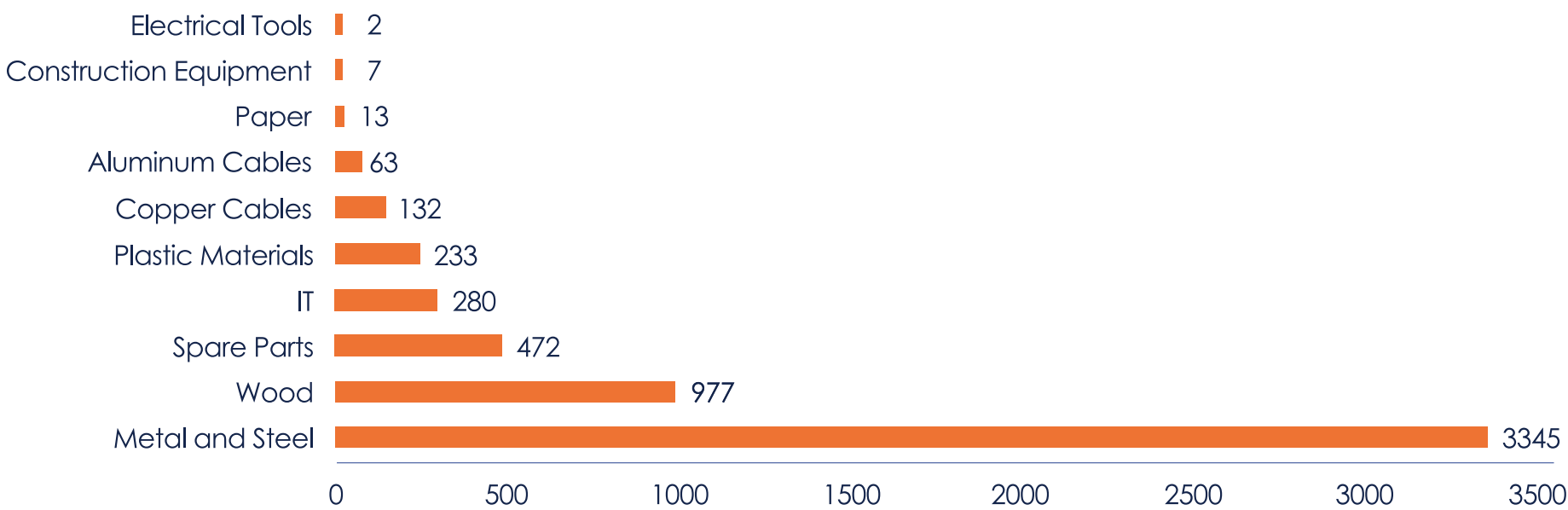
5,500+ tons

Waste Diverted from Landfill in 2024 through
Construction Sites in Egypt

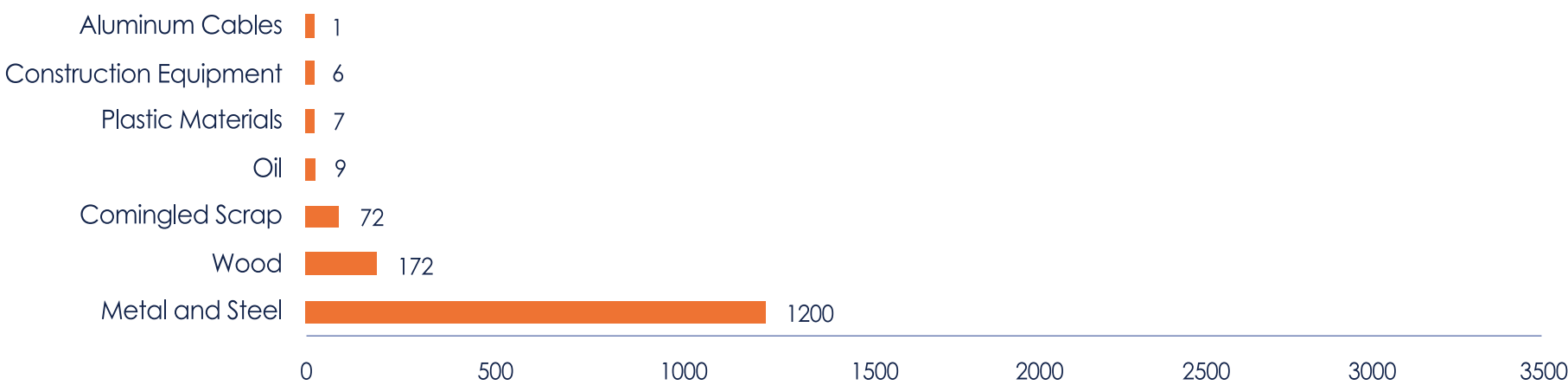
16,200+ tons

Total Waste Diverted from Landfill
since August 2022 through Construction Sites in Egypt

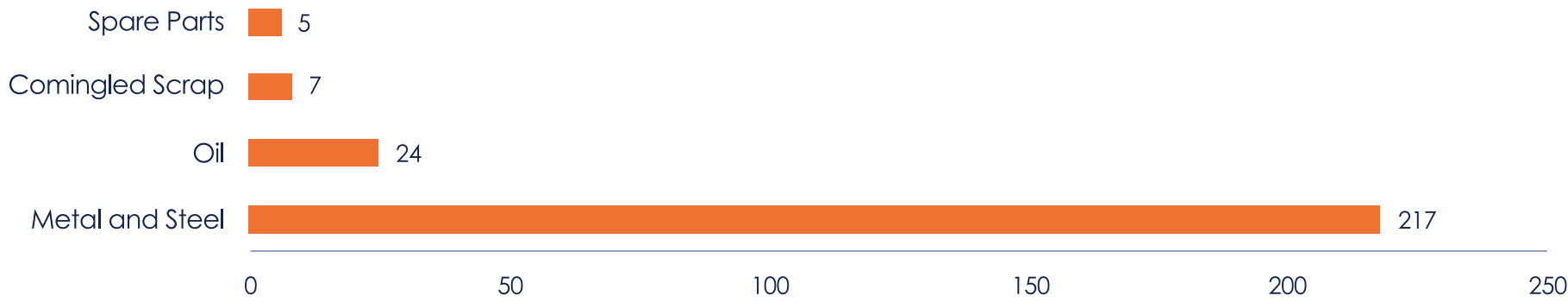
Hassan Allam Construction (tons/year)



Hassan Allam Roads and Bridges (tons/year)



3S Ready Mix (tons/year)



3S Ready Mix Hazardous Materials Management

To enhance sustainable waste management, 3S Ready Mix has been approved by the Egyptian Waste Management Regulatory Authority to engage in the activity of transporting hazardous waste, in accordance with the Waste Management Regulation Law No. 202 of 2020.

Green Materials

Hassan Allam Holding is committed to achieving ambitious sustainability targets, including prioritizing low-impact, recycled, and renewable inputs by 2025. The following case studies demonstrate our proactive approach to these goals through the adoption of green materials.

3S Ready Mix's CEM III Cement-based Concrete

3S Ready Mix demonstrates a strong commitment to sustainable green materials through its strategic adoption of CEM III cement. Recognizing the construction industry's environmental impact, 3S significantly reduces its carbon footprint by replacing substantial portions of Ordinary Portland Cement (OPC) with CEM III, a blended cement rich in Ground Granulated Blast Furnace Slag (GGBFS). This practice not only lowers CO2 emissions by an impressive 40-70% per ton of cement, leveraging the by-product of the steel industry, but also maintains and enhances concrete durability and performance. By prioritizing CEM III, 3S Ready Mix effectively translates its dedication to eco-friendly materials into tangible environmental benefits, aligning with Hassan Allam Holding's broader sustainability goals.

Pozzolanic Cement at Hassan Allam Construction

Hassan Allam Construction's brick factory significantly reduced its environmental impact by substituting 4,220 tons of traditional cement with pozzolanic cement. This sustainable material, known for its lower CO2 emissions and enhanced durability, demonstrates our commitment to eco-conscious practices and innovative waste utilization.

08

APPENDICES

- Glossary of Terms, Abbreviations, and Acronyms
- List of Indicators
- Content Indices (GRI, SASB, UN Global Compact, TCFD)
- Limited Assurance Statement

GLOSSARY OF TERMS, ABBREVIATIONS, AND ACRONYMS

| | |
|----------------|--|
| 3PL | Third-Party Logistics |
| BIM | Building Information Management |
| BOO | Build-Own-Operate |
| BOOT | Build-Own-Operate-Transfer |
| BTS | Built-to-Suit |
| CACC Cargolinx | Cairo Airport Cargo Company Cargolinx |
| CAPEX | Capital Expenditure |
| CDP | Carbon Disclosure Project |
| CE | Construction Equipment |
| CEO | Chief Executive Officer |
| CO2 | Carbon Dioxide |
| COBIT | Control Objectives for Information Technologies |
| COP | Conference of Parties (UN Climate Change) |
| CSA | Corporate Sustainability Assessment |
| CSR | Corporate Social Responsibility |
| CSRD | Corporate Sustainability Reporting Directive |
| DE&I | Diversity, Equality, and Inclusion |
| DRC | Democratic Republic of Congo |
| EAM | Enterprise Asset Management (MAXIMO is an EAM software by IBM) |
| EBRD | European Bank for Reconstruction and Development |
| EDEX | El Dabaa Expedition |
| EDGE or Edge | Excellence in Design for Greater Efficiencies |
| ENR | Engineering News Record |
| EPC | Engineering, Procurement, and Construction |
| EPD | Environmental Product Declaration |
| eq | Equivalent |
| ERP / SAP | Enterprise Resource Planning (SAP is an ERP software provider) |
| ESG | Environmental, Social, and Governance |
| ESMS | Environmental and Social Management System |
| ESRS | European Sustainability Reporting Standards |
| EU | European Union |
| FY | Financial Year |
| GBP | Green Bond Principles |
| GEM | Grand Egyptian Museum |
| GIP | Good International Practices |
| GRI | Global Reporting Initiative |
| GW | Gigawatt |
| HAC | Hassan Allam Construction |
| HAH | Hassan Allam Holding |
| HAIM | Hassan Allam Investment Managers |
| HALP or YANMU | Hassan Allam Logistics Parks |
| HARB | Hassan Allam Roads and Bridges |
| HATE | Hassan Allam Trading and Engineering |
| HAU | Hassan Allam Utilities |

| | |
|-----------|---|
| HR | Human Resources |
| HSE | Health, Safety, and Environment |
| ICMA | International Capital Market Association |
| IFC | International Finance Corporation |
| INTECH | International Environmental Technologies Co. |
| ISO | International Standardization Organization |
| IT | Information Technology |
| KM or km | Kilometer |
| KSA | Kingdom of Saudi Arabia |
| kV | Kilovolt |
| kWh | Kilowatt-hour |
| LEED | Leadership in Energy and Environmental Design |
| m | Meter |
| m2 or sqm | Square Meter |
| m3 | Cubic Meter |
| MEA | Middle East and Africa |
| MENA | Middle East and North Africa |
| MEP | Mechanical, Electrical, and Plumbing |
| MoU | Memorandum of Understanding |
| MW | Megawatt |
| MWh | Megawatt-hour |
| O&M | Operation and Maintenance |
| PGESCO | Power Generation Engineering and Services Company |
| PV | Photovoltaic |
| S&P | Standard and Poor's |
| SASB | Sustainability Accounting Standards Board |
| SDGs | Sustainable Development Goals |
| STCC | Saudi Tunneling Company for Contracting |
| STP | Sewage Treatment Plant |
| SWRO | Sea Water Reverse Osmosis |
| t | Metric Tons |
| TBT | Toolbox Talk |
| TCFD | Task Force on Climate-related Financial Disclosures |
| tCO2e | Metric Tons of Carbon Dioxide Equivalent |
| UAE | United Arab Emirates |
| UK | United Kingdom |
| UN | United Nations |
| UNDP | United Nations Development Programme |
| UNGC | United Nations Global Compact |
| USA | United States of America |
| WEPs | Women Empowerment Principles |
| WTP | Water Treatment Plant |
| WUF | World Urban Forum (UN Habitat) |
| WWTP | Wastewater Treatment Plant |

Introduction

About Hassan Allam Holding

Sustainability Impact

Steering The Future

Rewiring The Economy

Empowering Humanity

Preserving Our Planet

Appendices

LIST OF INDICATORS

SOCIAL

| Current Employees as of 31 December 2024 | | Total | by Gender | |
|--|---------|--------|-----------|--------|
| Company Name | Country | | Male | Female |
| Hassan Allam Holding | Egypt | 170 | 126 | 44 |
| Hassan Allam Construction | Egypt | 5,671 | 5,342 | 329 |
| Hassan Allam Construction | KSA | 2,792 | 2,647 | 145 |
| Hassan Allam Construction | UAE | 47 | 42 | 5 |
| Hassan Allam Roads and Bridges | Egypt | 1,544 | 1,527 | 17 |
| Hassan Allam Roads and Bridges | KSA | 4 | 4 | - |
| Kortech | Egypt | 567 | 499 | 68 |
| INTECH | Egypt | 1,076 | 1,011 | 65 |
| Saudi Tunneling Company for Contracting | KSA | 233 | 223 | 10 |
| 3S Ready Mix | Egypt | 82 | 71 | 11 |
| 3S Ready Mix | KSA | 1 | 1 | - |
| Jinet Landscape and Services | Egypt | 315 | 283 | 32 |
| Eden Facility Management | Egypt | 3,786 | 3,339 | 447 |
| Eden Facility Management | KSA | 4 | 3 | 1 |
| PGESCO | Egypt | 391 | 324 | 67 |
| BIOWORKS Verfahrenstechnik GmbH | Germany | 45 | 32 | 13 |
| CORE Engineering Specialized Works | Egypt | 70 | 60 | 10 |
| Hassan Allam Trading & Engineering | Egypt | 43 | 28 | 15 |
| Hassan Allam Investment Managers | Egypt | 48 | 31 | 17 |
| Legacy Development and Management | Egypt | 88 | 48 | 40 |
| Ridgewood for Water Desalination | Egypt | 406 | 384 | 22 |
| Hassan Allam Logistics Parks (YANMU) | Egypt | 3 | 3 | - |
| CACC Cargolinx | Egypt | 581 | 545 | 36 |
| Total | | 17,966 | 16,573 | 1,394 |
| Percentage from Total | | 100% | 92% | 8% |

| Current Employees by Category as of 31 December 2024 | by Gender | | by Age Group | | |
|--|-----------|--------|--------------|---------|----------|
| | Male | Female | Under 30 | 30 – 50 | Above 50 |
| Top Management | 36 | 3 | - | 20 | 19 |
| Directors | 200 | 19 | - | 128 | 91 |
| Senior Managers | 209 | 15 | - | 156 | 60 |
| Managers | 1,044 | 69 | 1 | 895 | 217 |
| Section Heads | 1,324 | 99 | 10 | 1,340 | 76 |
| Professionals | 4,064 | 536 | 1,722 | 2,742 | 187 |
| Ancillary | 3,165 | 251 | 1,085 | 1,991 | 317 |
| Blue Collars (registered to company) | 6,524 | 406 | 1,904 | 4,354 | 634 |
| Total | 16,566 | 1,398 | 4,722 | 11,626 | 1,601 |
| Percentage from Total | 92% | 8% | 26% | 65% | 9% |

| Current Employees as of 31 December 2024 | | by Age Group | | |
|--|---------|--------------|---------|----------|
| Company Name | Country | Under 30 | 30 - 50 | Above 50 |
| Hassan Allam Holding | Egypt | 47 | 113 | 10 |
| Hassan Allam Construction | Egypt | 975 | 4,143 | 553 |
| Hassan Allam Construction Saudi | KSA | 721 | 1,935 | 136 |
| Hassan Allam Construction | UAE | 7 | 35 | 5 |
| Hassan Allam Roads and Bridges | Egypt | 526 | 912 | 106 |
| Hassan Allam Roads and Bridges | KSA | - | 4 | - |
| Kortech | Egypt | 103 | 422 | 42 |
| INTECH | Egypt | 119 | 738 | 139 |
| Saudi Tunneling Company for Contracting | KSA | 34 | 175 | 24 |
| 3S Ready Mix | Egypt | 25 | 56 | 1 |
| Jinet Landscape and Services | Egypt | 125 | 179 | 11 |
| Eden Facility Management | Egypt | 1,355 | 2,277 | 154 |
| PGESCO | Egypt | 88 | 228 | 78 |
| BIOWORKS Verfahrenstechnik GmbH | Germany | 5 | 21 | 19 |
| CORE Engineering Specialized Works | Egypt | 11 | 51 | 8 |
| Hassan Allam Trading & Engineering | Egypt | 18 | 21 | 4 |
| Hassan Allam Investment Managers | Egypt | 10 | 37 | 1 |
| Legacy Development and Management | Egypt | 42 | 42 | 4 |
| Ridgewood for Water Desalination | Egypt | 102 | 269 | 35 |
| Hassan Allam Logistics Parks (YANMU) | Egypt | - | 2 | 1 |
| CACC Cargolinx | Egypt | 83 | 399 | 99 |
| Total | | 4,396 | 12,059 | 1,430 |
| Percentage from Total | | 25% | 67% | 8% |

| Workers who are not Employees by Category | | Total | by Gender | | by Age Group | | |
|---|------------|--------|-----------|--------|--------------|---------|----------|
| | | | Male | Female | Under 30 | 30 - 50 | Above 50 |
| Blue Collar Workers | Direct | 26,459 | 25,944 | 515 | 10,970 | 12,840 | 2,549 |
| | S/C or BPO | 2,944 | 2,733 | 211 | 1,347 | 1,309 | 288 |
| Total | | 29,403 | 28,677 | 726 | 12,317 | 14,149 | 2,837 |

| New Hires & Turnover by Category from 1 January 2024 to 31 December 2024 | | New Hires | | Turnover | |
|--|----------|-----------|-----|----------|------|
| | | Number | % | Number | Rate |
| Gender | Male | 3,267 | 89% | 2,276 | 14% |
| | Female | 413 | 11% | 272 | 21% |
| Age Group | Under 30 | 1,765 | 48% | 1,007 | 25% |
| | 30 - 50 | 1,813 | 49% | 1,464 | 12% |
| | Above 50 | 91 | 3% | 105 | 7% |

LIST OF INDICATORS

SOCIAL

| Employees who received Performance Reviews from 1 January 2024 to 31 December 2024 | | | | Training Hours by Category from 1 January 2024 to 31 December 2024 | | |
|--|--------|--------|------------|--|-----------------|--------|
| Category | | Number | % of Total | Category | Number of Hours | |
| Gender | Male | 10,643 | 64% | Gender | Male | 77,265 |
| | Female | 811 | 58% | | Female | 8,164 |
| Top Management | | 15 | 38% | Top Management | | 113 |
| Directors | | 98 | 45% | Directors | | 1,591 |
| Senior Managers | | 166 | 77% | Senior Managers | | 2,356 |
| Managers | | 903 | 81% | Managers | | 12,287 |
| Section Heads | | 1,164 | 82% | Section Heads | | 14,686 |
| Professionals | | 3,737 | 80% | Professionals | | 43,833 |
| Ancillary | | 2,268 | 67% | Ancillary | | 5,473 |
| Blue Collars (registered to company) | | 3,548 | 51% | Blue Collars (registered to company) | | 8,836 |

| Interns | | | |
|----------|--------|-------------------------------|--------------------------------|
| Category | | Number of University Students | Number of High School Students |
| Gender | Male | 326 | 4 |
| | Female | 241 | 47 |

| Parental Leave from 1 January 2024 to 31 December 2024 | | Number of Employees who took Parental Leave | Number of Employees who returned after Parental Leave |
|--|--------|---|---|
| Gender | Male | 8 | 8 |
| | Female | 31 | 14 |

| Injuries and First Aid Cases by Direct Workers / Employees and Subcontractors (S/C) ²³ | | Lost Time Injuries (LTI) | | Medical Treatment Injuries (MTI) | | First Aid Cases (FAC) | |
|---|---------|--------------------------|-----|----------------------------------|-----|-----------------------|-------|
| Company Name | Country | Direct | S/C | Direct | S/C | Direct | S/C |
| Hassan Allam Construction | Egypt | 44 | 8 | 53 | 20 | 1,097 | 420 |
| Hassan Allam Construction Saudi | KSA | 1 | - | 6 | 1 | 39 | 46 |
| Hassan Allam Roads and Bridges | Egypt | 4 | 8 | 18 | 32 | 8,776 | 1,224 |
| Kortech | Egypt | - | - | - | - | - | - |
| INTECH | Egypt | - | - | 1 | - | 36 | 141 |
| Saudi Tunneling Company for Contracting | KSA | 6 | - | - | - | - | - |
| 3S Ready Mix Concrete | Egypt | - | 2 | - | 2 | - | - |
| Jinet Landscape and Services | Egypt | 9 | 8 | 18 | 15 | 140 | 31 |
| Eden Facility Management | Egypt | 5 | - | - | - | - | - |
| PGESCO | Egypt | - | - | - | - | - | 44 |
| CORE Engineering Specialized Works | Egypt | - | - | - | 1 | - | 1 |
| CACC Cargolinx | Egypt | 25 | - | - | - | - | - |

²³ Direct = Direct Workers / Employees S/C = Sub-contracted Workers

| Rates by Direct Workers / Employees and Subcontractors (S/C) | | Lost Time Injuries (LTI) Rates | | Recordability Rates | |
|--|---------|--------------------------------|-----|---------------------|------|
| Company Name | Country | Direct | S/C | Direct | S/C |
| Hassan Allam Construction | Egypt | 0.6 | 0.3 | 1.4 | 1.0 |
| Hassan Allam Construction Saudi | KSA | 0.1 | - | 0.8 | 0.2 |
| Hassan Allam Roads and Bridges | Egypt | - | 5.0 | 3.1 | 27.0 |
| Kortech | Egypt | - | - | - | 1.0 |
| INTECH | Egypt | - | - | 0.5 | - |
| Saudi Tunneling Company for Contracting | KSA | 13.0 | - | 13.4 | - |
| 3S Ready Mix Concrete | Egypt | - | 2.0 | - | 2.5 |
| Jinet Landscape and Services | Egypt | 57.6 | 3.0 | 172.7 | 3.0 |
| Eden Facility Management | Egypt | 1.0 | - | 1.3 | - |
| PGESCO | Egypt | - | - | 0.0 | - |
| CORE Engineering Specialized Works | Egypt | - | - | - | 1.0 |
| CACC Cargolinx | Egypt | 23.0 | - | 24.2 | - |

| Number of Hours Worked by Direct Workers / Employees and Subcontractors (S/C) | | | |
|---|---------|------------|------------|
| Company Name | Country | Direct | S/C |
| Hassan Allam Construction | Egypt | 69,292,051 | 29,391,941 |
| Hassan Allam Construction Saudi | KSA | 8,523,851 | 5,999,948 |
| Hassan Allam Roads and Bridges | Egypt | 8,159,424 | 1,497,600 |
| Kortech | Egypt | 1,241,042 | 1,311,139 |
| INTECH | Egypt | 1,827,176 | 1,481,181 |
| Saudi Tunneling Company for Contracting | KSA | 449,259 | - |
| 3S Ready Mix Concrete | Egypt | 164,736 | 1,462,713 |
| Jinet Landscape and Services | Egypt | 156,299 | 593,400 |
| Eden Facility Management | Egypt | 3,953,096 | - |
| PGESCO | Egypt | 294,908 | 352,856 |
| CORE Engineering Specialized Works | Egypt | 165,890 | 832,609 |
| CACC Cargolinx | Egypt | 1,074,070 | - |

| Number of Training Hours for Direct Workers / Employees and Subcontractors (S/C) | | | |
|--|---------|---------|--------|
| Company Name | Country | Direct | S/C |
| Hassan Allam Construction | Egypt | 152,272 | 33,101 |
| Hassan Allam Construction Saudi | KSA | 10,653 | 3,142 |
| Hassan Allam Roads and Bridges | Egypt | 3,870 | 680 |
| Kortech | Egypt | - | 4,834 |
| INTECH | Egypt | 4,382 | 6,340 |
| Saudi Tunneling Company for Contracting | KSA | 1,004 | - |
| 3S Ready Mix Concrete | Egypt | 590 | 4,500 |
| Jinet Landscape and Services | Egypt | 2,720 | 150 |
| PGESCO | Egypt | - | 1,754 |
| CORE Engineering Specialized Works | Egypt | 350 | 1,700 |

LIST OF INDICATORS

ENVIRONMENTAL

| Energy Consumption by Source in 2024 | | | Unit |
|--------------------------------------|------------|--|--------|
| Electricity | 30,925,675 | | kWh |
| Energy from Renewable Sources | 36,045 | | kWh |
| Diesel | 54,594,860 | | Liters |
| Gasoline | 975,186 | | Liters |
| Natural Gas | 6,489 | | m³ |

| GHG Emissions by Head Office | 2024 (tCO ₂ e) | Scope 1 (tCO ₂ e) | Scope 2 (tCO ₂ e) | Number of Employees | Intensity (tCO ₂ e/employee) |
|---|------------------------------|---------------------------------|---------------------------------|------------------------|--|
| Hassan Allam Construction | 1,037.982 | 629.581 | 407.402 | 1,134 | 0.914 |
| Hassan Allam Construction Saudi | 182.789 | 101.792 | 80.997 | 239 | 0.765 |
| Hassan Allam Construction Dubai | 50.910 | 49.710 | 1.200 | 10 | 5.091 |
| Hassan Allam Construction Abu Dhabi | 24.807 | 21.262 | 3.546 | 15 | 1.654 |
| Hassan Allam Roads and Bridges | 258.705 | 84.456 | 174.249 | 129 | 2.006 |
| Kortech | 639.209 | 503.151 | 136.058 | 310 | 2.062 |
| INTECH | 680.327 | 622.425 | 57.902 | 366 | 1.859 |
| Saudi Tunneling Company for Contracting | 109.084 | 32.380 | 76.704 | 35 | 3.117 |
| 3S Ready Mix | 353.672 | 309.402 | 44.270 | 85 | 4.161 |
| Jinet Landscape and Services | 143.359 | 121.321 | 22.037 | 76 | 1.886 |
| Eden Facility Management | 67.466 | 26.223 | 41.244 | | |
| PGESCO | 835.979 | 238.395 | 597.584 | 323 | 2.588 |
| BIOWORKS Verfahrenstechnik GmbH | 54.304 | 33.841 | 20.463 | 45 | 1.207 |
| CORE Engineering Specialized Works | 38.413 | 16.678 | 21.734 | 73 | 0.526 |
| Hassan Allam Trading and Engineering | 26.912 | 6.510 | 20.402 | 47 | 0.573 |
| Hassan Allam Investment Managers | 43.925 | 22.698 | 21.227 | 49 | 0.896 |
| CACC Cargolinx | 3,999.695 | 1,703.023 | 2,296.672 | 581 | 6.884 |
| Hassan Allam Logistics Parks (YANMU) | 142.589 | 0 | 142.589 | 43 | 3.316 |
| Ridgewood for Water Desalination | 113.639 | 94.675 | 18.964 | 20 | 5.682 |

| GHG Emissions by Scope in 2024 | | | Unit |
|--------------------------------|-----------------------|------------|--------------------|
| Scope 1 | Stationary Combustion | 111,383.52 | tCO ₂ e |
| | Mobile Combustion | 39,713.48 | tCO ₂ e |
| | Fugitive Emissions | 4,995.97 | tCO ₂ e |
| | Total | 156,092.97 | tCO ₂ e |
| Scope 2 | Purchased Electricity | 11,690.95 | tCO ₂ e |
| Total | | 167,783.92 | tCO ₂ e |

| GHG Emissions by Boundary in 2024 | | | Unit |
|--|---------|------------|--------------------|
| Head Offices | Scope 1 | 4,617.52 | tCO ₂ e |
| | Scope 2 | 4,185.24 | tCO ₂ e |
| | Total | 8,802.77 | tCO ₂ e |
| Hassan Allam Construction Sites in Egypt | Scope 1 | 151,475.44 | tCO ₂ e |
| | Scope 2 | 7,505.71 | tCO ₂ e |
| | Total | 158,981.15 | tCO ₂ e |
| Total for Reporting Boundary | | 167,783.91 | tCO ₂ e |

| Water Consumption by Head Office | 2024 (m³) | Area (m²) | Number of Employees | Intensity (m³/m²) | Intensity (m³/employee) |
|---|--------------|--------------|------------------------|----------------------|----------------------------|
| Hassan Allam Construction | 24,916 | 12,644 | 1,134 | 1.97 | 21.97 |
| Hassan Allam Roads and Bridges | 12,647 | 2,000 | 129 | 6.32 | 98.04 |
| Kortech | 15,589 | 2,423 | 310 | 6.43 | 50.29 |
| Saudi Tunneling Company for Contracting | 3,066 | 1,000 | 35 | 3.07 | 87.60 |
| 3S Ready Mix | 5,143 | 868 | 85 | 5.92 | 60.50 |
| Jinet Landscape and Services | 3,809 | 1,000 | 76 | 3.81 | 50.12 |
| PGESCO | 8,701 | 6,802 | 323 | 1.28 | 26.94 |
| BIOWORKS Verfahrenstechnik GmbH | 277 | 1,897 | 45 | 0.15 | 6.16 |
| Hassan Allam Trading and Engineering | 15,467 | 900 | 47 | 17.19 | 359.70 |
| Ridgewood for Water Desalination | 2,778 | 375 | 20 | 7.41 | 138.90 |
| Total | 92,392 | 29,908 | 2,204 | 3.09 | 41.92 |

CONTENT INDICES

GLOBAL REPORTING INITIATIVE (GRI)

| | |
|-----------------------------------|---|
| Statement of use | Hassan Allam Holding has reported in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024 |
| GRI 1 used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standard(s) | None (No applicable GRI Sector Standards in the current reporting period) |

| GRI Standard | Disclosure | Location / Direct Answer | Omissions | | |
|------------------------------------|--|--|--------------------------------|--------------------------------|--|
| | | | Require- ment(s) Omitted | Reason | Explanation |
| General Disclosures | | | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | 1.2 About this Report; 2. About Hassan Allam Holding | | | |
| | 2-2 Entities included in the organization's sustainability reporting | 1.2. About this Report; 2.2. Our Subsidiaries | | | |
| | 2-3 Reporting period, frquency and contact point | 1.2. About this Report | | | |
| | 2-4 Restatements of information | None | | | |
| | 2-5 External assurance | 1.2. About this Report; 8.4. Limited Assurance Statement | | | |
| | 2-6 Activities, value chain and other business relationships | 2. About Hassan Allam Holding | | | |
| | 2-7 Employees | 6.2. Diversity and Inclusion; 8.2. List of Indicators | | | |
| | 2-8 Workers who are not employees | 6.2. Diversity and Inclusion; 8.2. List of Indicators | | | |
| | 2-9 Governance structure and composition | 4.1. Corporate Governance | b | Confidentiality constraints | This information is considered confidential |
| | 2-10 Nomination and selection of the highest governance body | - | a,b | Confidentiality constraints | This information is considered confidential |
| | 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 | - | - | - |
| | 2-13 Delegation of responsibility for managing impacts | 4.1. Corporate Governance | - | - | - |
| | 2-14 Role of the highest governance body in sustainability reporting | The Group CEOs review the report | - | - | - |
| | 2-15 Conflicts of interest | 4.2. Business Ethics and Integrity | b | Confidentiality constraints | This information is considered confidential |

| | | | | | |
|---------------------------------|---|--|-------|-----------------------------|---|
| GRI 2: General Disclosures 2021 | 2-16 Communication of critical concerns | 4.2. Business Ethics and Integrity | b | Confidentiality constraints | This information is considered confidential |
| | 2-17 Collective knowledge of the highest governance body | None to disclose | - | - | - |
| | 2-18 Evaluation of the performance of the highest governance body | - | a,b,c | Confidentiality constraints | This information is considered confidential |
| | 2-19 Remuneration policies | - | a,b | Confidentiality constraints | This information is considered confidential |
| | 2-20 Process to determine remuneration | - | a,b | Confidentiality constraints | This information is considered confidential |
| | 2-21 Annual total compensation ratio | - | a,b,c | Confidentiality constraints | This information is considered confidential |
| | 2-22 Statement on sustainable development strategy | 1.1. CEOs Letter; 3.4. Sustainability Action Framework | - | - | - |
| | 2-23 Policy commitments | 4.2. Business Ethics and Integrity (Policies are approved by CEOs) | - | - | - |
| | 2-24 Embedding policy commitments | 4.2. Business Ethics and Integrity | - | - | - |
| | 2-25 Processes to remediate negative impacts | 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 | None to disclose | - | - | - |
| | 2-28 Membership associations | 2.4. Memberships | - | - | - |
| | 2-29 Approach to stakeholder engagement | 4.2. Business Ethics and Integrity | - | - | - |
| | 2-30 Collective bargaining agreements | None to disclose | - | - | - |
| Material Topics | | | | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | 3.3. Materiality | | - | |
| | 3-2 List of material topics | 3.3. Materiality | | - | |

GRI 3-3 (Management of Material Topics) is covered under each material topic.

CONTENT INDICES

GLOBAL REPORTING INITIATIVE (GRI)

| Corporate Governance | | | | | | |
|---|--|--------------------------------------|-----------|--------------------------------------|---|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 4.1. Corporate Governance | - | - | - | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | 4.1.2. Our Management | - | - | - | |
| | 405-2 Ratio of basic salary and remuneration of women to men | - | a,b | Confidentiality constraints | This information is considered confidential | |
| 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 | 4.2.2. Code of Conduct | a,b | Confidentiality constraints | This information is considered confidential | |
| | 205-2 Communication and training about anti-corruption policies and procedures | 4.2.2. Code of Conduct | c,d,e | Information unavailable / incomplete | This information is currently not tracked | |
| | 205-3 Confirmed incidents of corruption and actions taken | None to disclose | - | - | - | |
| 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 | None to disclose | - | - | - | |
| Risk Management | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 4.3. Risk Management | - | - | - | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | - | a,b | Confidentiality constraints | This information is considered confidential | |
| | 201-2 Financial implications and other risks and opportunities due to climate change | 4.3.4. Environmental Risk Management | - | - | - | |
| | 201-3 Defined benefit plan obligations and other retirement plans | - | a,b,c,d,e | Confidentiality constraints | This information is considered confidential | |
| | 201-4 Financial assistance received from government | - | a,b,c | Confidentiality constraints | This information is considered confidential | |
| | | | | | | |
| Quality and Compliance | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 4.4. Quality and Compliance | - | - | - | |

| Value Creation Model | | | | | | |
|--|---|---|---|---|---|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 5.1. Value Creation Model | - | - | - | |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | 5.1.3. Green Projects | - | - | - | |
| | 203-2 Significant indirect economic impacts | 5.1.3. Green Projects | - | - | - | |
| Investing Strategy | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 5.2. Investing Strategy | - | - | - | |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | 5.2.3. Investing in Sustainable Infrastructure | - | - | - | |
| | 203-2 Significant indirect economic impacts | 5.2.3. Investing in Sustainable Infrastructure | - | - | - | |
| Business Development | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 5.3. Business Development | - | - | - | |
| 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 | 5.4.3. Local Procurement | - | - | - | |
| 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 | None to disclose | - | - | - | |
| Human Wellbeing | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 6.1. Human Wellbeing | - | - | - | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | 6.1.2. Health and Safety Management | - | - | - | |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 6.1.2. Health and Safety Management | - | - | - | |
| | 403-3 Occupational health services | 6.1.2. Health and Safety Management | - | - | - | |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 6.1.2. Health and Safety Management | - | - | - | |
| | 403-5 Worker training on occupational health and safety | 6.1.2. Health and Safety Management & 8.2. List of Indicators | - | - | - | |
| | 403-6 Promotion of worker health | 6.1.3. Employee Wellbeing and Benefits | - | - | - | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 6.1.2. Health and Safety Management | - | - | - | |
| | | | | | | |

CONTENT INDICES

GLOBAL REPORTING INITIATIVE (GRI)

| Human Wellbeing | | | | | |
|--|--|---|-----------|-----------------------------|---|
| GRI 403: Occu- pational Health and Safety 2018 | 403-8 Workers covered by an occupational health and safety management system | 6.1.2. Health and Safety Management | - | - | - |
| | 403-9 Work-related injuries | 6.1.2. Health and Safety Management & 8.2. List of Indicators | a.i.,b.i. | Confidentiality constraints | This information is considered confidential |
| | 403-10 Work-related ill health | 6.1.2. Health and Safety Management & 8.2. List of Indicators | a.i.,b.i. | Confidentiality constraints | This information is considered confidential |
| Diversity and Inclusion | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 6.2. Diversity and Inclusion | - | - | - |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | 6.2.2. Workforce Overview & 8.2. List of Indicators | - | - | - |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | | a,b | Confidentiality constraints | This information is considered confidential |
| | 401-3 Parental leave | 6.2.3. Family and Parenting; 8.2. List of Indicators | - | - | - |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | 6.2.2. Workforce Overview; 8.2. List of Indicators | - | - | - |
| | 405-2 Ratio of basic salary and remuneration of women to men | - | a,b | Confidentiality constraints | This information is considered confidential |
| GRI 406: Non-dis- crimination 2016 | 406-1 Incidents of discrimination and cor- rective actions taken | None to disclose | - | - | - |
| 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 | 6.3.2. Employee Training; 8.2. List of Indicators | - | - | - |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | 6.3.2. Employee Training | - | - | - |
| | 404-3 Percentage of employees receiving regular performance and career develop- ment reviews | 6.3.3. Performance Appraisals | - | - | - |
| Community Impact | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 6.4. Community Impact | - | - | - |

| Environmental Impact | | | | | |
|-----------------------------|---|--|-------------|--|--|
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 7.1. Environmental Impact | - | - | - |
| GRI 101: Biodiversity 2024 | 101-1 Policies to halt and reverse biodiversity loss | 7.1.3. Biodiversity Policy | c | Information un- available / in- complete | Goals and targets have not been set yet |
| | 101-2 Management of biodiversity impacts | 7.1.3. Biodiversity Policy | b,c,d | Information un- available / in- complete | This information is currently not tracked |
| | 101-3 Access and benefit-sharing | 7.1.3. Biodiversity Policy | - | - | - |
| | 101-4 Identification of biodiversity impacts | None to disclose | - | - | - |
| | 101-5 Locations with biodiversity impacts | - | a,b,c,d | Information un- available / in- complete | This informa- tion is currently not tracked |
| | 101-6 Direct drivers of biodiversity loss | - | a,b,c,d,e,f | Information un- available / in- complete | This informa- tion is currently not tracked |
| | 101-6 Direct drivers of biodiversity loss | - | a,b,c,d,e,f | Information un- available / in- complete | This informa- tion is currently not tracked |
| | 101-7 Changes to the state of biodiversity | - | a,b | Information un- available / in- complete | This informa- tion is currently not tracked |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the orga- nization | 7.3.2. Greenhouse Gas- es (GHG Emissions); 8.2. List of Indicators | - | - | - |
| | 302-2 Energy consumption outside of the organization | - | a,b,c | Information un- available / in- complete | This informa- tion is currently not tracked |
| | | | | | |
| Built Environment | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 7.2. Built Environment | - | - | - |
| GRI 302: Energy 2016 | 302-4 Reduction of energy consumption | 7.2.2. Green Buildings; 8.2. List of Indicators | - | - | - |
| GRI 305: Emissions 2016 | 305-5 Reduction of GHG emissions | 7.2.2. Green Buildings; 8.2. List of Indicators | - | - | - |
| Climate Change | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 7.3. Climate Change | - | - | - |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the orga- nization | 7.3.2. Greenhouse Gas- es (GHG Emissions); 8.2. List of Indicators | - | - | - |
| | 302-2 Energy consumption outside of the organization | - | a,b,c | Information un- available / in- complete | This informa- tion is currently not tracked |

CONTENT INDICES

GLOBAL REPORTING INITIATIVE (GRI)

| Climate Change | | | | | |
|-----------------------------------|--|--|---------------|--------------------------------------|---|
| GRI 302: Energy 2016 | 302-3 Energy intensity | 7.3.2. Greenhouse Gases (GHG Emissions); 8.2. List of Indicators | - | - | - |
| | 302-4 Reduction of energy consumption | 7.3.2. Greenhouse Gases (GHG Emissions); 8.2. List of Indicators | - | - | - |
| | 302-5 Reductions in energy requirements of products and services | 7.3.2. Greenhouse Gases (GHG Emissions); 8.2. List of Indicators | - | - | - |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | 7.3.3. Water Stewardship; 8.2. List of Indicators | - | - | - |
| | 303-2 Management of water discharge-related impacts | - | a | Information unavailable / incomplete | This information is currently not tracked |
| | 303-3 Water withdrawal | - | a,b,c,d | Information unavailable / incomplete | This information is currently not tracked |
| | 303-4 Water discharge | - | a,b,c,d | Information unavailable / incomplete | This information is currently not tracked |
| | 303-5 Water consumption | 7.3.3. Water Stewardship; 8.2. List of Indicators | b,c | Information unavailable / incomplete | This information is currently not tracked |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | 7.3.2. Greenhouse Gases (GHG Emissions); 8.2. List of Indicators | - | - | - |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 7.3.2. Greenhouse Gases (GHG Emissions); 8.2. List of Indicators | - | - | - |
| | 305-3 Other indirect (Scope 3) GHG emissions | - | a,b,c,d,e,f,g | Information unavailable / incomplete | This information is currently not tracked |
| | 305-4 GHG emissions intensity | 7.3.2. Greenhouse Gases (GHG Emissions); 8.2. List of Indicators | - | - | - |
| | 305-5 Reduction of GHG emissions | 7.3.2. Greenhouse Gases (GHG Emissions); 8.2. List of Indicators | - | - | - |
| | 305-6 Emissions of ozone-depleting substances (ODS) | - | a,b,c,d | Information unavailable / incomplete | This information is currently not tracked |

| Climate Change | | | | | |
|-----------------------------|---|---|-------|--------------------------------------|---|
| GRI 305: Emissions 2016 | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | - | a,b,c | Information unavailable / incomplete | This information is currently not tracked |
| Material Flows | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 7.4. Material Flows | - | - | - |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | 7.4.3. Zero Waste to Landfill | - | - | - |
| | 306-2 Management of significant waste-related impacts | 7.4.2. Resource Efficiency and Circular Operations; 7.4.3. Zero Waste to Landfill | - | - | - |
| | 306-3 Waste generated | - | a,b | Information unavailable / incomplete | This information is currently not tracked |
| | 306-4 Waste diverted from disposal | 7.4.3. Zero Waste to Landfill | - | - | - |
| | 306-5 Waste directed to disposal | - | a,b | Information unavailable / incomplete | This information is currently not tracked |

CONTENT INDICES

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Engineering & Construction Services (IF-EN)

SUSTAINABILITY DISCLOSURE TOPICS & METRICS

| Topic | Metric | Category | Unit of Measure | Code | Location / Direct Answer |
|---|---|-------------------------|-----------------|--------------|---|
| Environmental Impacts of Project Development | Number of incidents of non-compliance with environmental permits, standards and regulations | Quantitative | Number | IF-EN-160a.1 | None to disclose |
| | Discussion of processes to assess and manage environmental risks associated with project design, siting and construction | Discussion and Analysis | N/A | IF-EN-160a.2 | 4.3. Risk Management; 7.1. Environmental Impact |
| Structural Integrity & Safety | Amount of defect- and safety-related rework costs | Quantitative | EGP | IF-EN-250a.1 | Not disclosed as this is information is currently not consolidated |
| | Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents | Quantitative | EGP | IF-EN-250a.2 | None to disclose |
| Workforce Health & Safety | (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees | Quantitative | Rate | IF-EN-320a.1 | 6.1. Human Wellbeing; 8.2. List of Indicators |
| Lifecycle Impacts of Buildings & 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-410a.1 | 7.2. Built Environment; and 6 active projects seeking LEED certification in Egypt & KSA |
| | Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design | Discussion and Analysis | N/A | IF-EN-410a.2 | 7.2. Built Environment |
| Climate Impacts of Business Mix | Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects | Quantitative | EGP | IF-EN-410b.1 | Not disclosed as this information is considered confidential |
| | Amount of backlog cancellations associated with hydrocarbon-related projects | Quantitative | EGP | IF-EN-410b.2 | Not disclosed as this information is considered confidential |
| | Amount of backlog for non-energy projects associated with climate change mitigation | Quantitative | EGP | IF-EN-410b.3 | Not disclosed as this information is considered confidential |
| 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-510b.1 | Not disclosed as this information is not currently tracked |
| | Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices | Quantitative | EGP | IF-EN-510b.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-510b.3 | 4.2. Business Ethics and Integrity |

ACTIVITY METRICS

| Activity Metric | Category | Unit of Measure | Code | Direct Answer |
|---------------------------------|--------------|-----------------|-------------|--|
| Number of active projects | Quantitative | Number | IF-EN-000.A | This data is currently not consolidated |
| Number of commissioned projects | Quantitative | Number | IF-EN-000.B | This data is currently not consolidated |
| Total backlog | Quantitative | EGP | IF-EN-000.C | Not disclosed as this information is considered confidential |

CONTENT INDICES

UN GLOBAL COMPACT

| Principles | | Location |
|-----------------|--|---|
| 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 that they are not complicit in human rights abuses. | 4.2. Business Ethics and Integrity |
| Labour | | |
| Principle 3 | Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. | 6.3 Talent Management |
| Principle 4 | Businesses should uphold the elimination of all forms of forced and compulsory labour. | 4.2. Business Ethics and Integrity; 5.4. Procurement and Supply Chain |
| Principle 5 | Businesses should uphold the effective abolition of child labour. | 4.2. Business Ethics and Integrity; 5.4. Procurement and Supply Chain |
| Principle 6 | Businesses should uphold the elimination of discrimination in respect of employment and occupation. | 4.2. Business Ethics and Integrity; 6.2. Diversity and Inclusion |
| 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. | 7.2. Built Environment; 7.3. Climate Change; 7.4. Material Flows |
| Principle 9 | Businesses should encourage the development and diffusion of environmentally friendly technologies | 5.2. Investing Strategy; 5.3. Business Development; 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 |

CONTENT INDICES

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

| Recommendations | Location / Direct Answer |
|--|---|
| Governance | |
| a. Describe the board's oversight of climate-related risks and opportunities. | 4.3. Risk Management; no board oversight is currently in place, but an ESG Committee is planned to be established |
| b. Describe management's role in assessing and managing climate-related risks and opportunities. | 4.1. Corporate Governance; 4.3. Risk Management; an ESG Committee is planned to be established |
| Strategy | |
| a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term. | 4.3. Risk Management |
| b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning. | 3.3. Materiality; 4.3. 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. | 7.3. Climate Change; under development |
| Risk Management | |
| a. Describe the organisation's processes for identifying and assessing climate-related risks. | 4.3. Risk Management |
| b. Describe the organisation's processes for managing climate-related risks. | 4.3. Risk Management; 7.3. Climate Change; 4.4. Quality and Compliance |
| c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management. | 4.3. Risk Management; 4.4. Quality and Compliance |
| 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. | 7.3. Climate Change; 8.2. List of Indicators |
| b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. | 7.3. Climate Change; 8.2. List of Indicators |
| c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets. | 7.3. Climate Change |

LIMITED ASSURANCE STATEMENT



To the Board of Directors of Hasssan Allam Holding

DCarbon was engaged by Hassan Allam Holding (HAH) to provide Independent Third-Party Limited Assurance over its 2024 sustainability report covering the period from 1 January 2024 to 31 December 2024. The assurance engagement is conducted in accordance with AccountAbility's AA1000AS v3 Assurance Standard. Due to the nature of the assurance process, a moderate level Type 2 engagement, the testing of data was limited to data collected at the Group level, excluding comprehensive site visits to any of the company's operations.

Assurance Objectives and Intended Users

The assurance process aims to ensure adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness, and Impact) as well as validate the accuracy and completeness of disclosed information. This is to ensure transparency and credibility of the information presented in the report to all stakeholders of Hassan Allam Holding. The assurance process also aims to ensure that the sustainability information under scope is reported in accordance with the selected reporting criteria.

Scope, Subject Matter, Reporting Criteria, and Limitations

The scope of the report covers Hassan Allam Holding's second sustainability report for 2024, encompassing its material topics. The subject matter of the report is the Group's ESG performance data and information, as well as certain Key Performance Indicators for its 18 subsidiaries that are material issues for the year ended 31 December, 2024.

The ESG performance data included in the report have been prepared in accordance with the Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB) Standards, United Nations Global Compact (UNGC) Principles, and Task Force for Climate-related Financial Disclosures (TCFD) Recommendations ("reporting criteria").

We acknowledge that the scope of the reporting organization's report has been expanded to cover 18 subsidiaries, whereas the previous sustainability report was limited to the Group only. However, this report will serve as the baseline for comparison with future sustainability reports.

Independence and Competence of the Assurance Provider

DCarbon was not responsible for the preparation of any part of the report, and the preparation of this report is solely the responsibility of Hassan Allam Holding (HAH), where input from DCarbon is limited to providing ongoing guidance, where early drafts of the report may appear to fall short of reasonable reporting expectations. The assurance is led by Ms. Yara Ibrahim Mourad, an Associate Certified Sustainability Assurance Practitioner (A-CSAP) from AccountAbility, with extensive experience in environmental sustainability reporting and assurance.

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 (HAH). The reporting organization is responsible for preparing the report in line with the reporting criteria. The reporting organization is also responsible for establishing and maintaining appropriate performance management and internal control systems. In addition to ensuring that information spread across multiple disclosures is not edited or amended in any way after assurance.

Responsibilities of the Assurance Provider

Our responsibility is to carry out the assurance engagement and to draw a conclusion based on the work performed. Our responsibilities were to provide Moderate Level (Type 2) assurance, as per AA1000AS v3, over the accuracy, reliability, and objectivity of the information contained within the report, and to form an independent conclusion based on the procedures performed and the evidence obtained.

Methodology Used

The process used to arrive at this assurance statement is based on guidance from AccountAbility's AA1000AS v3, covering the following steps:

1. Reviewed prior reports to collect historical data and identify potential gaps and areas of improvement in reporting.
2. Conducted desk review of all relevant policies, procedures, systems and controls for ESG data collection, collation and reporting, as well as data submissions from operations to Group/Head Office, to asses the quality of the data against the policies, procedures, systems, and controls in place to monitor, measure and report on sustainability data are sufficient to meet HAH's reporting objectives.
3. Conducted a meeting with the management to review HAH's Material Issues, as well as the Materiality Determination Process employed to identify and prioritize these issues.
4. Conducted meeting with the sustainability team to test the adequacy of HAH's alignment with the individual elements of AccountAbility's AA1000AS v3 Assurance Standard pertaining to the principles of Inclusivity, Materiality, Responsiveness, and Impact.
5. Reviewed sample data collection sheets used by HAH to gather sustainability data and information.
6. Reviewed draft versions of HAH's 2024 sustainability report and relevant supplementary reports to assess the accuracy of reported data. Reviews of reports also included an analysis of reasonable compliance with the AA1000 principles.
7. Reviewed the GRI, SASB, UNGC, and TCFD indices integrated within HAH's sustainability report for 2024 to ensure the alignment of the presented data with these standards.

Findings and Alignment with AA1000 Principles


1. **Inclusivity:** The reporting organization has demonstrated inclusivity in its stakeholder relations, ensuring that stakeholder interests are understood and appropriately represented within the report.
2. **Materiality:** The reporting organization has outlined its material topics along with the process used for the materiality assessment. Following our engagement, we consider the identified topics to be appropriately representative of the organization's ESG impacts and disclosures. The report presents the disclosures in a structured manner, highlighting performance under each material topic.
3. **Responsiveness:** The evidence gathered is sufficient to conclude that the reporting organization demonstrates responsiveness to stakeholder concerns by regularly collecting feedback through tailored communication channels and by implementing suitable procedures for addressing grievances, feedback, and other stakeholder inputs. For each material topic, the organization has dedicated a section outlining its management approach.
4. **Impact:** The reporting organization has presented evidence of the procedures and systems in place to monitor and assess its environmental and social impacts, along with the actions taken to ensure accountability. HAH has reported on progress and targets, both achieved and ongoing, for each material topic, using a combination of qualitative and quantitative KPIs to demonstrate performance, as reflected in the GRI Index.

Limitations and the approach used to mitigate limitations

Financial data was drawn directly from the report and has not been verified against the source as part of this assurance process. Mitigation measure: check against an independently audited financial statement.

Conclusion

Based on the procedures performed and evidence gathered, nothing has come to our attention to suggest that the information and disclosures, as defined in the scope of our engagement, have not been presented in accordance with the GRI Standards, SASB Standards, TCFD Recommendations, and UNGC Principles. We are satisfied that, aside from the noted exception of the expansion of the report boundaries to cover 18 subsidiaries that may affect comparability of data, the reported information fairly represents HAH's current performance, aligning with the assurance and reporting principles of Inclusivity, Materiality, Responsiveness, Impact, Neutrality, and Comparability. According to a review of management assertions, including discussions at the Group level and reviews of the sustainability report, the presentation of performance information is fair, complete, and balanced.

DR. 

Ehab Shalaby, Ph.D.

Chairman

18.09.2025



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TRAINING PARTNER

2025



