



شركة سيدى كرير للبترولوكيماويات *Sidi Kerir Petrochemicals Co.*

Date : 6/3/2025

Attention: The Egyptian Exchange
greeting,

Please find attached the Board of Directors' report on governance and the auditor's report thereon as of December 31, 2024.

Kind regards.....

Mohamed Fathy Aamer
Financial Control General Manager





Auditor's report **On the corporate governance**

To / Sidi Kerir Petrochemical Company (S.A.E)

To / The Financial Supervisory Authority

Introduction:-

- We tested the report on the extent of compliance with the rules of governance prepared by the management of Sidi Kerir Petrochemical Company (S.A.E) for the financial year ending on December 31, 2024.

Management responsibility

- The company's management is responsible for preparing and presenting the report on the extent of compliance with the rules of governance in accordance with the instructions issued by the Financial Supervisory Authority and the Egyptian Guide to Corporate Governance issued by the Egyptian Directors' Center and the relevant laws and decisions as shown in the report on the extent of compliance with the rules of governance. It is also the responsibility of the management It extends to identifying points of non-compliances and its justification.

Auditor responsibility

- Our responsibility is limited to testing the information contained in the report on the extent of compliance with the rules of governance and expressing a conclusion in light of the tests that were performed. We have tested the report on the extent of compliance with the rules of governance in accordance with the Egyptian Standard for Assurance Engagements No. (3000) "Assurance tasks other than reviewing or examining historical financial information." This standard requires compliance with the requirements of professional conduct, including independence requirements, and planning and performing the assurance process to obtain assurance that the report on the extent of compliance with the rules of governance is free of any significant and material misstatements. Testing the report on the extent of compliance with the rules of governance includes obtaining primarily evidence from the reality. Observation and inquiries from the persons responsible for preparing a report on the extent of compliance with governance rules and reviewing documents When it is appropriate,



we believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. This report has been prepared for submission to the Financial Regulatory Authority based on the assignment of the company's management, and not for any other purpose. Therefore, it is only suitable for use for the purpose for which it was prepared.

Conclusion:

- The report on the extent of compliance with the rules of governance referred to above expresses fairly and clearly in all its important aspects the extent of the company's compliance with the rules of governance during the financial year ending on December 31, 2024, based on the instructions issued by the Financial Supervisory Authority and the Egyptian Guide to Corporate Governance issued by the Egyptian Center of Directors and their Relevant laws and decisions.

Dated : 06/03/2025



Nasr A.Abbas Ahmed

*Chartered Accountant & Tax Expert
Accountants & Auditors Registration no. 5518
Auditors Registration in FRA no. 106
Record in Central Authority for Accountancy – Auditors no.1241*





شركة سيدى كيرير للبترول وكيمياويات Sidi Kerir Petrochemicals Co.

Management Report on Governance for the year ended 2024

To: Egypt Financial Supervisory Authority

Sid Kerir petrochemical Co's Shareholders

The company places great emphasis on the principles of governance and corporate discipline. Sidi Kerir Petrochemicals Company is one of the pioneering companies in implementing administrative practices to achieve the highest standards of governance.

To enhance investor confidence, both current and potential, the Board of Directors is committed to increasing transparency and disclosure. In addition to reinforcing the company's culture, governance practices also focus on ensuring the effectiveness of various internal and external control mechanisms.

Company profile

Company Name	Sidi Kerir petrochemical Co. "Sidpec"		
Company purpose	<ul style="list-style-type: none"> Establishment of a complex to produce basic, intermediate, and final petrochemicals, along with complementary operations for manufacturing and establishing pipeline networks and importing gas for manufacturing purposes. The company may also undertake other projects or modify its purpose. Construction, ownership, operation, and management of a power station for internal consumption and selling the surplus electricity to companies and to the national grid of the Arab Republic of Egypt Selling and marketing all its products, as well as other petrochemical products, including import, export, manufacturing, packaging, and sales of petrochemical products, plastic materials, and all types of polymers. <p>This is subject to compliance with the provisions of applicable laws, regulations, and ongoing decisions, provided that the necessary licenses are obtained to carry out these activities. The company may participate or engage in any form of partnership with companies and others engaged in similar activities or those that may assist it in achieving its purpose in Egypt or abroad.</p>		
Duration of the company	25 years from the date of registration in the commercial registry till 2047	Listing date	19/3/2005
The law under which the company is incorporated	The company was founded on November 16, 1997, in accordance with the provisions of Law No. 8 of 1997, which was later replaced by Law No. 72 of 2017	Stock nominal value	2 EGP
Authorized capital (updated)	5100 million pounds	Issued Capital (updated)	1814400000 Pounds
Paid-in Capital (updated)	1814400000 Pounds	Commercial registry number & date	145404 In 8/11/1997
contact person	Mr. Mohamed Fathi – Mr. Osama Ramzi		
Head Office	KM 36 Alexandria/Cairo Desert Road El-Amerya - El-Nahda Territory – Alexandria		
Telephone	034770131 01223974704 01223974750	Fax No.	4770126 4770140
Website	www.sidpec.com		
E-mail	info@sidpec.com		

Tel.: (+203) 477 0 131

Fax.: (+203) 477 0 920

P.O. Box: 743 Alexandria

E-mail: info@sidpec.com

www.sidpec.com

تليفون : ٤٧٧٠١٣١ (+٢٠٣)

فاكس : ٤٧٧٠٩٢٠ (+٢٠٣)

ص.ب : ٧٤٣ الإسكندرية



شركة سيدى كيرير للبترول وكيمياويات Sidi Kerir Petrochemicals Co.

- **Share Holder Structure**

The shareholders' structure and the ownership percentage of the board members:

Shareholder of 5% and above	The ultimate beneficiary	The number of shares as of the financial statements date	The approximate percentage
Egyptian Petrochemicals Holding Co	The Same	181440000	20%
Government Sector Employees Trust Fund	The Same	188261054	20.75%
Private Sector Employees Trust Fund.	The Same	111072906	12.24%
Egyptian Petrochemicals Co.	The Same	62806155	6.92%
Ahli Capital Holding.	The Same	62806155	6.92%
National Investment Bank.	The Same	62806155	6.92%
Total		669192425	73.76%

- **The board of directors**

The formation of the board of directors

The board of directors

The members of the Board of Directors are elected by the company's shareholders through the company's General Assembly in accordance with the provisions of Law No. 159 of 1981 and the company's Articles of Association.

The Board of Directors is primarily responsible for managing the company and its performance. It is accountable for setting the company's strategy and conducting its activities in compliance with the governing laws, company regulations, and authorization powers. This ensures that executive management carries out its duties in line with the established plans, serving the best interests of the company, its shareholders, and its responsibilities towards society and the surrounding environment.

The current board was elected by the shareholders during the General Assembly meeting held on 10/03/2024 for a term of three years, until the General Assembly meeting for the approval of the 2026 financial results.

The Board of Directors consists of 13 members, including legal entities and non-executive individuals representing shareholders. The board's performance is reviewed by the company's General Assembly, and the legal entities represented on the Board are being notified to consider the appropriate representation of women and independent members when appointing their representatives during the next reformation of the Board.

The Board of Directors held 13 meetings during the year 2024.





شركة سيدى كيرير للبتر وكيمائيات Sidi Kerir Petrochemicals Co.

Below is the latest composition of the Board of Directors along with a record of members' attendance at the meetings.

First: The latest formation of the board of directors

Name	Position	The representation entity	The designation	The number of shares owned by the entity
Eng. / Mohamed Mohamed Ibrahim	CEO and Managing director	Egyptian Petrochemicals Holding Co.	Executive	181440000
Eng. Mohamed Abdel Monem Saleh	Member		Non Executive	
Mr./ Ahmed Mohamed Kamel Mokaa	Member	Egyptian Petrochemicals Co.	Non Executive	62806155
Mr./ Mohammed Saudi Qutb	Member	Government Sector Employees Trust Fund.	Non Executive	188261054
Mr./ Ihab Khater Younes Mohamed	Member		Non Executive	
Mr./ Samy abdel Hady Mohamed	Member	Private Sector Employees Trust Fund.	Non Executive	111072906
Mr./ Mohammed Abdulnabi Qutb	Member		Non Executive	
Mr./ Abdel Fattah Abdel Moez Ali	Member	National Investment Bank.	Non Executive	62806155
Mr./ Khaled Youssef Abdel Majced	Member	Ahli Capital Holding.	Non Executive	62806155
Mr./ Reda Abdel-Hafez Abdel-Mawlaa	Member	Misr Insurance Co.	Non Executive	16826810
Mr./ Moustafa Hussein Al Sawaaf	Member	Naser Social Bank	Non Executive	12096000
Mr./ Helmy Sakr Gad	Member	General Public Offering	Non Executive	600
Mr./ Mohamed Moustafa Hassan	Member	General Public Offering	Non Executive	22200
Mr. Khaled Salah El-Deen Al Basomi	The board secretary			



Tel.: (+203) 477 0 131

Fax.: (+203) 477 0 920

P.O. Box: 743 Alexandria

E-mail: info@sidpec.com

www.sidpec.com

تليفون : ٤٧٧٠١٣١ (+٢٠٣)

فاكس : ٤٧٧٠٩٢٠ (+٢٠٣)

ص.ب: ٧٤٣ الإسكندرية



شركة سيدى كرير للبترولكيماويات Sidi Kerir Petrochemicals Co.

The company's Board of Directors carries out its duties in accordance with the company's Articles of Association, including but not limited to the following:

- Reviewing periodic performance reports, approving financial statements, and periodic and annual business results after they have been presented to the Audit Committee.
- Setting the company's overall strategy and making necessary decisions to manage and diversify its resources, as well as safeguarding shareholders' rights and stakeholders' interests to ensure the sustainability of its operations and activities.
- Forming committees entrusted with specific tasks or delegated responsibilities, especially the Governance Committee.
- Monitoring the status of ongoing investment projects.
- Approving the company's annual planning budgets.
- Ensuring the application of governance principles according to the company's diverse activities while maintaining the rights of its shareholders.
- Issuing an annual report in compliance with the provisions of the Companies Law No. 159 of 1981, its executive regulations, and the requirements of the listing and delisting rules of the Egyptian Exchange, to be presented to the general assembly of shareholders and relevant regulatory authorities.

Chairman of the Board and Managing Director:

The Chairman of the Board and Managing Director is selected by the board of directors and has the authority to represent the company to the judiciary, third parties, all external, governmental, and administrative authorities. He is also authorized to sign all preliminary and final contracts for the sale of real estate, land, and vehicles, as well as bank facilities agreements and transactions with banks. additionally, he has the right to delegate or authorize others to perform some or all these responsibilities.

Audit committee:

A) Current structure

Name	Position	Title	Joining Date
Mr./ Helmy Sakr Gad	Committee head	Non-Executive	21/10/2020
Mr./ Mohamed Moustafa Hassan	Member	Non-Executive	29/4/2024
Mr./ Abdel Fattah Abdel Moez Ali	Member	Non-Executive	16/1/2019
Mr./ Samy Abdel Hady Mohamed	Member	Non-Executive	26/8/2020
Mr./ Mohammed Saudi Qutb	Member	Non-Executive	29/4/2024
Mr./ Khaled Youssef Abdel Majeed	Member	Non-Executive	29/4/2024
Mr. Khaled Salah El-Deen Al Basomi	Committee Rapporteur		

The Audit Committee has fulfilled its assigned role in accordance with the listing and delisting rules of the Egyptian Exchange, as well as the relevant instructions, decisions, and governance regulations. It has ensured the company's management complies with the policies and decisions of the Board of Directors and oversees the smooth operation of the company's activities.

The committee has reviewed several critical matters and issued the necessary recommendations to ensure the proper implementation of all board policies and directives, ensuring that all company employees fully understand these policies and procedures. Throughout the year, the committee has submitted several reports and recommendations, which included key observations that have been effectively addressed.





شركة سيدى كيرير للبترول وكيمائيات Sidi Kerir Petrochemicals Co.

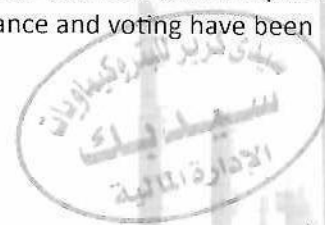
The attendance of board members for the board meetings, committee meetings, and general assembly meetings:

#	Member name	Entity	Board meeting		Audit committee	Technical Committee		Ordinary and extra ordinary general assembly meeting
			Att.	Att. by video conf.		Att.	Att. by video conf.	Attendance
1	Eng. / Mohamed Mohamed Ibrahim	Egyptian Petrochemicals Holding Co.	13/13		6/6	2/2		2/2
2	Mr. / Helmy Sakr Gad Shalby		2/13		1/6			
3	Eng. Mohamed Abdel Monem Saleh		11/13			1/2		2/2
4	Mr./ Ahmed Mohamed Kamel Mokaa	Egyptian Petrochemicals Co	13/13			2/2		2/2
5	Mr./ Mohammed Saudi Qutb	Government Sector Employees Trust Fund.	13/13		4/6			2/2
6	Mr./ Ihab Khater Younes Mohamed		12/13			2/2		2/2
7	Mr. Ibrahim Omar Mousa		1/13					
8	Mr./ Samy abdel Hady Mohamed	Private Sector Employees Trust Fund.	12/13		6/6			1/2
9	Mr./ Mohammed Abdalnabi Qutb		12/13		2/6	2/2		2/2
10	Mr. Ashraf Atia Zaki		1/13					2/2
11	Mr. Adel Mohamed Hussnain Allam		1/13					
12	Mr./ Khaled Youssef Abdel Majeed	Ahli Capital Holding.	13/13		4/6			2/2
13	Mr./ Abdel Fattah Abdel Moez Ali	National Investment Bank.	12/13		6/6			2/2
14	Mr./ Ehab Hassan El-Leithy	Naser Social Bank	6/13			2/2		1/2
15	Mr./ Moustafa Hussein Al Sawaaf		7/13					
16	Mr./ Reda Abdel-Hafez Abdel-Mawlaa	Misr Insurance Co.	13/13			2/2		2/2
17	Mr. / Helmy Sakr Gad Shalby	General Public Offering	11/13		5/6			1/2
18	Mr./ Mohamed Moustafa Hassan		11/13		4/6			1/2
19	Mr./ Ahmed Fayez Abdel Mohsen		2/13		1/6			1/2
20	Mrs./ Nahed Mahmoud Badri		2/13		1/6			1/2

The General Assembly of the Company

The Annual General Meeting (AGM) of shareholders is held within three months of the end of the financial year in compliance with legal requirements, including Law No. 159 of 1981, its executive regulations, the company's Articles of Association, and the listing and delisting rules of the Egyptian Exchange.

Notification of the meeting is sent in advance and published for shareholders and financial markets. It is also advertised on the company's website and in two widely circulated newspapers. Copies of the annual report and financial statements are made available to shareholders at least 21 days before the meeting to provide them with the opportunity to discuss the company's performance with the Chairman and other board members. Shareholders can exercise their voting rights at the AGM either in person or by proxy through another shareholder. Additionally, electronic attendance and voting have been implemented.



Tel.: (+203) 477 0 131

Fax.: (+203) 477 0 920

P.O. Box: 743 Alexandria

E-mail: info@sidpec.com

www.sidpec.com

تليفون : ٤٧٧٠١٣١ (+٢٠٣)

فاكس : ٤٧٧٠٩٢٠ (+٢٠٣)

ص.ب : ٧٤٣ الإسكندرية



شركة سيدى كيرير للبتر وكيمويات *Sidi Kerir Petrochemicals Co.*

Social Responsibility and Environmental Conservation

Believing in its social role in developing the surrounding environment and the importance of its humanitarian responsibilities, the company has continued to implement a medical treatment protocol for underprivileged individuals from the villages around the company. It also participates in various events with the residents of the Al-Nahda area and contributes to the development of the surrounding environment in multiple fields, particularly in public hospitals and government schools. Additionally, the company provides full support to the Technical Technology School in Borg El Arab, renovates homes by rehabilitating 33 houses in the villages of Karnak and Abu Simbel, and improves the roads adjacent to these villages. Furthermore, the company sponsors a Quran recitation competition under the supervision of Al-Azhar. All these initiatives are carried out within the framework approved by the company's General Assembly.

- The company has maintained its commitment to a clean and safe environment. It has reinforced this by ensuring compliance with the standard specifications for quality, energy, and knowledge management systems. The company has successfully passed external audits for the Quality, Energy, and Knowledge Management System certifications: ISO 30401:2018, ISO 50001:2019, and ISO 9001:2015.
- The company also ensures the safe disposal of hazardous waste at the designated sanitary landfill established by Alexandria Governorate for this purpose.
- The company participated in World Environment Day as one of the sponsors in collaboration with the Arab Academy for Science and Technology. The company also proposed a media campaign to conduct scientific research on reducing pollution caused by plastic usage.
- The company participated in World Environment Day and was one of the sponsors in collaboration with the Arab Academy for Science and Technology. The company proposed a media campaign to conduct scientific research on reducing pollution from plastic use.

Occupational Safety and Health Committee

- The continuous review of the HSE System by international companies and the implementation of Process Safety Management (PSM) requirements.
- The initiation of the development of the electronic maintenance planning system, which will include integration with occupational health and safety operations and the digitalization of certain tasks through the HSE Module - Maximo system.
- Maintaining the safety of the environment surrounding the company by monitoring wastewater samples and measuring emissions to ensure compliance with environmental laws, while also improving unit performance, which has reduced the amount of generated waste.
- Ensuring compliance with occupational health and safety procedures has resulted in achieving 13.9 million safe working hours.





شركة سيدى كيرير للبتر وكيمائيات

Sidi Kerir Petrochemicals Co.

Commitment to implementing the provisions of the Egyptian Environmental Law (4/1994, amended by Law 9/2009) in waste disposal and regulating the standards for wastewater and emissions measurements.

- Safe disposal of hazardous and solid waste by regularly delivering it to the hazardous waste landfill managed by Alexandria Governorate, while also improving unit performance.
- Successful completion of the external audit for Occupational Health, Safety, and Environmental Management Systems, with the Occupational Health and Safety Management System updated to comply with the new ISO 45001:2018 standard.
- Collection of used oil waste and paper waste for sale to specialized companies.
- Utilizing the company's capabilities and employees' expertise in theoretical and practical training on fire-fighting operations by conducting training programs for company employees, related companies, and summer internship students.
- Securing all operations within the company, inspecting them, and ensuring compliance with proper safety precautions.

• Regulatory Environment

Internal control system:

- The company's organizational structure includes a General Administration for Internal Audit, which reports directly to the Chairman of the Board. Its role is to review, establish guidelines and controls, and define clear boundaries of responsibility and performance to monitor operational mechanisms.
- The Internal Audit Department ensures a reasonable, but not absolute, level of assurance regarding the accuracy and integrity of data, the safeguarding of assets, and the detection of fraud, implicit liabilities, losses, or any deliberate material errors. This is achieved while ensuring compliance with applicable laws and established regulations through the implementation of an annual audit plan and its alignment with company operations.
- In this regard, the Audit Committee, on behalf of the Board, conducts periodic reviews of the internal control framework and evaluates internal systems. Based on the recommendations provided by the Audit Committee, the Board ensures that the company maintains an effective control system.

Independent External Auditor:

The company's external auditor is appointed annually by the Ordinary General Assembly, based on a nomination from the Board of Directors, and must meet the qualifications outlined in the Law on Practicing the Accounting and Auditing Profession. The auditor operates independently, submitting reports to the Board of Directors and shareholders.

The company ensures that all necessary actions or directives are taken in accordance with Egyptian Accounting Standards, relevant laws, company regulations, and internal systems. Both the Audit



Tel.: (+203) 477 0 131

Fax.: (+203) 477 0 920

P.O. Box: 743 Alexandria

E-mail: info@sidpec.com

www.sidpec.com

تليفون : ٤٧٧٠١٣١ (+٢٠٣)

فاكس : ٤٧٧٠٩٢٠ (+٢٠٣)

ص.ب : ٧٤٣ الإسكندرية



شركة سيدى كيرير للبتر وكيمائيات

Sidi Kerir Petrochemicals Co.

Committee and the Board of Directors ensure the auditor's independence is maintained without any interference in their work.

Additionally, the company is subject to oversight by the Egyptian accountability state authority as the representative of public funds within the company.

Disclosure and Transparency:

Substantial information and disclosing of financial and non-financial data:

The company ensures disclosure of financial information relevant to shareholders and stakeholders through various channels. This includes annual and periodic financial statements, auditor's reports, Board of Directors' reports, accounting policies, budget forecasts, asset valuation methods, dividend distributions, and other financial data. These disclosures are made available through the Stock Exchange website and the company's official website, in accordance with applicable regulations, ensuring the necessary transparency.

Additionally, the company discloses non-financial information relevant to current and potential shareholders and investors. This is done through annual and periodic financial reports, disclosure forms submitted to the stock exchange, and the company's website, which includes:

- Internal Information, including the company's objectives, vision, nature of activities, future, and strategies.
- Employee Development Systems, including training, incentives, and welfare programs.
- Ownership Structures of subsidiary and affiliated companies.
- Transactions with Related Parties and any conflict-of-interest contracts, if applicable.
- Key Risks the company may face and strategies to mitigate them.
- Disclosure to Shareholders and Regulatory Authorities regarding treasury shares.

Investor Relations:

The Board of Directors has issued a resolution appointing the Investor Relations Managers, as previously mentioned, to oversee one of the company's key activities: strengthening and fostering relationships with current and potential investors. This is achieved through data and information submitted to the stock exchange, as well as by responding to shareholder and financial market inquiries.

The company maintains open and transparent communication channels with shareholders and regularly discloses information to investors and relevant parties through its official website, various media outlets, and the Stock Exchange. Additionally, the company has made a digital version of its financial statements and other key information available on its website.





شركة سيدى كيرى للبتر وكيمائيات *Sidi Kerir Petrochemicals Co.*

Disclosure Tools

Annual Report

The company issues an annual report in both Arabic and English, which includes the Board of Directors' report, financial statements, accompanying notes, and all other relevant information for shareholders, current and potential investors, and other stakeholders.

Board of Directors' Report

The Board of Directors issues an annual report in accordance with Company Law No. 159 of 1981 and its executive regulations, as well as the listing and delisting requirements of the Egyptian Exchange. This report is presented to the General Assembly of Shareholders and the relevant regulatory authorities.

Disclosure Report

The Board of Directors issues a quarterly disclosure report, which is prepared by the company's management with the support of the Investor Relations Department. The company also publishes periodic disclosure reports on the Egyptian Stock Exchange screens and its official website.

Company Website

The company maintains an official website in both Arabic and English, providing easy access to financial and non-financial information, corporate vision, mission, and various activities in a user-friendly format.

Sustainability report:

The company issues an annual sustainability report covering its various activities in the economic, social, and environmental sectors. This report highlights the company's efforts to align with the Ten Principles of the United Nations Global Compact and the Seventeen Sustainable Development Goals (SDGs).

Since 2014, the report has been published on the UN Global Compact website, demonstrating the company's commitment to global sustainability standards.

Sustainability and Corporate Social Responsibilities (CSR):

Sidpec's policies toward sustainability and corporate social responsibility:

The company believes in the importance of sustainable development in its three dimensions economic, environmental, and social as a key driver in achieving Egypt's 2030 Sustainable Development Strategy, aimed at enhancing the well-being of individuals and communities.





شركة سيدى كيرير للبترول وكيماويات *Sidi Kerir Petrochemicals Co.*

As a responsible corporate citizen within its local and regional geographic scope, Sidpec is committed to supporting economic growth and social progress by contributing to economic and social development through initiatives such as: Combating poverty, Improving healthcare services, Fighting pollution, Creating job opportunities. This commitment aims to enhance individuals' quality of life while keeping pace with rapid developments in all aspects of sustainable growth.

Sidpec adheres to the ten principles of the United Nations Global Compact, derived from:

The Universal Declaration of Human Rights, The International Labor Organization's Declaration on Fundamental Principles and Rights at Work, The Rio Declaration on Environment and Development, The United Nations Convention Against Corruption

Sidpec started its journey towards sustainability and social responsibility in 2013 by participating in the MENA Project (SIDA) – a Swedish International Development Cooperation Agency initiative, aligning itself with ISO 26001 sustainability guidelines. This led to the signing of the UN Global Compact membership letter and the receipt of a Letter of Recognition in November 2014.

Key Initiatives Related to Social Responsibility and the Surrounding Environment

Sidpec is committed to maintaining its role in social responsibility by establishing a dedicated Corporate Social Responsibility (CSR) department with the necessary responsibilities and authority to ensure the continuous and effective implementation of its initiatives. This has resulted in the following activities:

1. Education and Scientific Research:

- Signing a protocol with the Faculty of Engineering at Zagazig University to facilitate the use of specialized software programs.
- Supporting the International Communications Conference, held at the Air Defense College.
- Sponsoring the 4th edition of the World Youth Forum in Sharm El-Sheikh.
- Promoting applied education by rehabilitating, upgrading, and enhancing Sidpec School for Applied Technology to improve student skills, increase educational quality, and prepare youth for the job market, contributing to the economic and social development of the region.

2. Healthcare:

- Providing medical care for residents of the surrounding areas by covering treatment costs and major surgeries.
- Signing a protocol with Orman Charity Organization to provide prosthetic limbs and eye surgeries for local residents.





شركة سيدى كيرير للبترول وكيمياويات *Sidi Kerir Petrochemicals Co.*

- Supporting hospitals with modern medical equipment and supplies, including:
- Upgrading the Kidney Disease Unit at Al-Amiriya Hospital with two dialysis machines and an ultrasound device.
- Providing oxygen purification devices for the COVID-19 isolation ward at the hospital.
- Donating to Alexandria University Hospital (Al-Miri) to establish a complete unit for the only electromagnetic cardiac catheterization device in Alexandria, offering free treatment to patients and ensuring that residents of nearby areas receive priority care.
- Signing a protocol with Alexandria Children's Cancer Hospital to support the development of an entire hospital floor to meet modern medical standards for patient care.
- Renovating and upgrading the Coptic Hospital in Alexandria, adding an audiology and balance unit, an ICU and recovery unit, and providing dialysis machines.

3. Charitable Organizations and Civil Society:

- Providing in-kind assistance to charitable organizations in Al-Amiriya and Al-Nahda, as well as to local residents during religious celebrations, with supplies from military factories and farms.

4. Infrastructure Development:

- Renovating houses in the Aswan region.

5. Women Empowerment and Equal Employment Opportunities:

- Requiring contractors working with Sidpec to prioritize hiring local residents from Al-Nahda, resulting in 38.35% of the contracted workforce coming from the surrounding community, including 20% women.
- Honoring female temporary workers in the area, with recognition from the governor during the year.

Key Initiatives Related to Sustainable Development Goals

- Participation in the United Nations Global Compact's "SDG Ambition Accelerator" program to accelerate the implementation of initiatives linked to the Sustainable Development Goals (SDGs).
- Engagement in the "Climate Ambition Accelerator" program to contribute to strengthening commitment to implementing the Science-Based Targets initiative (SBTi) aimed at reducing emissions to combat climate change.
- As part of its corporate social responsibility towards Egyptian university students, Sidpec has supported the training of a group of students from the Energy Efficiency and Renewable Energy Department at Ain Shams University, in collaboration with the USAID Scholarship



شركة سيدى كيرير للبتر وكيمويات

Sidi Kerir Petrochemicals Co.

Activity, by providing them with specialized scientific training aligned with their fields of study at various sites.

- Continuing collaboration with a specialized energy efficiency improvement company, which provided expertise in this field. A "Strategic Energy Review" project was carried out by KBC in two phases: The first phase was completed at the end of Q4 2020, The second phase was completed during H1 2021. Also, the project outcome included: Training young professionals to acquire skills in process simulation programs and Developing a roadmap with several improvement opportunities that offer both economic and environmental benefits, with ongoing implementation of these initiatives.
- Investing in human capital by implementing various awareness programs and specialized training programs for employees.
- Taking the necessary steps to ensure a safe and healthy work environment for employees and adopting a comprehensive process safety management philosophy.
- Collaborating with UNIDO to support stakeholders (clients and petrochemical manufacturers) in energy efficiency improvement projects.
- Initiating procedures for a compressed air replacement project with more environmentally friendly alternatives.
- Launching procedures for a steam and electricity generation project using combined cycle technology for more efficient energy consumption.
- Preserving the company's human and intellectual capital by aligning with the requirements of the ISO 30401 Knowledge Management System.

Charters and Policies:

Code of Ethics and Professional Conduct:

The company has issued an internal Code of Ethics and Professional Conduct, which includes a set of values aimed at regulating and organizing workplace behavior and ethical standards within the company.

Succession Plan:

The company has an internally approved regulation issued by the Board of Directors that governs the procedures and evaluation of selection, appointment, and promotion processes to ensure that the most qualified candidates are placed in the right positions.

Whistleblowing policy:

The company has internal systems and procedures in place to encourage employees and stakeholders to report any violations of ethical conduct rules or illegal activities.

Insider transaction, Associate and related party policies:





شركة سيدى كرير للبتر وكيمويات

Sidi Kerir Petrochemicals Co.

The company regulates insider trading of its shares in accordance with the models and procedures mandated by the Stock Exchange, ensuring that transactions occur only within permitted periods. Additionally, relationships with related parties and conflict-of-interest contracts are managed in compliance with regulatory authorities' rules.

Corporate Social and Environmental Responsibility Policy

The company has adopted a clear policy on corporate social responsibility (CSR), aligning with the United Nations Sustainable Development Goals (SDGs). To date, the company has contributed to achieving 10 out of the 17 SDGs.

Commitment to Community and Environmental Development

Believing in its social role and the importance of humanitarian contributions, the company has been actively involved in developing local communities and neighboring villages through various initiatives, including:

- Continuous donations and contributions to the medical sector through a medical protocol for treating underprivileged individuals.
- Purchasing medical equipment and supplies for public hospitals to enhance healthcare services.
- Regular donations to charitable organizations in the area to improve infrastructure in neighboring villages.
- Supporting people with disabilities by providing prosthetic limbs and collaborating with leading civil society organizations to integrate them into the community.
- Contributions to universities, colleges, institutes, and government schools near the company to support the educational system.
- As part of the company's expansion efforts and commitment to the surrounding community, it has conducted public consultation sessions with local residents, public figures, and government officials to collaborate on development plans and ensure that expansion projects provide benefits to the local community.
- The company operates within the framework set by its General Assembly, ensuring that its community engagement aligns with corporate objectives.
- To reinforce Sidpec's commitment to Egypt's Vision 2030, the company published its Annual Sustainability Report (2022), highlighting its various initiatives that align with the 10 Principles of the UN Global Compact and the 17 Sustainable Development Goals (SDGs).

The Legal Representative of SIDPEC
Chief Executive Officer & Managing Director
Eng. Mohamed Ibrahim



Investors relationship manager
Mohamed Fathy Amer

Tel.: (+203) 477 0 131
Fax.: (+203) 477 0 920
P.O. Box: 743 Alexandria

E-mail: info@sidpec.com

www.sidpec.com

تليفون : ٤٧٧٠١٣١ (+٢٠٣)
فاكس : ٤٧٧٠٩٢٠ (+٢٠٣)
ص.ب : ٧٤٣ الإسكندرية