

Sidpec - Sidi Kerir Petrochemicals Co.



Sustainability Report 2025



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i.

About This Report

This report covers SIDPEC’s sustainability activities from January to December 2024 and is published in September 2025.

It complements our “Communication on Progress Questionnaire 2024”, available on Sidpec website. We welcome feedback at info@sidpec.com.

Our reporting methodology follows a rigorous process of data collection and analysis to ensure accuracy and reliability. The [“GRI content index”](#) included in this report maps our disclosures against GRI Standards, reinforcing our commitment to full compliance in the coming years.

Reporting Approach

- Since 2014, the preparation of this and previous sustainability reports has been guided by our commitment to the ten principles of the UNGC, structured around its four key pillars. The disclosures presented in this report demonstrate our alignment with both the UNGC and SDGs, as referenced in [Appendix A](#) and [Appendix B](#).
- Starting 2023, we began monitoring the extent to which our reporting topics align with the GRI Content Index (refer to [Appendix C](#)). Moving forward, we aim to achieve full alignment with all detailed GRI disclosures in the coming years.

Further information shall be available on the website



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We are committed to improve our sustainability practices and look forward to your feedback to enhance our future reports.

ii.

Message From The CEO

Our Journey Towards a Sustainable Future

This year marks a significant milestone in Sidpec's journey towards a sustainable future. Driven by a commitment to environmental stewardship and a vision of a thriving tomorrow, we have witnessed remarkable progress across all facets of our operations.

Our dedication to energy efficiency has been a cornerstone of this evolution. Through strategic investments and innovative initiatives, we have made significant strides in reducing our carbon footprint. The successful implementation of our Decarbonization Strategy, with a projected **17.8%** reduction in carbon emissions, exemplifies our commitment to environmental responsibility.



Eng. Mohamed Ibrahim
Chairman and CEO

Furthermore, our embrace of digital technologies has revolutionized our energy management practices. The integration of Petro-SIM with PI System has empowered us with data-driven insights, enabling us to optimize energy consumption and identify areas for further improvement.

This report showcases the tangible results of our unwavering focus on sustainability. From the successful implementation of energy-efficient technologies to the cultivation of a culture of innovation and continuous improvement, we have demonstrated a commitment to creating a lasting positive impact.

Looking ahead, we recognize that sustainability is an ongoing journey, requiring constant adaptation and innovation. We will continue to explore new opportunities to enhance our environmental performance, leverage emerging technologies, and foster a culture of sustainability throughout our organization.

I am immensely proud of the dedication and hard work of our entire team, whose tireless efforts have made this evolution possible. Together, we will continue to build a more sustainable future for Sidpec and the communities we serve.



01

Sidpec Overview

1.1

Executive Summary

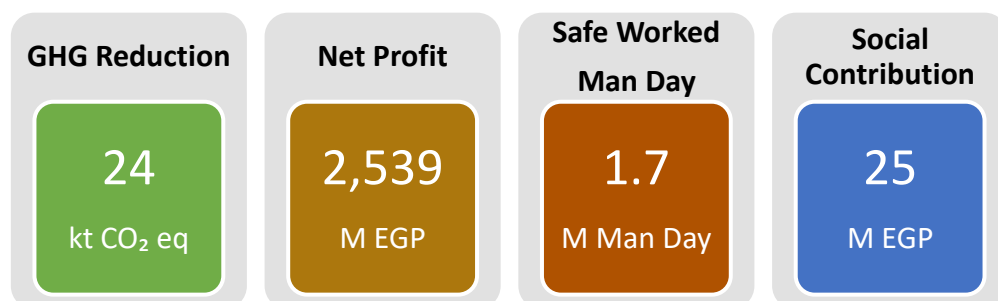
Introduction:

Welcome to SIDPEC's **2025 Sustainability Report**. Our commitment to sustainable development aligns with **Egypt Vision 2030** and the **UN Global Compact principles**, ensuring responsible operations across environmental, social, and governance (ESG) dimensions.

Our Commitment :

SIDPEC strives for **sustainable and profitable growth** through innovation, operational excellence, and ethical business practices. Guided by our core values—**integrity, safety, business excellence, employee development, sustainability, and teamwork**—we continuously enhance our governance, environmental performance, and social contributions.

Key 2024 Highlights



Strategic Initiatives & Global Engagement



Future Outlook:

SIDPEC remains committed to:

- Expanding energy efficiency initiatives and reducing our carbon footprint.
- Strengthening stakeholder engagement and fostering global partnerships.
- Enhancing contributions to the UN Sustainable Development Goals (SDGs).

1.2 Sidpec Profile

Core Market

SIDPEC manufactures **High-Density Polyethylene (HDPE)** and **Linear Low-Density Polyethylene (LLDPE)** under the brand name "**Egyptene**," utilizing ethylene derived from processing ethane and propane feedstock. The company employs cutting-edge, environmentally friendly, and energy-efficient technologies to ensure high-quality production.

Renowned both locally and globally, "**Egyptene**" stands as one of the most distinguished polyethylene products in the industry. This achievement is attributed to SIDPEC's stringent quality control measures and strict adherence to Egyptian environmental regulations.

In addition to polyethylene, SIDPEC also produces intermediate products such as **LPG** and **Butene-1**.

Film Applications

- High tensile strength
- High stiffness
- Good extrudability



Blow / Roto Modeling Applications

- Good rigidity
- Impact strength
- High stiffness



Injections Applications

- Easy processing
- High rigidity
- Good impact strength



Aligned with Egypt's national development plan, SIDPEC plays a key role in optimizing profitability for neighbouring petrochemical companies by supplying ethylene to the Egyptian Petrochemicals Company (EPC) to produce VCM and PVC, reducing reliance on imports.



Vision, Mission and Values



Vision: To sustain our leadership in the petrochemicals industry across both local and international markets by adopting sustainable practices and agile strategies, propelling Egypt’s petrochemical sector forward, delivering exceptional value to stakeholders, and adapting resiliently to market dynamics.



Mission: To produce and market high quality petrochemical products through a business model established on the highest standards of integrity & ethics, integration between efficient use of competent human capital, best updated technologies and management systems, to achieve sustainable growth and maximize shareholder profitability.



Core Values: At SIDPEC, our operations are guided by six fundamental values that shape our culture, decisions, and long-term vision:

- Integrity
- Business Excellence
- Sustainability
- Safety
- Employee Development
- Teamwork



Strategic Direction

SIDPEC’s **strategic plan** optimizes resources, enhances competitiveness, and aligns with **Egypt Vision 2030**. As a dynamic framework, it is reviewed annually to adapt to evolving challenges and drive sustainable growth.

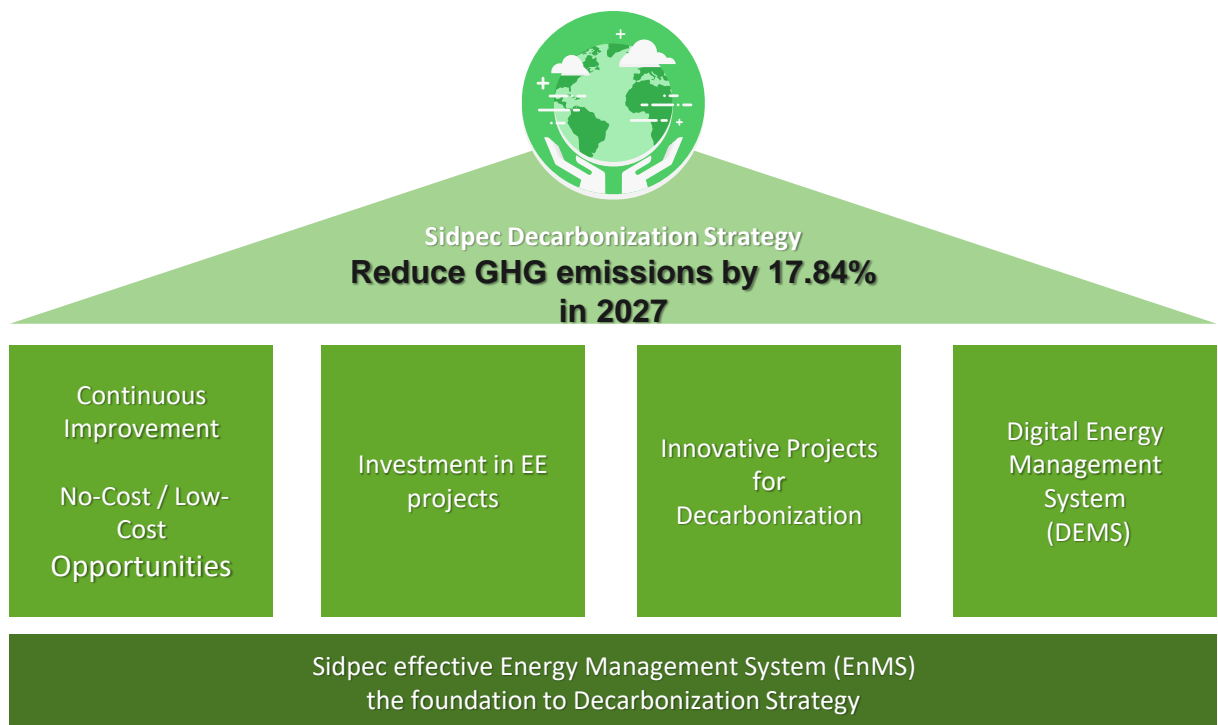
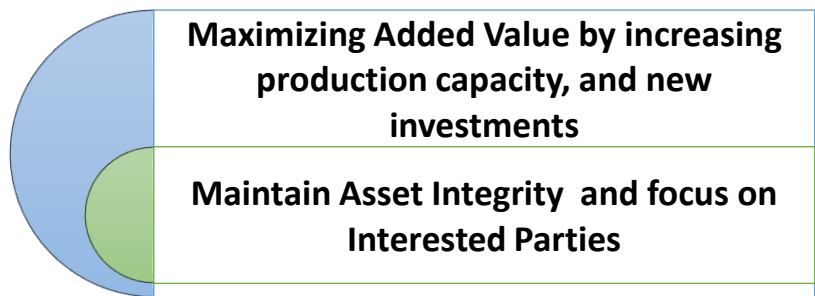
Now in its fifth version, issued in September 2022, the plan reflects key updates to navigate a rapidly changing business landscape.

In 2024, SIDPEC integrated a **Decarbonization Strategy** to improve energy efficiency, reduce GHG emissions, and lower operational costs. Despite market fluctuations, the company remains resilient, leveraging innovation to ensure financial stability and business continuity.

Through this plan, SIDPEC has addressed key challenges, including **Market Volatility** and **Financial Dynamics**.

Strategic Objectives

SIDPEC’s strategic plan prioritizes two core objectives, supported by measurable KPIs and innovative methodologies:



Sidpec Decarbonization Strategy



Sidpec's SDGs Alignment Initiatives

SIDPEC's objectives reinforce industry leadership and sustainable growth, aligning with the UN Sustainable Development Goals (SDGs) to support global sustainability efforts.

Enhance Resource Efficiency and Promote Decarbonization

- Implementing high investment energy efficiency projects, such as **combined heat and power (CHP) project** and **replacement of air compressors with new efficient ones**.
- Implementing decarbonization strategies, including a roadmap to reduce CO₂ emissions by **17.8%** by **2027**.



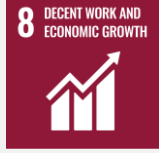
Foster Innovation and Sustainable Product Development

- Incorporating advanced **simulation** and **benchmarking tools** to enhance operational efficiency.
- Circular economy models, including **waste reduction** and increased use of recycled materials in production.



Empower Communities and Strengthen Workforce Development

- **Over 120 students of SIDPEC School for Applied Technology** have been trained annually at Sidpec premises to meet industry demands.
- Providing an online learning, **EI-Mentor platform**, for about 75 employees.



Advance Governance and Stakeholder Engagement

- **Regular audits** and transparent **reporting** mechanisms reinforce ethical governance.
- **Collaboration** with **local and international partners**, including **UNIDO** and **EPAP III/GSI** to implement **sustainability projects**.



1.3

Stakeholders Engagement

Stakeholders Identification & Analysis

SIDPEC adopts a structured approach to stakeholder engagement, starting with identification and analysis based on influence and dependability levels. Stakeholders are then prioritized into three categories: extremely high, high, and medium.

This classification supports informed communication, fosters mutual understanding, and strengthens support for our initiatives. Stakeholder requirements and value chain considerations are regularly updated and integrated into our Strategic Plan.

Engagement Channels

Stakeholder Group	Engagement Channel	Description
External Stakeholders (Customers, Investors, Regulators, Industry Partners, Communities)	Reports & Financial Disclosures	Ensures transparency.
	Digital Platforms	Website, surveys, emails, calls.
	Audits & Site Visits	Compliance checks, evaluations.
	Conferences & Partnerships	Knowledge exchange, networking.
	Regulatory Engagement	Policy and standard compliance.
Internal Stakeholders (Employees & Internal Committees)	Training & Development	Skill enhancement.
	Internal Communications	Digital updates, announcements.
	Employee Feedback	Surveys, discussions.
	Idea Bank & Knowledge-Days Initiatives	Collaboration programs.
	HSE Awareness Programs	Safety and sustainability.
	Energy & HSE Committees	Cross-functional teams
	Competitions & Incentives	Knowledge-sharing, recognition.

1.4

Material Topics

Materiality Assessment Process

SIDPEC is now making efforts to bring its sustainability practices in line with international frameworks such as **GRI Standard** and align with **Egypt Vision 2030**.

For this purpose, SIDPEC is developing a structured approach to identify and set priorities on the key economic, environmental, and social concerns. This entails:

- **Stakeholder consultation to know their priorities;**
- **Sustainability;**
- **Adherence to relevant regulations. Benchmarking the best practices in the industry;**
- **Risk and opportunity assessment influencing performance**

This alignment assists SIDPEC to realize its vision of formulating an open, responsive, and forward-looking sustainability strategy.

Materiality Topics Identification

Business Topics

Material Topic	Relevance to SIDPEC
Profitability & Business Continuity	Ensuring financial resilience in a volatile market.
Efficiency & Process Optimization	Enhancing productivity and reducing operational costs.
Continual Improvement Initiatives	Implementing Six Sigma and Lean methodologies .
Responsible Consumption & Production	Optimizing resource utilization for sustainability.
Ethics & Anti-Corruption Compliance	Upholding integrity and transparency in business operations.
Digital Security & Privacy	Protecting sensitive corporate data and customer information.
Risk Management Integration	Strengthening resilience against financial and operational risks.
Strong Management Systems	Implementing effective certified management systems and Establishing robust governance structures.
Digital Transformation	Leveraging Industry 4.0 technologies for operational excellence.



Environmental Topics

Material Topic	Relevance to SIDPEC
Energy use and Consumption	Monitoring SEUs to reduce costs and emissions.
Energy Efficiency Initiatives	Implementing sustainable energy-saving programs and Energy Management system.
GHG Emissions Reduction (Scope 1 & 2)	Setting our own decarbonization strategy.
Climate Change Adaptation	Addressing climate-related operational risks.
Renewable Energy	Transition to low-carbon energy sources and PV Solar Cells .
Effluents & Air Pollutants Control	Ensuring compliance with environmental regulations.
Solid Waste Management	Minimizing solid waste through reduction, reuse, and recycling practices wherever feasible.
Water Consumption & Discharge	Identifying related opportunities.
Water Treatment & Reuse	Wastewater unit upgrading.
Environmentally friendly Products	Developing sustainable petrochemical solutions.
Ecosystem Restoration	Supporting biodiversity and environmental conservation efforts.



Social Topics

Material Topic	Relevance to SIDPEC
Individual Productivity	Fostering workforce efficiency and innovation.
Learning & Development	Enhancing employee skills and career growth.
Knowledge Acquisition	Applying Effective Knowledge Management System
Engagement & Communication	Strengthening relationships with internal and external stakeholders.
Incident & Injury Reduction	Enhancing workplace safety programs
Healthcare & Well-being	Providing comprehensive health services for employees.
Safety Training & Awareness	Implementing internal and external HSE training programs and awareness workshops.
Process Safety	Ensuring the integrity of petrochemical processes through PSM implementation.
Diversity, Equity & Inclusion	Promoting equal opportunities and workplace diversity.
Responsible Labor Practices	Adhering to ethical employment standards.
Partnerships for SDG Achievement	Collaborating on sustainability goals with global partners such as UNIDO, EPAP/GSI...etc.

1.5





Risk Management

Enterprise Risk Management at SIDPEC

SIDPEC adopts proactive strategies to manage key risks, enhancing resilience and sustainability in line with **ISO 31000:2018** and The company is also working toward alignment with global sustainability frameworks, referencing **GRI 102-30** (Risk Management Processes) to guide the development of its risk management practices.

As part of a pilot phase, risk registers, treatment plans, and KPIs are being developed in the Quality, Safety, and Polyethylene Production departments to evaluate effectiveness before expanding implementation across all departments.

Mitigation Measures

- 
Operational Risks
 - Replacement of aging infrastructure with advanced technologies to meet compliance.
 - Regular maintenance and upgrades ensure reliability and energy efficiency.
 - Comprehensive HSE protocols minimize hazards and protect work.
- 
Market & Supply Chain Risks
 - Diversifying product offerings and procurement methods mitigate pricing and supply disruptions.
 - Targeting regulated markets and ensuring compliance through Life Cycle Assessment (LCA) and Environmental Product Declaration (EPD) reporting.
- 
Economic Risks
 - Addressing exchange rate and energy price volatility through long-term contractual agreements, strategic investment diversification, and the expansion of its business portfolio to include petrochemicals trading
- 
Environmental & Climate Risks
 - Supporting decarbonization and mitigating water scarcity risks through advanced monitoring systems, wastewater treatment, and the adoption of renewable energy initiatives.

Leveraging Improvement Opportunities

SIDPEC actively identifies opportunities to strengthen its sustainability commitments:

Sustainability Innovations:

- Working on developing recyclable polymer products aligning with circular economy.

Digital Transformation:

- Implementing advanced data analytics and automation technologies improves resource optimization and risk monitoring.

Green Investments:

- Collaborations with global institutions funding renewable energy projects and carbon-reduction initiatives.

1.6

Continual Improvement

Continual Improvement Initiatives

Driving Strategic and Operational Excellence

SIDPEC is committed to continuous improvement, innovation, and sustainability, ensuring operational excellence and alignment with Sustainable Development Goals (SDGs). The following Key initiatives ensuring long-term growth and industry leadership.

Change Catalyst Team

Established in 2021, the Change Catalyst Committee consists of young professionals dedicated to fostering innovation and strategic improvements.

The team has successfully led key task forces, including: The committee has successfully completed three task forces over the past two years focused on implementing a knowledge management system, activities towards the Science Based Targets initiative (SBTi) commitment, and process simulation software. Building on this foundation, the committee has launched several new task forces this year to achieve specific objectives:

- **Interactive Value Chain Task Force:** Utilizes Industry 4.0 and AI tools to create an interactive visualization of SIDPEC's value chain, supporting digital transformation.
- **ISO 31000 & Risk Management Task Force:** Implements ISO 31000 guidelines, develops risk assessment mechanisms, and raises awareness through competitions and online resources.
- **Training on Pump & Motor System Optimization Task Force:** Conducted by UNIDO-certified experts to enhance engineers' skills and integrate knowledge-sharing into SIDPEC's core operations.
- **Environmental Product Declaration (EPD) Task Force:** Collaborates with EPD Egypt to conduct a Life Cycle Assessment (LCA) for HDPE, supporting SIDPEC's sustainability reporting.

Building a Lean Six Sigma Culture

To enhance competitiveness and operational efficiency, SIDPEC conducted:

1. **Yellow Belt Training (July 2024):** 13 employees trained.
2. **Green Belt Training (July - Nov 2024):** 20 employees trained.
3. **Black Belt Certification:** 3 employees preparing for certification.

These programs promote data-driven decision-making, customer focus, and process optimization by reducing variation and identifying root causes of inefficiencies.



Lean Six Sigma yellow Belt (LSSYB) Training Program



Lean Six Sigma Green Belt (LSSGB) Training Program



Product Quality Improvement: Egyptene HD 3840 UA

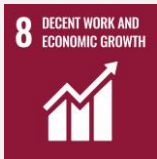


During production of HD 3840 UA , in first quarter of 2024 , the white index decrease to lower limit (34-38), this gives negative impact for the final product, making the demand for this product in low level in the export market and we work on Improvement of the specification of roto mold grade HD3840UA (white index) by developing the method of the injection of oxygen with concentration (50 – 100 ppm) at train -2 -reactor degassing column. This action increase white index from (34 – 38) to (48 – 52) which has good impact on final product. This gives Sidpec high positively impact on customer satisfaction which increases the sales of this grade.



Specification Improvement for Egyptene HD 3840 UA

Boosting Operational Security: New CCTV System
(SDG 8 SDG 9)

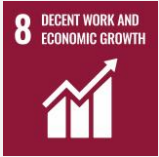


Installing a new **CCTV system** (closed circuit television) for P.E plant for the purpose of surveillance and monitoring of different operational areas and activities within. the installed system composed of 13 explosion proof industrial grade cameras; the system cover the most important and critical equipment within the plant.

System can support up to 50 camera, all events and photos are archived on video management server for 30 days. The system contains different detection modules such as motion, vehicle, object detection and personal protection equipment, also supports fire and smoke detection.



Enhancing Logistics: Mobile Loading Ramp



Purchasing the Mobile loading ramp (8 tons) for the use loading and discharging of different products (import and export) containers in the different warehouses, this leads to short time in loading and discharge products, easy move, easy maintenance, smooth operation and compatible with different heights of containers, usage in different applications like chemical and spare parts warehouse.

Sustainability Commitment: New Wastewater Treatment Unit



SIDPEC is committed to advancing its sustainability initiatives by implementing a new wastewater treatment unit. This state-of-the-art facility is designed to enhance the specifications for wastewater treatment, ensuring higher quality and more efficient processing. By increasing the reuse of treated wastewater, SIDPEC aims to significantly reduce its environmental footprint, conserve valuable water resources, and promote a more sustainable and eco-friendly operation.



Raw Water Treatment Units

1.7

Economic Performance



Sales of Ethylene	Sales of Polyethylene (PE)	Sales of LPG	Sales of Naphtha
33	185	38	4
k ton	k ton	k ton	k ton
Sales of PE (Local Market)	Sales of PE (Foreign Market)	Sales of Ethane	Sales of Butene-1
80	105	0.23	3.8
k ton	k ton	K ton	K ton



Financial Highlights & Economic Value Creation

SIDPEC continues to strengthen its position as a key player in Egypt’s petrochemical industry, demonstrating resilience and agility in navigating economic challenges.

The company achieved a net profit of **EGP 2.539 billion**, significantly contributing to Egypt’s industrial and economic growth.

Financial & Operational Achievements

- Production Performance:** SIDPEC produced 185 K Ton of High-density Polyethylene, ensuring stable supply to local and international markets.
- Marketing Strategy:** The successful **import and resale of polymers** bolstered SIDPEC’s financial performance while supporting local industry demands.
- Comparative Growth:** Net profits increased to **EGP 2.539 billion compared to 2.459 billion in 2023** , reflecting enhanced operational efficiency and strategic cost management.
- Alignment with Egypt Vision 2030:** SIDPEC’s economic initiatives support Egypt’s industrial development strategy, reinforcing its role in national economic sustainability.

SIDPEC’s exceptional achievements in 2024 were also recognized by industry leaders. The company's ongoing efforts to innovate, sustain growth, and create shared value have solidified its reputation as a cornerstone of the national economy and a model of resilience in the global petrochemical sector.

This robust economic performance section sets the tone for a comprehensive exploration of SIDPEC’s strategic and financial contributions in 2024.



02

Governance

2.1

Governance Structure

Governance Framework



Board Structure

13-member board with 12 shareholder representatives and one executive member



Specialized Committees

Audit Committee provides additional oversight and guidance



Ethical Leadership

Rigorous code of ethics ensures transparency and accountability



Stakeholder Inclusivity

Mechanisms for stakeholder engagement promote collaboration

Policies and Ethical standards

Anti-corruption is represented by internal audit department, external audit, and accountability state authority (ASA).

SIDPEC relies on internal audit programs to maintain control points across various aspects of the company.

These internal audits help ensure compliance with systems, policies, and regulations, which in turn reduce the risk of corruption or bribery. Internal audits are carried out on our financial and administrative activities to monitor and control the performance, and the reports are submitted to the board of directors and stakeholders.

Anti-Corruption Training

77

attendees completed the governance & anti-corruption training program.



2.2



General Assembly

The 2024 General Assembly demonstrated SIDPEC's leadership in governance and strategic foresight:




Financial Performance

- Net Profit: EGP 2.539 billion (+3.25% YoY) 
- Profit Distribution Approved 
- Capital Increase: +EGP 302.4 million, Total: EGP 1.814 billion 

Strategic Investments

- Energy Efficiency Investments 
- CHP Project: 7.5 MW electricity generation, reduction fuel consumption & emissions 

Sustainability Contributions

- 7.5% Share in EBIOL Company for bioethanol Production 
- Industrial water usage reduced by 8% 
- Community Support & Donations: Increased from EGP 20M → EGP 30M 



2.3

Code of Conduct

SIDPEC's Code of Conduct ensures that ethical principles guide decision-making across all levels of the organization. Core elements include:

Human Rights

We believe that all employees deserve to work in an environment where they are treated with dignity and respect. We are committed to creating such an environment because it brings out the full potential in each one, which in turn contributes directly to our business success. We are an equal employment entity and are committed to providing a workplace that is free of discrimination of all types of abusiveness, offensiveness, or harassing behavior. Any employee who feels harassed or discriminated against should report the incident to his or her supervisor or department manager. If the employee is not satisfied that the matter has been appropriately addressed, the employee should feel free to address this issue to the company's Chairman. We oppose child labor in our premises and among our stakeholders.

Labors Practice

We endeavor to invest in our employees by providing them with the best possible skills and abilities to develop their individual potential to the maximum and thereby contribute to the sustainable success and competitiveness of our enterprise. We provide specific training to the employees as regards technical aspects connected with our processes and the field of health & safety at the workplace as well as other relevant aspects connected with the enterprise activities. We strive to create working conditions that give our employees the convenient environment to work considering the human aspects and particularly without any risk for their health and industrial hygiene. We have clear recruitment and promotion criteria for all employees. Our grievance procedures are identified, and we recognize the right for employees' representation to participate in a transparent social dialogue.

The Environment

We are committed to conserve the natural environment, endorsing the principles of sustainable use and minimum impact on the environment in full compliance with the applicable laws and regulation. Our stakeholders should be sensitive to the impact of their operation on the local community and cultural setting within which they work and minimize any adverse effects. We encourage our stakeholders to develop their own, and others' understanding of environment protection and the behaviors that can adversely affect it. Within our decisions and activities, we adopt special practices that take into consideration the direct and indirect economic, social, health and environmental implications.



Community Involvement and Development

We consider ourselves an integral partner of the community in approaching educational development projects. We provide continuous contributions to the surrounding communities to promote higher levels of well-being in these communities. We provide employment opportunities for our surrounding community either directly through us or indirectly through our subcontractors. We never cease to invest tremendously in our community health care projects. We support research and development projects in cooperation with governmental institutions and universities.

Fair Operating Practices

We prohibit corrupt or non-ethical practices. We investigate all reported instances of questionable or unethical behavior and take appropriate actions that prevent such unethical behavior in the future. Our commitment to integrity begins with complying with laws, rules, and regulations. We are dedicated to ethical, fair, and vigorous competition. We sell our products based on their superior quality, functionality, and competitive pricing. We respect the property right of others. We do not acquire or seek to acquire improper means of a competitor’s proprietary or confidential information.

Customer satisfaction

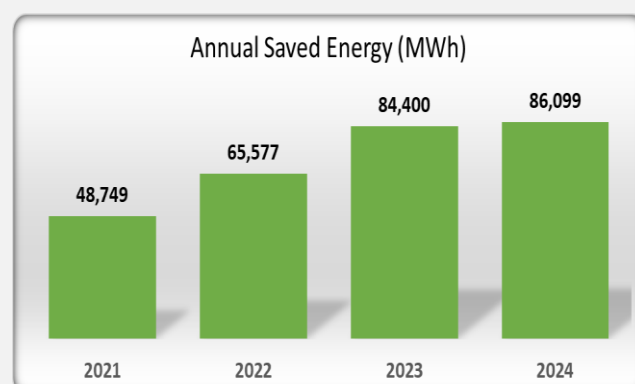
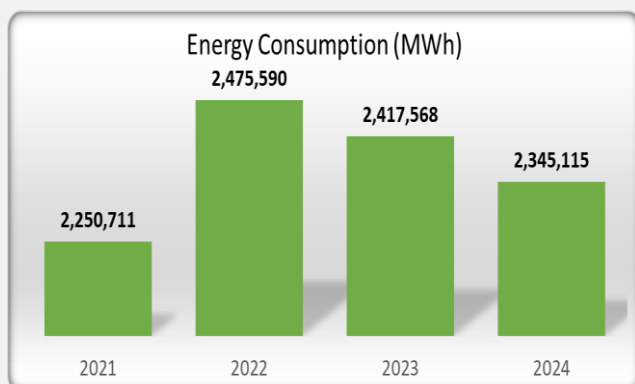
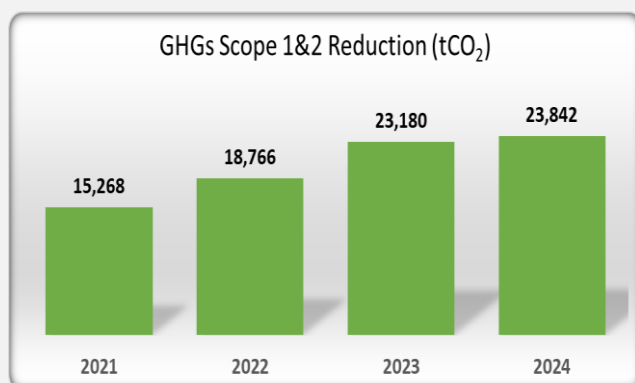
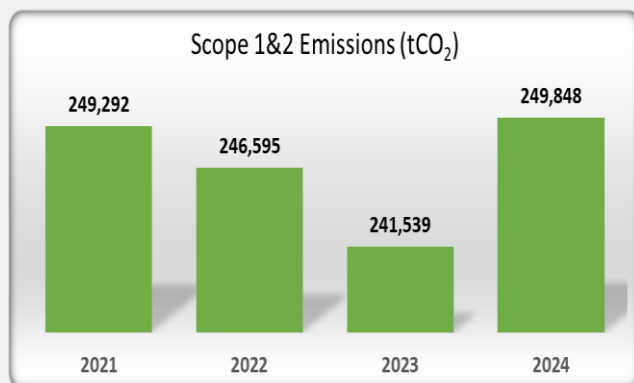
We are eager to provide products which achieve our customers’ satisfaction. We provide our customers with fair and transparent information about our products. We review our customers’ complaints and improve practices in response to them. We offer an adequate and efficient support and advice system for our customers.

03

Environmental Stewardship

3.1 Environmental Performance

Energy Consumption	Specific Energy	Scope 1&2 Emissions
2,345	11.187	250
GWh	MWh/ton Polyethylene	kt CO ₂ eq
Energy Saving	Energy Cost Saving	GHGs Reduction
86	44	24
GWh	M EGP	kt CO ₂ eq
Emissions per product	Water Consumption	Waste Disposal
1.35	4,295	45.19
t CO ₂ eq/ton Polyethylene	1000 Cubic Meter	Ton



3.2

Energy Efficiency and Climate Change

SIDPEC is committed with structured sustainability initiatives that align with Egypt Vision 2030, the National Strategy for Climate Change 2050. SIDPEC is actively implementing decarbonization strategies to reduce emissions and improve energy efficiency while ensuring compliance with evolving regulatory frameworks.

Digital Energy Management System (D-EMS)



Based on our strategic vision of the importance of steps to improve operational efficiency and energy efficiency and their direct impact on operating economics and increasing profitability, **Sidpec** maximized the benefit of the "**Sidpec Utility Model**" simulation, which reviews and simulates the energy use resulting from fuel, electricity and steam together with the associated equipment's efficiency.

The utility model was prepared during the two phases of the **Strategic Energy Review (SER) project**, from October 2020 to July 2021, which was carried out by the energy consultant KBC-YOKOGAWA. Afterwards the Utility Model simulation using Petro-SIM software, PI vision for process data historian, and the existing IT infrastructure were the cornerstone for Proceeding in the D-EMS project in cooperation with KBC-YOKOGAWA, which is a huge step towards creating a Digital Twin. one of the most prominent output of the D-EMS project was the Energy performance indicators dashboard on PI VISION whose data is updated automatically every shift, using current operational data from plant data historian.



Digital Energy Management System (D-EMS)

Cont.

A Cross-functional project committee was formed from the relevant departments to coordinate, organize, and follow up the project with the KBC-YOKOGAWA consulting company. The project started on October 2023, and the Dashboard went online on March 2024 after completing the SAT activities to test the effectiveness of the implemented project.

The D-EMS project training activities on the Process simulation and digital transformation work for the capacity building of Sidpec’ s engineers.

The digital platform for the energy management system (D-EMS) achieved maximum benefit through immediate and accurate simulation of Sidpec’s total energy consumptions, which allows for the analysis and prediction of expected energy performance data and its impact on carbon emissions. In addition to monitoring the impact of implementing improvement projects on energy performance through some benchmarking metrics namely the Best technology Index (BT-index).

Combined Heat and Power Project (CHP):

7
AFFORDABLE AND CLEAN ENERGY


8
DECENT WORK AND ECONOMIC GROWTH


12
RESPONSIBLE CONSUMPTION AND PRODUCTION


13
CLIMATE ACTION


17
PARTNERSHIPS FOR THE GOALS


The currently in progress project will contribute to enhancing energy efficiency, through generating about **7.5 MW** of electricity using gas turbine and about **50 t/h** of high-pressure steam for industrial applications using heat recovery steam generation (HRSG) as a combined cycle.

By the end of the project, about **45 kt CO₂** equivalent emitted annually will be eliminated contributing to a better environment for neighbors in the surrounding society as well as securing energy supply of 30% of the electricity needs of Sidi Kerir Petrochemicals Co. (SIDPEC) plant.

This decrease in emission is calculated based on the international standard for the calculation of emission factor. It represents 45 % of emissions related to scope 2 at Sidpec’ s factory. CHP plant is expected to be in operation during second half of 2025.

60
GW
Annual Electricity Generation

400
K TON
Annual HP steam Production

120
M EGP
Annual Cost Saving

45
Kt CO₂ eq
Annual Emissions Reduction



New CHP Plant during construction



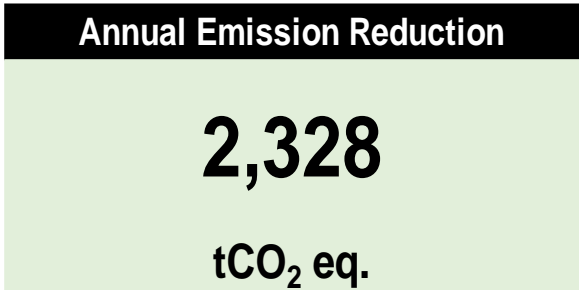
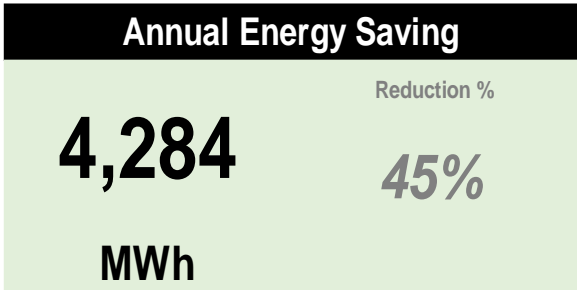
New Air Compressors



SIDPEC had THREE Air compressors where two compressors were running to fulfil plant needs of instrument air, breathing air and plant air, and was consuming around 9.2 GWh/year of electricity.

The objective of the project was to replace these THREE compressors with TWO energy efficient ones, where one of them could work properly with the same capacity that fulfills the plants' demand and reduce annual energy consumption by about 40%.

The project was executed, and the new air compressors are in operation since mid of October 2024, achieved saving per month for a about 320 MWh and 175 t CO₂ eq emission reductions.



New Air Compressor
installed in October 2024



Recognition of SIDPEC's Energy Efficiency Leadership

As part of the Ministry of Petroleum and Mineral Resources' strategy to enhance energy efficiency in alignment with Egypt's Vision 2030 and the UN Sustainable Development Goals, a specialized workshop titled **"Energy Efficiency: A Journey of Success"** was organized by Sidi Kerir For Petrochemicals "Sidpec" with the participation of key petroleum sector entities, international organizations, and industry specialists.



Energy Efficiency Workshop titled "A journey of success"

SIDPEC was highlighted as a role model in integrating energy efficiency into its operations, demonstrating how sustainable energy management can deliver both economic value and environmental benefits.

The workshop fostered knowledge exchange, promoted cross-sector collaboration, and reinforced the importance of joint initiatives to advance energy performance and long-term sustainability in the petroleum industry.



Energy Efficiency Workshop – Second Session

The workshop featured four sessions covering:

- **Strategic Directions for Energy Efficiency** – highlighting senior management commitment, the importance of international collaboration, and the transition towards renewable energy sources.
- **SIDPEC's Energy Efficiency Success Story** – showcasing a decade-long journey of operational improvements, developed in partnership with global expertise, as a benchmark for the sector.
- **Sector-wide Success Stories** – sharing achievements from various companies in improving energy performance and operational sustainability.
- **Emerging Technologies in Energy Efficiency** – presenting innovative solutions from specialized technology providers to drive efficiency gains.



Life Cycle Assessment (LCA) of Polyethylene Environmental Product Declaration (EPD)



In alignment with Egypt's Vision 2030 and the "National Strategy for Climate Change 2050," as well as the updated Nationally Determined Contributions (NDCs), SIDPEC has advanced its decarbonization strategy by initiating actions for environmental disclosure and product footprint assessment.

As a key step in this strategy, SIDPEC engaged a specialized consultant to conduct a comprehensive Life Cycle Assessment (LCA) for its main product—polyethylene (PE).

The objective is to quantify and monitor the environmental load per declared unit, defined as one metric ton of high-density polyethylene (HDPE), and to subsequently issue an Environmental Product Declaration (EPD).

Significant progress has been made, with major assessment phases already completed and the project nearing finalization.

This initiative enables SIDPEC to identify environmental impact hotspots, implement targeted improvements, and continually enhance the sustainability profile of its products.

Moreover, this proactive approach positions SIDPEC to be well-prepared for any anticipated or future regulatory requirements like those international frameworks that are applied to different industries, such as the EU's Carbon Border Adjustment Mechanism (CBAM).

3.3

Water Management

Water Treatment System



SIDPEC's utilities plant ensures responsible management of water and energy resources. Raw water is sourced from the Nubaria Canal and treated to produce filtered water, desalinated water, fire-fighting water, and cooling water. Through optimized operations, the plant minimizes wastewater and energy consumption while ensuring reliable supply for production processes. Effective monitoring and process controls have reduced the need for frequent resin and membrane replacement, lowering chemical use and maintaining consistently high 5water quality standards. The facility also places strong emphasis on environmental protection and worker safety.

In addition, the utilities plant generates high-pressure steam using a centralized boiler system, operated in coordination with other steam production units. This integrated approach supports stable supply, efficiency, and safe operation across SIDPEC's industrial activities.

Water Resources Management

For optimizing water use and reducing costs, SIDPEC actively monitors water consumption across all operations and implements strategies to conserve water.

Water Resource Risks Monitoring

- SIDPEC actively monitors potential water-related risks to ensure the stability and reliability of its supply. Water production processes are adjusted to account for seasonal variations in raw water quality, ensuring continuous provision to operational plants.
- Where risks are identified, SIDPEC engages in communication and collaboration with relevant governmental authorities to safeguard resources and maintain operational resilience.



Efficient Use of Water Resources

In 2024, the Company's industrial water intake was **4.4** million cubic meters, a decrease of **8 %** year-on-year, saving **0.4** million cubic meters of water.

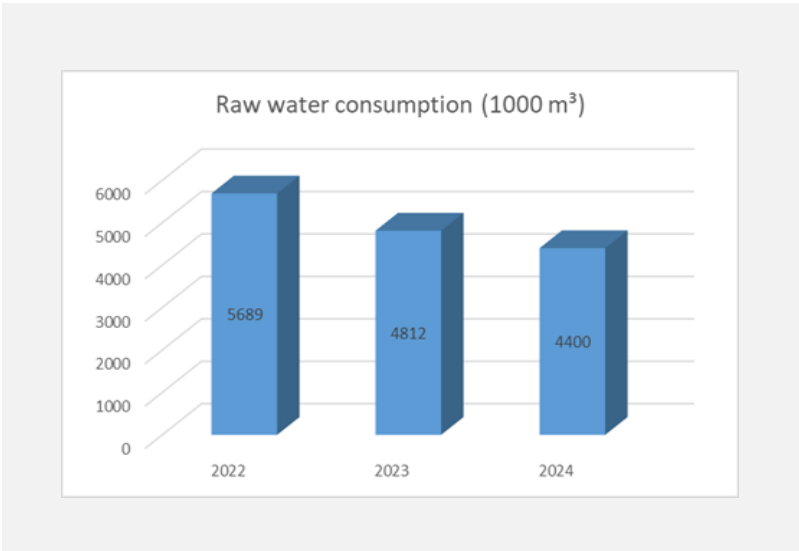
Key Highlights

24.4
cubic meter /Ton product

Water consumption 2024

0.4
Million cubic meters

Amount of water
saving in 2024



Wastewater System

Wastewater Management & Water Pollution Control

- SIDPEC actively manages wastewater discharges in line with treatment standards that go beyond regulatory requirements. Final discharge is continuously monitored online by both SIDPEC and the Egyptian Environmental Affairs Agency, ensuring full compliance and reinforcing our commitment to protecting water resources.
- Through systematic monitoring and improved management practices, SIDPEC strengthens water stewardship across its operations by optimizing supply and drainage systems, ensuring efficient production water use, and enhancing monitoring and reporting mechanisms.

Key Data Highlight

60000
cubic meters

Amount of wastewater
saving in 2024



Effluents, Pollutants, and Waste Control:

SIDPEC implements comprehensive procedures to manage waste and emissions from production and maintenance activities, in line with environmental regulations and the company's sustainability objectives.

These procedures cover industrial drainage, air emissions from combustion sources, and both hazardous and non-hazardous solid waste.

Industrial drainage of production processes Control :

Industrial wastewater is generated from production processes and may contain oils, acids, alkalis, catalysts, and other petrochemical by-products. To mitigate impacts, SIDPEC operates treatment units, employing primary, advanced, and biological treatment methods.

A neutralization basin in the utilities complex provides additional protection. Treated effluents are collected at a central sump before final discharge, with pollutants monitored weekly in accordance with Egyptian environmental regulations (Law No. 4/1994 and Law No. 48/1982).

Solid Waste Management:

Solid waste is classified according to regulatory standards into non-hazardous and hazardous categories. Non-hazardous waste arises mainly from support activities or treatment residues such as sludge and empty chemical drums, while hazardous waste originates from production processes, such as spent activated carbon or chromium residues. These are subject to special handling, either through internal processes or external licensed treatment, in accordance with Ministerial Decree No. 673/1999.



Recycling became a regular activity

Sidpec is making remarkable progress in sustainability by focusing on waste recycling. This initiative supports the circular economy principles, aiming to reduce waste and maximize resource use. By recycling, the company lowers its environmental impact, cutting greenhouse gas emissions and conserving natural resources. Additionally, the company's efforts help decrease landfill waste, which is vital for protecting local ecosystems and biodiversity.

These practices also align with **Egypt Vision 2030**, fostering economic growth while ensuring environmental sustainability. By following international standards and guidelines, the company boosts its corporate social responsibility and stakeholder engagement. The emphasis on recycling also supports the United Nations Sustainable Development Goals (SDGs), especially those related to responsible consumption and production. Through ongoing innovation and dedication to sustainability, the company sets a standard in the petrochemical industry, showing that economic success and environmental stewardship can coexist.

In collaboration with companies such as **Al-Siham Petroleum Company** and **EcoConServ**, recycling was successfully carried in **2024 for 379 metal drums , 9.45 tons of mineral oil and 7.44 tons of papers.**

✓ **379**
metal
drums

✓ **9.45**
tons of
mineral oil

✓ **7.44**
tons of
papers



Paper waste bags loaded and ready to be transferred to our recycling partner company



Empty metal barrels ready to be transferred to our recycling partner company

3.5

Biodiversity and Land Use

SIDPEC established and maintained a procedure to identify the environmental aspects arising from its activities, assess and control the associated risks and assess the impact of its operations on the environment and ecosystem.

For each aspect, the following information has been provided: Sources, Environmental Aspect, Environmental Impact, Risk analysis before existing and additional control measures, Probability or frequency of occurrence, Severity of the aspect, Environmental Risk rating and evaluation.

Although there is no single approach for identifying environmental aspects, the approach selected could for example consider emissions to the air, releases to the water, releases to the land, use of raw materials and natural resources, use of energy, energy emitted, waste and by-products, and physical attributes.

The Environmental Aspects Register will be updated whenever a new and/or significant environmental aspect is identified, or an existing one is altered.



Ecosystem restoration

Total **green areas** are approximately **52,500 squared meters**. In 2022, about 1,100 Ficus trees were planted as part of the initiative to increase the green area considering as one tree per employee.

Total Green Area

52.5

1000 Square meter

The background features abstract, flowing shapes in shades of red, maroon, and purple. A large red shape is in the top left, with a purple shape flowing from it towards the top right. A maroon shape flows from the top left towards the bottom center. Another purple shape flows from the bottom center towards the bottom right. The overall effect is a dynamic, organic composition.

04

Social Development

4.1

Key Highlights

Community Engagement & Social Contribution

968

Ideas submitted to Ideas Bank

25M EGP

Invested in social contributions

Active partnerships

With local institutions & community initiatives

Workforce Development & Inclusion

1,073

Employees +

456

Contracted workers

357

Internship trainees

96

University on-site visits

Health, Safety & Well-being

1.7M

Safe worked man-days accumulated

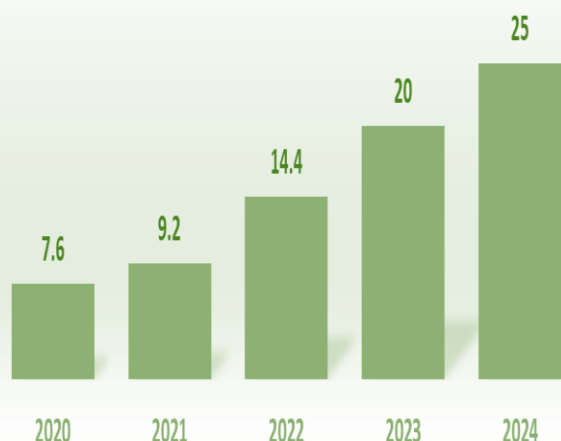
664

Employees reached through health campaigns

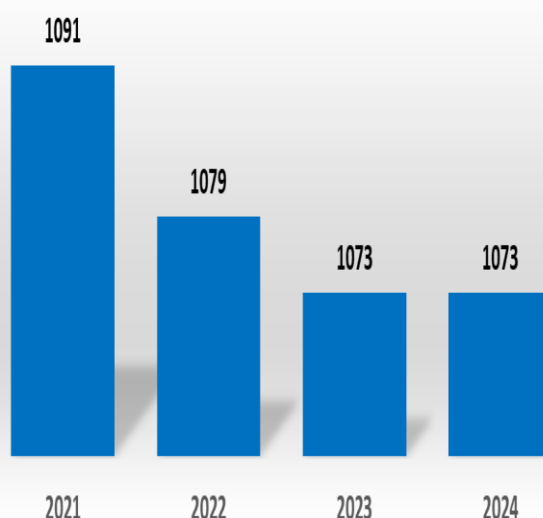
Ongoing

Safety awareness & training programs

Social Contributions
(Million EGP)



Skilled Workforce No.



4.2

Occupational Health & Safety

Comprehensive OH&S System



SIDPEC is committed to ensuring the safety, health, and well-being of its employees, contractors, and stakeholders. Our OH&S system is built on rigorous policies, continuous monitoring, and alignment with national and international standards.

Core Practices:

- **Routine Monitoring:** Regular evaluation of processes, machinery, and equipment to ensure compliance with safety standards.
- **Defined Responsibilities:** Clear allocation of roles and accountability for health and safety tasks.
- **Risk Assessment & Incident Investigation:** A structured five-step framework is used to identify hazards, evaluate risks, and implement preventive measures. Incident investigations focus on identifying root causes and corrective actions.

Continuous Improvement

In 2024, SIDPEC further strengthened its incident investigation processes, reinforcing workplace safety and supporting a culture of prevention and accountability.



OH&S Training and Capacity Building

SIDPEC recognizes training as a cornerstone of safety and operational excellence. In 2024, the HSE Department delivered 520 hours of training to over 1,600 trainees, covering:

- **Fire Drills and Emergency Response:** Enhancing readiness for potential emergencies.
- **Process Safety Management (PSM):** Ensuring compliance with safety standards in high-risk environments.
- **Chemicals Handling and Waste Management:** Promoting safe practices for hazardous materials.
- **Personal Protective Equipment (PPE) Use:** Educating employees on proper PPE usage.

Employee Participation and Engagement

SIDPEC values the involvement of employees and contractors in strengthening its OH&S framework. Engagement initiatives include:

- **Daily Operational Meetings** – Addressing immediate maintenance and safety concerns.
- **Monthly Risk Mitigation Reviews** – Gathering and implementing employee suggestions to enhance workplace safety



STOP Card System: Empowering employees to halt unsafe operations immediately, reinforcing a culture of shared responsibility.

HSE Awareness Campaigns: Conducting monthly campaigns on topics such as safe driving and home safety.

HSE digital portal : In 2024, SIDPEC has evolved its HSE digital platform to provide easy access to safety protocols, resources, and training materials, ensuring comprehensive employee engagement.



2024 Achievements and Future Commitments

Achievements:

- Reduction of work-related incidents by **15%** compared to 2023.
- Implementation of a digital risk management platform, enhancing transparency and accountability.
- Completion of a company-wide health and safety audit, achieving **full compliance** with national and international standards.

Future Commitments:

- Expand health and safety training hours by **20%** annually.
- Integrate advanced monitoring systems to track OH&S performance metrics.
- Collaborate with global institutions to adopt best practices in occupational health and safety management.

Promoting Health and Well-Being

SIDPEC's comprehensive medical care programs support employees and contractors by addressing workplace health risks and ensuring prompt medical attention.

Key initiatives include:

- **Proactive Health Risk Management:** Regular assessments of environmental risks, individual health changes, and new processes.
- **Health Programs:** Providing medical support for injuries and illnesses, issuing periodic health bulletins, and conducting workplace health awareness campaigns.
- **Occupational Health Monitoring:** Regular evaluations of health impacts from exposure to hazardous materials, with periodic disclosure to confirm safe performance.

In 2024, SIDPEC conducted over 1,000 health screenings and extended healthcare benefits to employees' families, emphasizing preventive care and awareness.



Strategies for Sustainable Healthcare to Ensure Healthy Lives and Promote Well-being for All

Preventive Health Programs

Routine Examinations at the Company:

A. “100 Million Siha” Campaign in Coordination with the Ministry of Health:

- **World Diabetes Day Campaign:** Screening for SIDPEC labor, Petromaint labor, and contractor labor, totaling 664 labor.
- **Early Detection and Treatment of Cancer:** Screening for lung tumors, colon tumors, prostate tumors, and cervical tumors.

B. Routine Medical Examinations:

- Internal Medical check-ups, dermatological exams, orthopedic exams, ECG tests, and lung function tests.
- Ultrasound scans of the abdomen, conducted by leading professors of cardiology and internal medicine.

C. Regular Employee Checkups for Occupational Exposures:

- Collaboration with the General Department of Occupational Safety and Health to study various exposures within the plant.
- Preventive measures, medical checkups for employees, and prevention of occupational diseases.
- Health insurance coverage for audiometric tests, internal medicine checkups, laboratory analyses, and ophthalmology exams.

D. Random Drug and Substance Abuse Testing at the Company Premises:

- Random screening for SIDPEC labor, Petromaint labor, and contractor labor, totaling 250 labor.

Medical Seminars and Conferences

A. Infection Control Seminar:

- Educational seminar on infection prevention, control methods, and personal protective measures.

B. Diabetes and Fasting During Ramadan:

- Educational seminar titled “Diabetes and Fasting During Ramadan,” supervised by a Professor of Endocrinology and Diabetes at Alexandria University.



Internal Medical Check-up



Environmental Health Initiatives

A. Safe Disposal of Medical Waste:

- Contracting with Nahdet Misr company to ensure environmentally safe disposal of medical waste, preserving both workplace and environmental health.
- Safe disposal of expired medications to protect the environment.

Training and Education

First Aid Training for Employees:

- Training employees from various departments in first aid, including theoretical and practical training, and answering employee inquiries for 300 employees.



First Aid Training

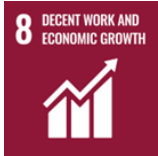
Measuring and Improving Healthcare Outcomes

Health Metrics and Reporting:

- Establishing key performance indicators (KPIs) to measure healthcare effectiveness.
- Zero work-related injuries reported.
- 28 cases requiring hospital admission for various reasons.
- 98.6% employee satisfaction rate for the medical services provided by the company.



Recreational and Educational Activities



In line with its mission to create a vibrant and inclusive workplace, SIDPEC organized its first **recreational and sporting day** on **August 23, 2024**, under the initiative of the Chairman and CEO. The event, held at Hilton King’s Ranch, aimed to foster team spirit among employees while enhancing their loyalty.

The day featured sporting and educational activities with the participation of Sidpec’s Chairman & CEO and the top management, such activities included warmups, trampoline, swimming, volleyball, Chess & ping pong the day also included a keynote speech focusing on stress management techniques and their impact on mental health. Following the event's success, SIDPEC hosted a second recreational day with an inspiring talk on positive emotions and their role in improving productivity, creativity, and daily life skills.



4.3

Human Rights and Labor Practices



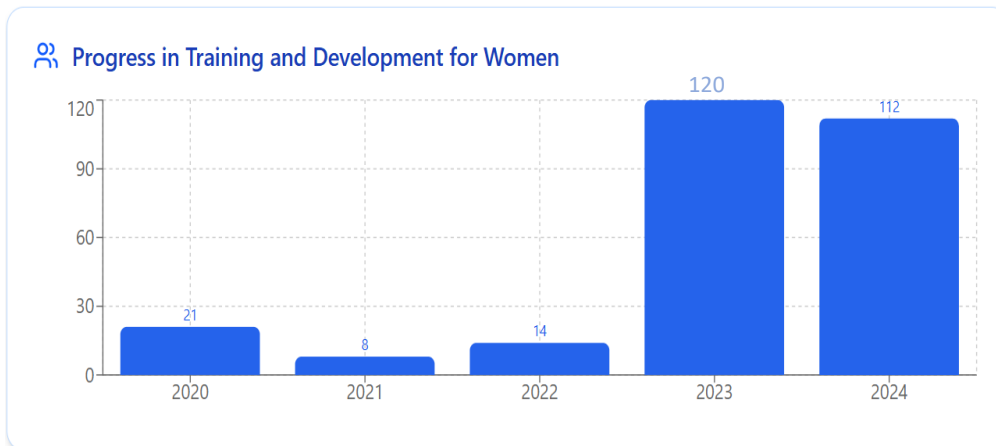
Human Rights and Labor Practices

SIDPEC upholds fairness, equity, and respect for human dignity by complying with national labor laws and international standards. Employees benefit from safe working conditions, fair wages, clear working-hour policies, paid leave, and maternity support.

Compensation is reviewed annually to ensure competitiveness, gender equity, and transparency, with rewards for advanced academic achievement. Inclusion is a priority, with female employees supported through training, leadership programs, and international initiatives such as the UN Global Compact, strengthening representation in managerial roles.

Progress in Training and Development for Women

SIDPEC's focus on training and capacity building for women has significantly grown over the years, as reflected in the number of female employees nominated for training programs and conferences:



These efforts highlight SIDPEC's commitment to building a pipeline of capable female leaders who are equipped to take on higher levels of responsibility within the organization.



Female Representation Across the Organization

SIDPEC ensures fair representation of women across various organizational levels, actively promoting gender diversity in decision-making roles. Below is the distribution of women in leadership positions:



These figures demonstrate SIDPEC’s ongoing efforts to improve female representation at all levels of the organization, with a particular emphasis on managerial and leadership roles.

Retention and Support for Women

SIDPEC fosters a supportive workplace for women, promoting retention and work–life balance through inclusive policies. Benefits include 90 days of paid maternity leave, reduced working hours during late pregnancy, breastfeeding breaks, and up to two childcare leave periods of up to two years each.

Compliance with Child Labor Laws

SIDPEC strictly prohibits child labor and enforces verification processes to ensure all employees are above the legal working age of 18, in compliance with Egypt’s labor law (No.12-2013).

Ethical Conduct and Reporting

SIDPEC promotes integrity and accountability through secure channels for reporting misconduct. All cases are promptly investigated under a zero-tolerance policy.

Retirement and Benefits

SIDPEC ensures long-term financial security for employees through:

Retirement Age Extension: Gradually increasing from 60 to 65 between 2031 and 2035.

Life Insurance: Subsidized coverage for employees and their families.

Supplementary Pension: Enhancing retirement income.

Deferred Compensation Plan: Retirement reward available at age 60.

Annual Compensation Reviews: Ensuring fair and competitive pay.

HR Function Awareness

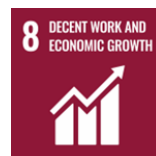
SIDPEC enhances employee knowledge of rights and benefits through “Understanding HR Functions” sessions. Across 8 waves, 130 employees received training on available benefits and HR procedures, simplifying access and improving awareness.

4.4

Workforce Development

Facts about Sidpec's Workforce

SIDPEC employs approximately 1,600 highly skilled employees, including permanent staff and contracted personnel for operations, maintenance, services, and security.



Workforce Breakdown (2021–2024)

Workforce	2021	2022	2023	2024
Sidpec	1091	1079	1073	1073
Petro-maint Contracted	177	254	311	219
Maintenance agreement Contracted	217	217	217	219
Petro-Solutions Contracted	-	-	-	18

Training and Education

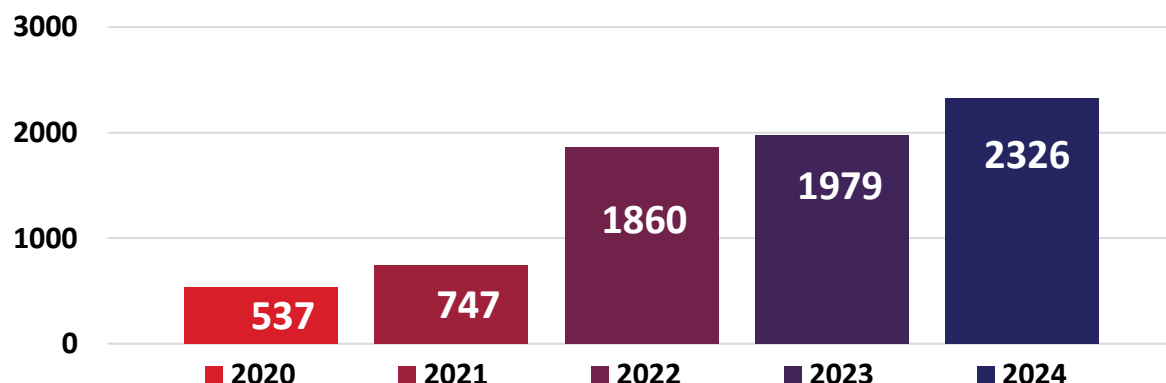
SIDPEC prioritizes training and development to prepare employees for current challenges and future opportunities.

Achievements and Commitments

- ✓ Over **15,000 hours** of training delivered.
- ✓ A total of **2,326 trainees** participated in programs.
- ✓ **30% increase** in women's representation in leadership development.
- ✓ Future focus: Expand training by **20% annually**, emphasizing digital transformation, sustainability, and advanced technical skills.

Training Performance

Number of Trainees





Training Performance (2020–2024)

- **Number of trainees:** Grew from 537 (2020) → 2,326 (2024).
- **Training hours:** Increased from 11,660 (2020) → 26,655 (2024).
- **Categories (number of programs in 2024):** OH&S (31), Technical (13), QEE (12), Finance & Accounting (11), Conferences (16), plus General, IT, and Leadership programs.

El Mentor Online Training Provider

100 employees enrolled (Dept. Managers, Sector Managers, General Managers).

75 accounts activated, with full access to courses.

Specialized programs included **Change Management** and **Artificial Intelligence**.

Results to Date:

- **683 hours viewed**
- **627 courses completed**
- **233 certificates issued.**
- **88% completion rate.**

Outcome: Strengthened digital learning culture and increased flexibility in professional development.

Partnership With E-JUST

Collaboration with Egypt-Japan University of Science & Technology.

7 employees enrolled in the MBA program (2024/2025).

Provided scholarships and tuition discounts to expand academic opportunities.

Outcome: Supports higher education, leadership preparation, and international academic collaboration.

USAID Egyptian Pioneers Program

3 SIDPEC employees selected for the first cohort (Sept 2024 – Feb 2025).

Training focused on **climate risk assessment, adaptation, mitigation, digital transformation, and project management.**

Alignment with SDGs

SDG 13: Climate Action.

SDG 9: Industry, Innovation & Infrastructure.

SDG 17: Partnerships for the Goals.

Outcome: Builds internal capacity on climate solutions and reinforces SIDPEC’s proactive sustainability role.





AI Awareness

20 employees trained in 2024.

10 additional courses planned for 2025.

Introduced **Digital Twin concept** to simulate energy-saving measures without disrupting production.

Outcomes

Improved efficiency and reduced costs through predictive digital tools.

Advanced decarbonization strategy with innovation-driven solutions.



Operational Excellence & Sustainability Training

Core Topics:

- Process Safety Management (PSM).
- Environmental Impact Assessments (EIA).
- Waste Management & Chemicals Handling.

Leadership Development: Middle Management Program – Wave II.

Digital & Business Skills:

- ESLSCA Business Essentials Certification.
- MS Outlook & Cybersecurity Training – 130 employees trained in 15 rounds.

Outcome:

Balanced development across safety, sustainability, leadership, and digital skills.

Catering & Hosting Training

63 contracted workers trained across three waves.

Focused on improving service quality for employees and visitors.

Outcome: Enhanced workforce inclusivity and improved quality of support services.

Interpersonal Skills Training for Technicians

540 technicians trained in 2024.

Training focused on communication, teamwork, and collaborative performance.

Outcome: Fostered a more engaged, skilled, and collaborative workforce.

4.5

Local Community Support

Summer Training Programs Empowering Future Generations



In **2024**, SIDPEC expanded its Summer Training Program for university and institute students, reinforcing its role in corporate social responsibility and youth empowerment.

Program Highlights

- **Five training groups** accommodated the growing number of participants.
- Updated content focused on **practical applications in industrial processes**.
- Students were **distributed across multiple departments** to maximize learning and mentor engagement.
- Training delivered **July 7 – September 12, 2024**, providing a structured and immersive experience.
- Program extended to include **internships for employees' siblings**, supporting inclusivity.

Outcome:

Bridged the gap between academic studies and real-world applications, equipping students with hands-on skills and exposure to the petrochemical sector.



Academic Collaboration & Knowledge Sharing

SPE Alexandria Engineering University

SIDPEC proudly sponsored the **Society of Petroleum Engineers (SPE) Event** at Alexandria University, focusing on digital transformation in the petroleum sector.

Key Contribution

Delivered a **lecture on Digital Energy Management System (DEMS)** and its real-time **Digital Twin application**.

Demonstrated how the Digital Twin supports:

- Real-time energy monitoring.
- Identification of inefficiencies.
- Predictive maintenance to reduce downtime.
- Optimized energy use, reducing costs and emissions.

Outcome:

Inspired students by showcasing real-life applications of advanced technologies, reinforcing SIDPEC's leadership in innovation and sustainability.





Bridging Academia & Industry – On-Site Visits

SIDPEC hosted structured visits throughout 2024, engaging students from leading universities and technical institutions.

Visits Conducted:

Date	Faculty/University	No. of Students	Key Activities
6 February 2024	Suez University	10	Students toured production units and laboratories.
19 May 2024	E-Just	10	Participants explored advanced technologies at SIDPEC facilities.
16 April 2024	Faculty of Science – Cairo University	46	students participated in a guided tour, fostering academia-industry collaboration.
3 December 2024	Arab Academy for Science, Technology & Maritime Transport	30	students attended presentations and departmental tours.

Benefits of On-Site Visits

- **Enhancing Practical Skills:** Hands-on exposure to petrochemical processes and best practices.
- **Fostering Innovation:** Sparked research ideas and innovative thinking for future projects.
- **Career Opportunities:** Introduced students to career paths in the petrochemical industry.
- **Strengthening Partnerships:** Fostered stronger links between academia and industry through collaboration opportunities..

Impact and Community Contributions

SIDPEC’s 2024 initiatives not only delivered technical and practical knowledge but also contributed to the **socio-economic development of local communities**. By prioritizing education and skill-building, SIDPEC reaffirmed its commitment to:

- Empowering youth through training and exposure.
- Building an innovative workforce aligned with **Egypt Vision 2030**.
- Strengthening ties between industry and academia to drive sustainable growth.

Outcome:

These efforts demonstrate SIDPEC’s dedication to creating opportunities that benefit both individuals and society, ensuring long-term value for future generations



SIDPEC's Applied Technology School:

As part of its commitment to **Egypt Vision 2030** and to empowering future generations, SIDPEC continues to develop and operate the **SIDPEC School for Applied Technology**. The school plays a strategic role in technical education, preparing a skilled workforce for the petrochemical industry while promoting sustainability.



Sidpec's CEO visit to SIDPEC School for Applied Technology

Achievements in 2024: Advancing Technical Education

During 2024, SIDPEC significantly enhanced its engagement with the school, focusing on delivering hands-on training, upgrading infrastructure, and expanding educational programs to meet the evolving needs of the labor market. Key highlights include:

- **On-Site Technical Education:** SIDPEC provided intensive, hands-on training to students across three specializations:
 - **Petrochemicals:** Welcoming **18** first-year students and continuing to mentor **20** second-year students.
 - **Automation:** Engaging **15** first-year students and **17** second-year students.
 - **Network Specialization:** Newly introduced in 2024, with 14 students enrolled in its inaugural cohort.



On-Site Technical Education – Sidpec’s Laboratories and workshops.

- **Departmental Expertise:** Leveraging expertise from **eight** key departments, including Safety, IT, Production, Medical, Civil Engineering, Electricity, and Automatic Control, to deliver comprehensive training and technical support.
- **Recruitment of Distinguished Educators:** SIDPEC brought on **46 lecturers** to provide high-quality instruction, ensuring students received both theoretical and practical knowledge tailored to industry needs.

Maximizing Resources for Student Success

SIDPEC's commitment extended beyond classroom instruction. A collaborative effort with the company's social responsibility coordinators ensured seamless program delivery through:

- Conducting student interviews to align specialization choices with individual interests and capabilities.
- Organizing classes and practical training sessions to optimize learning experiences.
- Procuring and coordinating essential materials and equipment to support effective hands-on training.

These efforts underscored SIDPEC's dedication to nurturing future professionals equipped to contribute to the petrochemical and industrial sectors.

Infrastructure Development and Sustainability Initiatives

To create a state-of-the-art learning environment, SIDPEC invested in significant upgrades to the school's infrastructure:

Laboratory Rehabilitation: Enhancing laboratories to meet international quality standards, enabling students to gain practical skills aligned with industry expectations.

Green Transformation: In alignment with COP27 objectives, the school transitioned to a **Green School Model** by installing solar panels to power operations sustainably. Additional efforts included afforestation projects, the development of natural grass playgrounds, and integrating sustainability topics into the curriculum to foster social responsibility among students.

Vision and Objectives

SIDPEC envisions the school as a beacon of excellence in technical education, with objectives that include:

Workforce Development: Preparing a generation of highly trained professionals to serve the petrochemical and industrial sectors.

Promoting Technical Education: Changing societal perceptions of technical jobs and reinforcing their vital role in building a competitive economy.

Encouraging Innovation: Equipping students with modern skills to address future challenges and opportunities in technology and industry.

The school offers a three-year program combining cultural sciences, technical sciences in petrochemicals and industrial automation, and practical training to ensure students graduate as well-rounded professionals.

Collaborative Efforts and Overcoming Challenges

Despite infrastructure limitations and challenges related to student preparedness, SIDPEC's proactive approach ensured that the program continued to thrive. By fostering behavioral and intellectual readiness and addressing resource constraints, the company demonstrated its unwavering commitment to creating a sustainable future for its students and the wider community.



Students of
School for
Technology. SIDPEC Applied



Develop the Coptic Hospital of the Therapeutic Institution

Since the treatment institution includes 9 hospitals in Cairo and Alexandria, which is one of the most important sustainable development goals, as it is one of the long-standing government institutions that serve the health care sector with a very small profit margin, as well as treatment, major surgeries and the provision of therapeutic service at the expense of the state, as well as health insurance in all specialties. All required devices have been supplied in accordance with the specifications and committees formed on selection through the competent consultants in this regard, noting that the hospital was opened after completing the works and is ready to serve incapable citizens.



Medical protocol for the Treatment of the incapacitated

Applying presidential initiatives, specifically the Bidaya Initiative (Human Development for Human Building) through the preparation of the medical protocol for the treatment of the unable free of charge in cooperation with the hospitals of the therapeutic institution and private hospitals, and in accordance with the strategy of the Ministry of Petroleum and Mineral Resources and the Petrochemical Holding Company on the importance of sustainable development and community work aimed at the benefit of the citizen.

Using specialists to integrate them into society in a civilized manner in response to the presidential initiatives provided by the Egyptian state to preserve the public health of citizens, artificial limbs have been provided and a means of transport for cases to benefit from prosthetics in cooperation with partners from the largest civil society institutions, including Misr El Kheir Association and Aid Association in Agouza.





Future Hands Association Hospital 4040

Help to purchase a C-Arm radiology device for the Future Hands Hospital (Ayadi 4040), which is one of the most important stages of treatment diagnosis to help raise the rates of recovery and cancer treatment, as it is one of the largest hospitals for cancer treatment in Alexandria and treats 1200 cases per day, which covers the north of the Delta (Alexandria - Beheira - Matrouh - Kafr El Sheikh). Continuously by operating the device and benefiting patients in the hospital, as it provides free service while providing high-quality health service with expenses for the able which helps the hospital keep up with high prices and maintain maintenance contracts to ensure continuity of operation, enabling the achievement of the Sustainable Development Goals.

Children's Cancer Society in Borg Al-Arab

Believing in the health of children with cancer, the company has worked to equip a new radiation therapy building at the hospital to provide a medical service at the highest level to children with cancer by donating immune dyes as well as donating radiation treatment mattresses, which ensures sustainability standards, by providing a permanent medical service to treat children with cancer.

Supporting people with disabilities

In implementation of the social responsibility strategy in the petroleum and mineral wealth sector, especially the fourth goal of presidential initiatives to support people of determination and the belief of the company's management in the importance of the humanitarian element, the company participated in the celebration of Able Differently for the second year in a row in support of people of determination and raise their morale and encourage them to engage in society in a civilized manner.



The background features abstract, flowing shapes in shades of red, maroon, and purple. A large, bright red shape occupies the top left corner, while darker, more muted purple and maroon shapes flow from it towards the right and bottom. The bottom of the image transitions into a light gray background where the text is located.

05

Appendices

A

UNGC Alignment

UNGC Principles	Section Alignment
Principle 1 (Human Rights): Businesses should support and respect the protection of internationally proclaimed human rights	Comprehensive OH&S system Human Rights and labor practices Local Community Support
Principle 2 (Human Rights): Make sure that they are not complicit in human rights abuses	Human Rights and labor practices
Principle 3 (Labor): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Human Rights and labor practices
Principle 4 (Labor): The elimination of all forms of forced and compulsory labor.	Human Rights and labor practices
Principle 5 (Labor): The effective abolition of child labor.	Human Rights and labor practices
Principle 6 (Labor): The elimination of discrimination in respect of employment and occupation.	Human Rights and labor practices
Principle 7 (Environment): Businesses should support a precautionary approach to environmental challenges.	Environmental Stewardship
Principle 8 (Environment): Undertake initiatives to promote greater environmental responsibility.	Biodiversity and Land Use
Principle 9 (Environment): Encourage the development and diffusion of environmentally friendly technologies.	Energy Efficiency and Climate Change
Principle 10 (Anti-corruption): Businesses should work against corruption in all its forms, including extortion and bribery.	Governance Policies and Ethical standards

B

SDGs Alignment

SDGs	Section Alignment
01 No Poverty <ul style="list-style-type: none"> Local Community Support 	10 Reduced Inequalities <ul style="list-style-type: none"> Human Rights and labor practices
02 Zero Hunger <ul style="list-style-type: none"> Local Community Support 	11 Sustainable Cities and Communities <ul style="list-style-type: none"> Sidpec's Strategy
03 Good Health and Well-being <ul style="list-style-type: none"> Local Community Support Comprehensive OH&S system Sidpec's Strategy Environmental Stewardship 	12 Responsible Consumption and Production <ul style="list-style-type: none"> Water management Energy Efficiency and Climate Change
04 Quality Education <ul style="list-style-type: none"> Local Community Support Training and Education 	13 Climate Action <ul style="list-style-type: none"> Energy Efficiency and Climate Change Life cycle assessment and EPD
05 Gender Equality <ul style="list-style-type: none"> Human Rights and labor practices Labor Standards and Fair Treatment 	14 Life Below Water <ul style="list-style-type: none"> Industrial drainage of production processes Control Effluents, Pollutants, and Waste Control
06 Clean Water and Sanitation <ul style="list-style-type: none"> Effluents, Pollutants, and Waste Control Biodiversity and Land use 	15 Life on Land <ul style="list-style-type: none"> Waste management Effluents, Pollutants, and Waste Control
07 Affordable and Clean Energy <ul style="list-style-type: none"> Energy Efficiency and Climate Change Life cycle assessment and EPD 	16 Peace and Justice Strong Institutions <ul style="list-style-type: none"> Governance
08 Decent Work and Economic Growth <ul style="list-style-type: none"> Core Market Economic Performance Human Rights and labor practices 	17 Partnerships for the Goals <ul style="list-style-type: none"> Sidpec's Sustainability footprint Partnerships for goals Energy Efficiency and Climate Change
09 Industry, Innovation, and Infrastructure <ul style="list-style-type: none"> Core Market Economic Performance 	

C

GRI Content Index

Statement of use

SIDPEC has reported the information cited in this GRI content index for the period January 2024 – December 2024 with reference to the GRI Standards.

GRI Standard	Disclosure Section Alignment	Page (s)/Location
Universal Standards		
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	General Assembly 2024	24
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GRI 3: Material Topics	Material Topics Identification	12
Sector Standards		
GRI 11: Oil & Gas	Used	-
Topic Standards		
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	Appendix D: KPIs Summary	66
GRI 203: Indirect Economic Impacts	Strategic Direction	9
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GRI 204: Procurement Practices	General Assembly 2024	www.sidpec.com
GRI 205: Anti-corruption	Policies and Ethical standards	23
	General Assembly 2024	www.sidpec.com



GRI Standard	Disclosure Section Alignment	Page (s)/Location
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GRI 301: Materials	Products	www.sidpec.com
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GRI 403: Occupational Health and Safety	Comprehensive OH&S System OH&S Training and Capacity Building Employee Participation and Engagement Promoting Health and Well-Being Appendix D: KPIs Summary	43 43 43 44 66
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Customer Health and Safety		
GRI 417:	Products	www.sidpec.com
Marketing and Labeling		
GRI 418:	Code of Conduct	25
Customer Privacy		

D

KPI's Summary

KPI	Unit	2021	2022	2023	2024
Economic					
Sales	K Ton	240	340	360	264
Net Profit	Million EGP	535	1,238	2,459	2539
Earnings per share	EGP	0.75	1.76	2.75	2.73
Environment					
Energy Consumption	MWh	2,250,711	2,475,590	2,417,568	2,345,115
Specific Energy Consumption	MWh/ton	10.301	9.379	9.680	10.301
GHG Emissions (Scope 1&2)	tCO ₂ eq	249,292	246,595	241,539	249,848
GHG Emissions (Scope 1&2)/Product	tCO ₂ eq/Ton	1.24	1.09	1.15	1.35
Annual Saved Energy Consumption	MWh	48,749	65,577	84,400	86,099
Annual Saved Energy Cost	M EGP	22.1	28.8	41.7	44.2
GHG Reduction (Scope 1&2)	tCO ₂ eq	15,268	18,766	23,180	23,842
Raw Water Consumption	1000 m ³	4,992	5,678	4,813	4,295
Social					
Skilled Work force	Employee	1,091	1,079	1,073	1,073
No. of Ideas per Year	Idea	29	195	215	235
Accumulative No. of Ideas	Idea	558	753	968	1,203
Summer training	Student	131	274	391	357
Total Social Contributions	Million EGP	9.2	14.4	20	25



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