

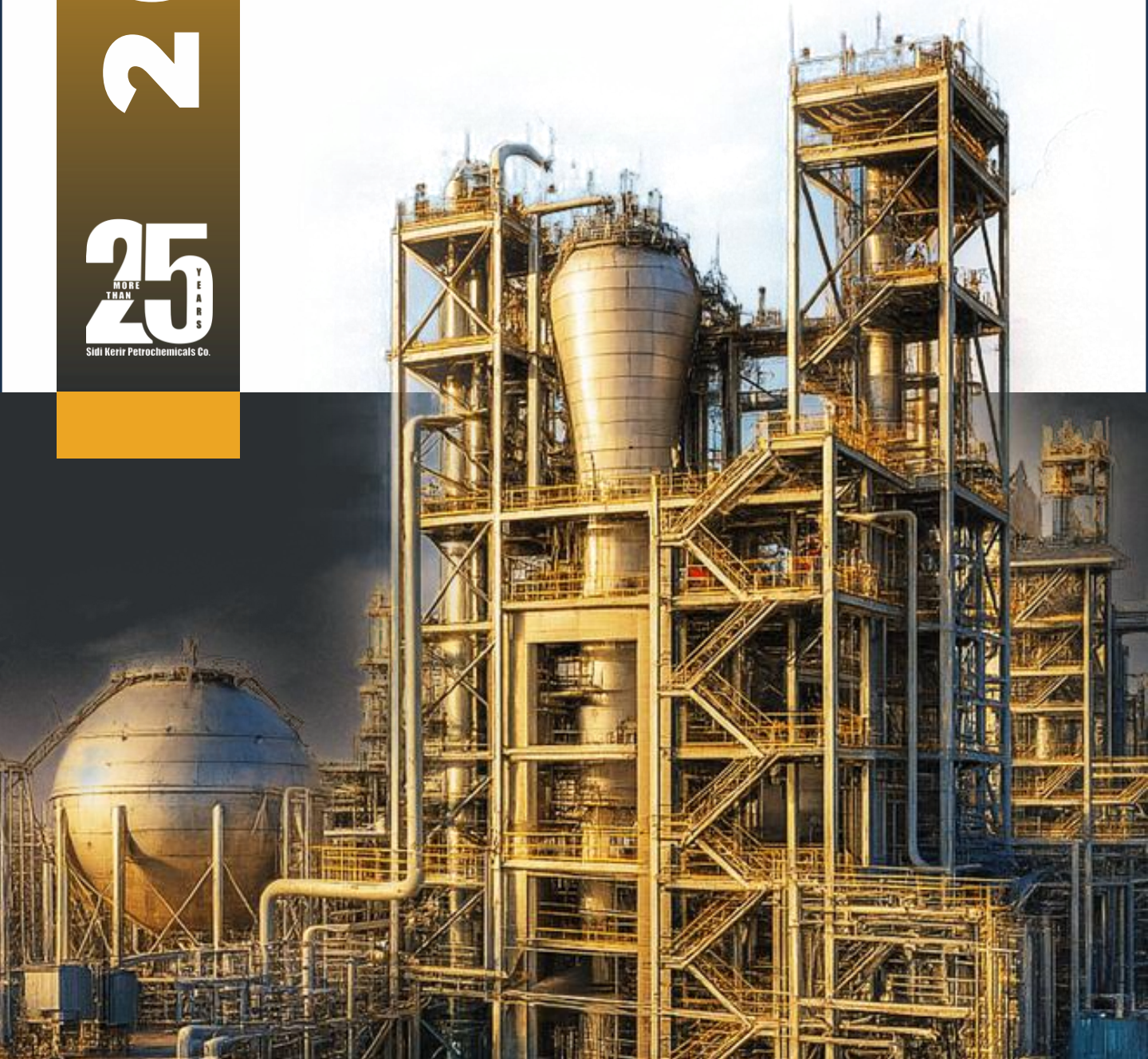


2026

25  
MORE  
THAN  
YEARS

Sidi Kerir Petrochemicals Co.

# Sidi Kerir Petrochemicals Co. SUSTAINABILITY REPORT







# 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.



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This Sustainability Report presents **Sidpec's** environmental, social, and governance (ESG) performance and key activities carried out from **January 2025 to December 2025**.

The report aims to provide transparent, accurate, and accessible information to all stakeholders about our progress toward sustainable operations.

## ▪ **Reporting Approach:**

**Sidpec** follows a structured process for collecting, validating, and reviewing sustainability data to ensure accuracy, consistency, and reliability.

Since 2014, **Sidpec** has prepared its sustainability reports in alignment with **ESG reporting requirements**, covering environmental, social, and governance disclosures relevant to the Company's operations.

The reporting approach also aligns with the **United Nations Global Compact (UNGC) Principles**, including human rights, labor, environment, and anti-corruption.

This report continues the same alignment and reporting approach.

## ▪ **Scope & Boundaries:**

The report covers all **Sidpec** facilities and operational activities during the 2025 calendar year. Economic, environmental, and social data reflect company-wide performance unless otherwise stated.

## ▪ **Continuous Improvement:**

**Sidpec** is committed to strengthening sustainability reporting every year by improving data quality, expanding ESG indicators, and increasing transparency in line with stakeholder expectations.

## ▪ **Feedback:**

We welcome your comments and suggestions for future improvements.

Please contact us at: **info@Sidpec.com**

## ▪ **Head Office:**

El-Nahda Street off km 36 Alexandria – Cairo desert road, El-Amerya – Alexandria – Egypt.



[www.Sidpec.com](http://www.Sidpec.com)

## Driving Sustainable Value Creation Through Resilience and Responsible Growth

As Chairman and Chief Executive Officer of Sidi Kerir Petrochemicals Company (Sidpec), I am honored to present our 2025 Sustainability Report, prepared in alignment with the Global Reporting Initiative (GRI) Standards and informed by the IFRS Sustainability Disclosure Standards. In an industry characterized by market volatility, and increasing climate-related regulatory expectations, sustainability is central to our long-term value creation model. At Sidpec, we recognize that Environmental, Social, and Governance (ESG) matters present both material risks and strategic opportunities. Our approach is therefore anchored in disciplined governance, risk management integration, operational efficiency, and transparent disclosure.



**Mohamed Zakaria Elafandi**

Chairman & CEO

## Managing Climate-Related Risks and Opportunities

Throughout 2025, we continued to assess and manage climate-related risks and transition considerations in line with emerging global best practices. Physical and transition risks are incorporated into our enterprise risk management framework, ensuring oversight at both executive and Board levels.

We achieved measurable improvements in energy efficiency, reducing energy intensity by approximately **8 %** compared to the previous year. These improvements contributed to an estimated reduction of **27,098 tons of CO<sub>2</sub>** emissions and energy savings of **93,103 MWh**, reinforcing our commitment to operational decarbonization.

The continued implementation of our Combined Heat and Power (CHP) project represents a key pillar of our climate transition strategy. Upon completion, the project is expected to improve overall energy efficiency by approximately **12 %** and support our greenhouse gas emissions reduction roadmap. This investment reflects our commitment to capital allocation that strengthens both environmental performance and long-term financial resilience.

In parallel, we expanded our Digital Energy Management System, achieving **100 %** real-time monitoring coverage of critical energy assets for fuel and steam network. This digital capability enhances performance tracking, strengthens internal controls, and improves data reliability for sustainability reporting and decision-making.

## Human Capital and Social Responsibility

Our workforce remains a core strategic asset. During 2025, we delivered **810** total training programs duration across technical, leadership, and safety programs. We maintained a Lost Time Injury Frequency Rate (LTIFR) of **Zero**, reflecting progress toward a more inclusive and diverse workplace.

We also progressed in advancing diversity and inclusion, with female workforce representation reaching **7 %**. Equal opportunity and inclusive workplace practices remain embedded in our human capital development framework.

## Governance and Ethical Conduct

Strong governance is foundational to sustainable performance. Our Board and executive leadership maintain active oversight of ESG-related matters, including climate risk, compliance, internal controls, and ethical conduct.

During the year, we strengthened our risk management systems, enhanced digital governance processes, and reinforced transparency mechanisms to ensure accountability to shareholders and stakeholders. We remain committed to accurate, balanced, and comparable disclosures in line with recognized sustainability reporting standards.

## Alignment with National and Global Frameworks

Sidpec's sustainability strategy remains aligned with Egypt Vision 2030 and is consistent with the principles of the United Nations Sustainable Development Goals (SDGs). As a key contributor to Egypt's petrochemical value chain, we recognize our responsibility to support national development objectives while maintaining global competitiveness

## Looking Ahead

As we move forward, our strategic priorities remain clear:

- Advancing our decarbonization roadmap through efficiency, technology, and disciplined investment.
- Strengthening climate-related risk assessment and scenario consideration.
- Expanding digital integration to enhance operational transparency and reporting accuracy.
- Maintaining high standards of governance, safety, and stakeholder engagement.

Sustainability at Sidpec is embedded in our corporate strategy and capital planning processes. We are committed to measurable progress, transparent disclosure, and continuous improvement to ensure long-term resilience and responsible growth.

On behalf of the Board and executive management, I extend my appreciation to our employees, partners, shareholders, and stakeholders for their continued trust as we move forward together.



01

# Sidpec Overview



## 1.1 Executive Summary

### Introduction:

This report highlights our progress in environmental performance, social responsibility, and strong governance as part of our commitment to Egypt Vision 2030 and the UN Global Compact principles.

Throughout 2025, Sidpec continued to strengthen its ESG performance by advancing key decarbonization projects, improving operational efficiency, expanding digital transformation, and enhancing community and workforce programs. Our focus remains on creating long-term value while operating safely, responsibly, and transparently.

### Key 2025 Highlights:



### Strategic Initiatives & Global Engagement:

Peer-TO-Peer Network	Sidpec as a key partner with the UNIDO in the IMEEP project shared its peer-to-peer knowledge exchange and success stories during the closing ceremony of the Egyptian program for promoting Industrial Motor Efficiency.
Industry Events	In 2025, Sidpec engaged in COP24 and selected regional and international forums to exchange knowledge on energy efficiency, digitalization, and sustainable industrial practices.
Knowledge Exchange & Industry Engagement	In 2025, Sidpec engaged in regional and international knowledge-sharing events, including the UNIDO energy efficiency project closing ceremony.
Energy efficiency projects	Continued implementation of energy efficiency initiatives, including collaboration with potential stakeholders.

### Future Outlook:

Sidpec remains committed to:

- Implementing energy efficiency and decarbonization initiatives supported by digital systems.
- Engaging stakeholders through UNIDO and regional knowledge-sharing events.
- Advancing SDG contributions through responsible operations and continuous improvement.

## 1.2 Sidpec Profile

- **Core Market:**

**Sidpec** manufactures High-Density Polyethylene (HDPE) under the brand name “Egyptene” utilizing ethylene derived from processing ethane and propane feedstock. **Sidpec** offers main core applications of blown Film, Blow Moulding, Injection Moulding, and Roto Moulding delivering high technical specifications, developed to consistently meet the customers’ needs and quality expectations of a broad and diverse base.

In addition to High-Density polyethylene, **Sidpec** produces key intermediate products including LPG, Ethylene, and Butene-1 contributing to the broader petrochemical value chain and supporting both local and regional industrial needs.

"Egyptene" has established a distinguished brand in both local and global markets, with a commitment to **Sidpec’s** strict quality control systems and full compliance with Egyptian environmental, health, and safety regulations. Egyptene grades supplied to the local market through multiple channels including direct sales to final product manufacturers and distributors ensuring wide accessibility and consistent supply.

Globally, **Sidpec** exports Egyptene grades to more than 32 territories, with a continual expansion into Latin America, where promised opportunity for Egyptene grades is growing.

Egyptene grades comply with major international standards and certifications, including European regulations for food-contact materials and REACH compliance. **Sidpec** is also complies with U.S. and Latin American regulatory frameworks and have the FDA and ANVISA certificates.

With a customer-centric approach, **Sidpec** remains committed to providing exceptional technical and commercial support reinforcing the role position as a reliable and responsible supplier in the local and global petrochemical market.

**Sidpec** plays a vital role in supporting customers through comprehensive services, active participation in major local and international exhibitions, and efficient responses and solutions for customer inquiries and complaints ensuring sustained customer satisfaction ,exceed customer expectations and long-term partnerships.



# 1.3 Vision, Mission and Core 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:

- I**ntegrity
- B**usiness Excellence
- S**ustainability
- S**afety
- E**mployee Development
- T**eamwork

# 1.4 Strategic Direction

Sidpec’s strategic direction supports sustainable growth, operational excellence, and alignment with Egypt Vision 2030.

The strategy is reviewed regularly to adapt to evolving market conditions, strengthen competitiveness, and ensure long-term resilience.

In 2025, Sidpec continued focusing on its strategic objectives which prioritizes two core objectives, supported by measurable KPIs and innovative methodologies:

**Maximizing Added Value by increasing production capacity, and new investments**

**Maintain Asset Integrity and focus on Interested Parties**

▪ **Decarbonization Strategy:**

Sidpec’s decarbonization strategy focuses on reducing greenhouse gas emissions while supporting long-term operational efficiency and economic growth. The strategy is built on a strong energy management foundation established in 2014 and enhanced through years of collaboration with UNIDO.

Sidpec aims to reduce Scope 1, Scope 2, and Scope 3 emissions by **17.84%** by **2027**, following a clear and practical roadmap.



**Sidpec Decarbonization Strategy**  
Reduce GHG emissions by 17.84% in 2027



Sidpec effective Energy Management System (EnMS) the foundation to 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.

**Good Health, Well-Being, Safety and Productivity :**

- Expanded **preventive health programs** for employees.
- Strengthened **on-site medical services** and **medical tracking**.
- Increased participation in **HSE awareness** campaigns and wellness programs.
- Enhanced employee development through technical, digital, and leadership **training**.
- Strengthened knowledge retention and continuity through the Knowledge Management System (KMS), supporting the prevention of critical knowledge loss and ensuring operational know-how is preserved and accessible.
- Applied **Lean Six Sigma methodologies**, resulting in improved operational efficiency.



**Education & Strategic Partnerships :**

- Growth of **Sidpec School for Applied Technology**.
- Technical training and communication Sessions across departments.
- Summer training & university programs.
- Capacity-building & knowledge Days.



## Energy Transition, Innovation & Climate Action :

- The **CHP project** to support cleaner electricity and steam generation.
- High-efficiency air compressors to reduce electrical consumption.
- Continued expansion of **Digital Energy Management System (D-EMS)** to improve energy monitoring and decision making.
- Conducting studies for the implementation of energy optimization based on simulations using (Petro-SIM) process simulation software.



## Resource Efficiency & Responsible Operations :

- Circular Economy and recycling initiatives.
- Water & Waste management.



## Women Empowerment & Gender Equality :

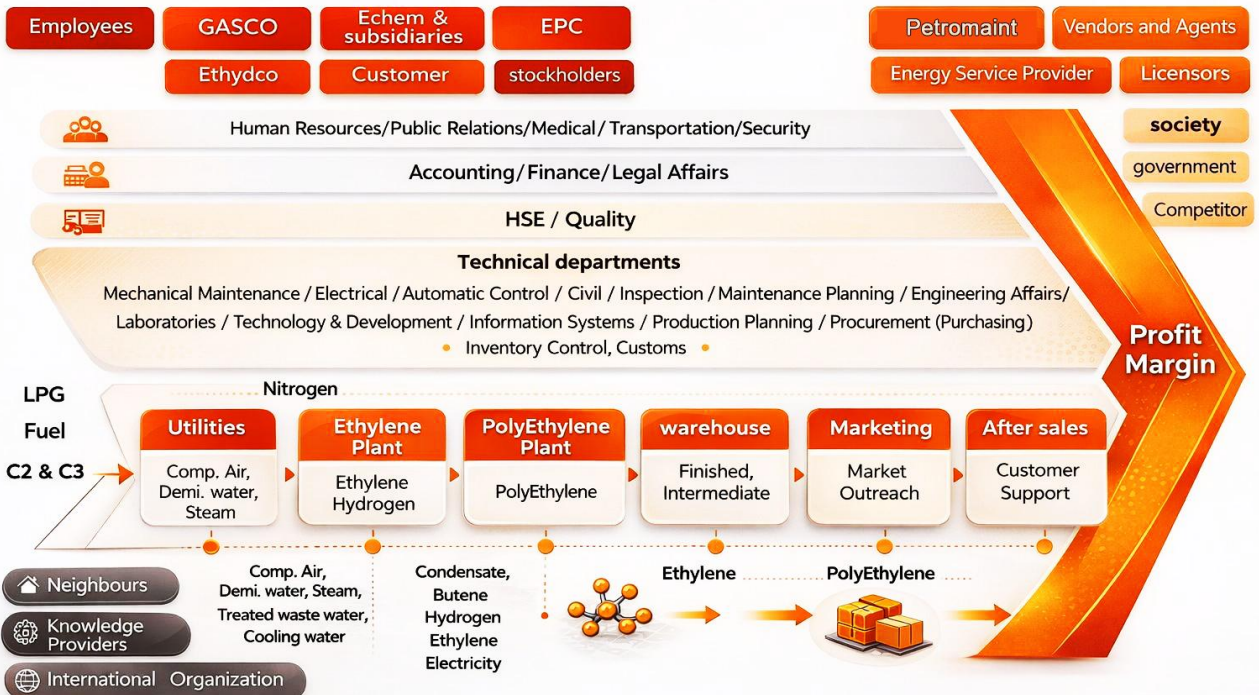
- Gender equality is further supported through equal access to training and capacity-building programs, and non-discriminatory workplace policies applied across the Company.
- Sidpec hosted professionals from Egypt's Women in Energy Network (EWiE), providing field exposure, safety briefings, and guided site tours to enhance women's access to operational environments in the energy sector.



# 1.5 Stakeholders Engagement



## SIDPEC'S VALUE CHAIN & INTERESTED PARTIES



## Engagement Channels:

- Meetings & Workshops.
- Digital Portals & Internal Communication.
- Training Programs & Awareness Sessions.
- Community Outreach Events.
- Formal Compliance & Reporting Channels.
- Surveys & Feedback Mechanisms.

## Key Engagement Activities (2025):

- Coordination with EGPC, ECHEM & Ministry of Petroleum.
- UNIDO collaboration on energy efficiency & PV projects.
- Sidpec School & university training programs.
- Community healthcare & CSR support.
- Internal training & digital transformation awareness.
- Customer communication on quality & leadership.

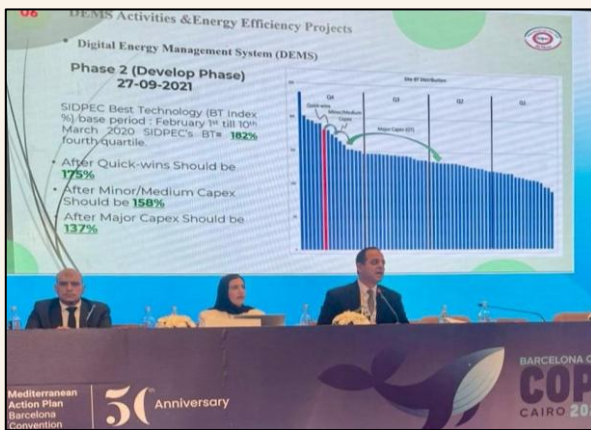
## Engagement & Knowledge Exchange:

In 2025, Sidpec participated in selected international and regional events to support knowledge exchange, stakeholder dialogue, and the sharing of best practices related to sustainability, energy efficiency, and digital transformation.

### COP24 Participation – Decarbonization & Circular Economy

Sidpec participated in **COP24** as part of its engagement in international climate and sustainability dialogue.

The participation aimed to follow global discussions relevant to industrial decarbonization and climate action and to exchange perspectives related to sustainability challenges facing the petrochemical sector.



### Regional Event in Bahrain – Digital Energy Management

Sidpec participated in a regional event of **IDCE 2025** (International Downstream Conference & Exhibition) in **Bahrain** which focused on sharing success stories related to **digital energy efficiency management**. During the event, Sidpec presented its experience in applying digital tools to improve industrial energy performance, highlighting practical applications and lessons relevant to the petrochemical industry.



## Participation in the IDENTITI Project

Sidpec participated as an **Associated Partner** in the **IDENTITI project (Interactive Digital Hub for Net-Zero Transition and Inclusion towards Transformative Industry)**, led by the British University in Egypt.

The project aims to support industrial transformation through digital innovation, capacity building, and knowledge exchange related to net-zero transition and inclusive industrial development.



The collaboration supported dialogue between industry and academia and contributed to strengthening applied research and innovation relevant to the industrial sector.

## Egyptian Program for Promoting Industrial Motor Efficiency Closing Ceremony

After successful continuation and long partnership between Sidpec and UNIDO, a closing ceremony of the **Egyptian Program for Promoting Industrial Motor Efficiency** was held on 28th July 2025, with the attendance of all parties who participated in the project.

During the ceremony, all success stories and remarkable achievements during the project were presented.

Sidpec participated in TWO panels during the ceremony by its national experts in the motor system optimization field: one Panel was about **“Peer to Peer Network with Sidpec”**, and the other one was about **“Motor System Optimization and Cooperation with Industrial Sector”**.



## Ministerial Visit at Sidi Kerir Petrochemicals Co. (Sidpec)

### High-Level Government Engagement

In 2025, **Sidpec** welcomed his excellency Eng. Karim Badawi, Minister of Petroleum and Mineral Resources, as part of his official visit to petrochemical production complexes in Alexandria.

The visit included Sidi Kerir Petrochemicals Company (Sidpec) and Egyptian Linear Alkyl Benzene Company (ELAB).

The visit emphasized the Ministry’s continuous support for the workforce and close follow-up of production operations at petrochemical complexes that create substantial economic value by converting natural gas into higher-value downstream products.



## Celebration of Petroleum Day at Sidpec

**Sidpec** also celebrated Petroleum Day, highlighting the achievements of the Egyptian petroleum sector and the Company’s role as a key downstream player. The celebration served as a platform to recognize employees’ contributions, reinforce organizational values, and promote awareness of sustainability, operational safety, and energy efficiency practices.



# 1.6 Material Topics

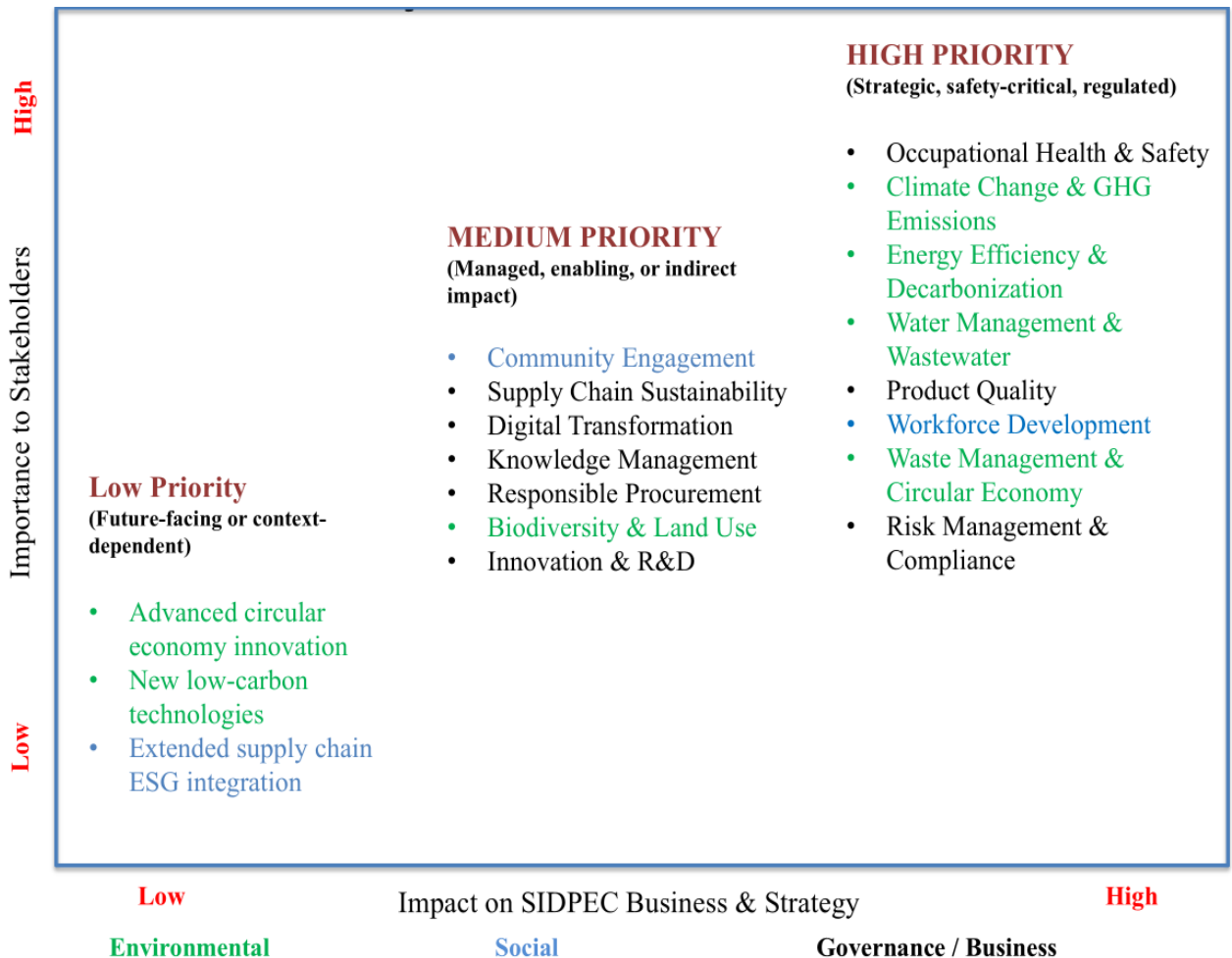


## Materiality Assessment Process

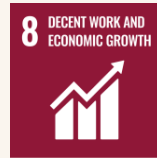
In 2025, Sidpec updated its materiality assessment to reflect evolving business priorities, ESG risks, stakeholder expectations, and regulatory requirements. All material topics were consolidated into **one integrated ESG materiality matrix**, including business, environmental, and social topic.

## ESG Materiality Assessment Matrix

**Materiality Assessment Matrix - 2025**



# 1.7 Continual Improvement Initiatives



## Driving Strategic and Operational Excellence

### Knowledge Management System (KMS)

In 2025, Sidpec continued to strengthen its Knowledge Management System (KMS) as a key enabler for operational excellence, organizational learning, and workforce capability development.

The KMS supported structured knowledge sharing, documentation of best practices, and cross-functional collaboration across departments.

Several Knowledge Days presented as awareness sessions and internal knowledge-sharing activities were conducted to enhance knowledge retention, support decision-making, and improve business continuity.



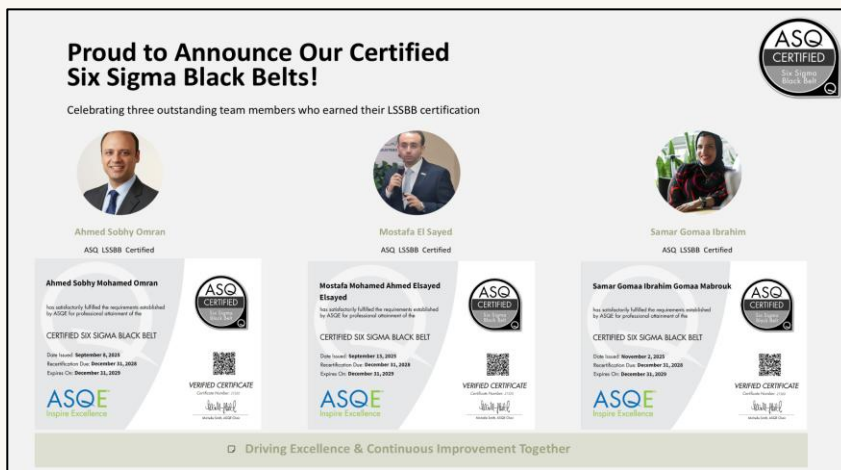
## Lean Six Sigma (LSS)

Sidpec expanded the application of Lean Six Sigma methodologies in 2025 to support efficiency improvement, waste reduction, and performance optimization.

Internal capacity building continued through Lean Six Sigma training programs, including Black Belt, Green Belt levels

- **Green Belt Training (August - Dec 2025):** 21 employees trained.
- **Black Belt Training & Certification:** 3 employees have been certified as CSSBB.

Several projects progressed through defined Lean Six Sigma phases during the year, with some of them delivering realized benefits in 2025 and others continuing into subsequent implementation and control stages.



Lean Six Sigma Black Belt (LSSBB) Certificates



Lean Six Sigma Green Belt (LSSGB) Training Program

## Energy Efficiency Capacity Building

In 2025, **Sidpec** strengthened its internal energy efficiency capabilities through participation in a **national capacity-building program on energy efficiency**, implemented under the **fifth pillar of the Ministry of Petroleum and Mineral Resources' strategy** to enhance energy efficiency and improve workforce competencies. The program was delivered in cooperation with the **European Union**, the **European Bank for Reconstruction and Development (EBRD)**, and **PROGER (Italy)**, and included extensive technical training for petroleum sector professionals.

Following a structured evaluation process among **90 participants from petroleum sector companies**, a **Sidpec representative achieved second place**, ranking among the top performers selected to participate in a **practical technical training visit to Italy in July 2025**.

The visit included technical exposure to advanced energy efficiency, clean technologies, and renewable energy practices through site visits to **Eni Sannazzaro Refinery (Milan)** and **Venice Biorefinery (Venice)**, as well as a technical workshop at **PROGER headquarters** focusing on the economics and challenges of implementing energy efficiency and emissions reduction projects in the oil and gas industry. This experience supported knowledge transfer, international benchmarking, and the application of global best practices to **Sidpec's** energy management and decarbonization efforts.



## Change Catalyst Team

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

The Change Catalyst initiative continued in 2025 as a cross-functional platform to drive strategic change, innovation, and sustainability transformation across Sidpec.

During the year, Change Catalyst task forces played a central role in advancing a major corporate digital project focused on **upgrading and redesigning the Company’s website**.

This initiative aimed to improve transparency, stakeholder engagement, accessibility of corporate information, and the communication of sustainability and ESG-related activities.

## Plastic pallets

Supplies Egyptene grades on plastic pallets ensuring conformity with European food-contact, to maintain alignment with European compliance requirements.

## ANVISA Compliance

In line with the company’s strategic expansion into Latin American markets, Sidpec has obtained ANVISA compliance certification, in addition to securing FDA certification, reinforcing its commitment to meeting international regulatory requirements and supporting market access across the Americas.

## Leveraging Improvement Opportunities

**Sidpec** actively identifies opportunities to strengthen its sustainability commitments:

### Operational & Sustainability Improvements:

- Enhancing resource efficiency through continuous operational improvements, while monitoring relevant circular economy practices in line with regulatory and market requirements.

### Digital & Operational Support

- Expanding the use of digital systems and data analytics to enhance operational efficiency, transparency, risk monitoring, and internal coordination of sustainability-related information.

### Energy & Environmental Performance:

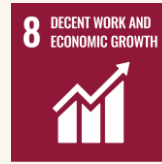
- Identifying and assessing opportunities related to energy efficiency and emissions reduction, supported by digital energy management and operational optimization initiatives.

02

# Governance



## 2.1 Governance Structure



### ■ Governance Framework



#### Board Structure

13 members board with 12 shareholder representatives and one executive member.



#### Specialized Committees

Audit Committee provides additional oversight and guidance.



#### Regulatory Supervision

Oversight by an Audit Committee, External Auditor, Accountability State Authority and The Egyptian Financial Regulatory Authority to supports compliance and accountability.



#### 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.

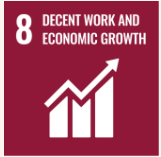
#### Anti-Corruption Training


# 28

attendees completed the governance & anti-corruption training program.


## 2.2 Compliance & Audit

The Company operates within a robust governance and external oversight framework, supported by an Audit Committee, an independent external auditor, as well as regulatory supervision from the Accountability State Authority and the Egyptian Financial Regulatory Authority. This framework ensures full compliance with applicable laws and regulations while strengthening transparency, accountability, and the protection of stakeholders' interests. Also, The Company demonstrates its ongoing commitment to transparency by annually submitting its ESG & TCFD reports to the Egyptian Exchange.





الشركاء  
أحمد نصر أبو العباس - محمد عبد العزيز سليم - أحمد تمام  
محمد أحمد سالم - محمد عبد المنعم - أحمد محي



**نصر أبو العباس وشركاه**  
محاسبون قانونيون ومستشارون  
Independent member  
**Morison Global**

**On the corporate governance report**

**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, 2025, 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: 24 February 2026

**Auditor Nasr A. Ahmed**  
  
Accountants & Auditors Registration no. 5518  
Auditors Registration in Money Market Authorities no 106

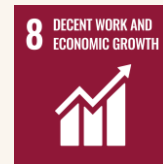




Independent member  
**Morison Global**

**نصر أبو العباس وشركاه**  
محاسبون قانونيون ومستشارون

## 2.3 Code of Conduct



At **Sidpec**, ethical values are the core identity of our organization and a fundamental driver for excellence and sustainability. Our Code of Ethics serves as a living compass, guiding our behavior to ensure an atmosphere of integrity, respect, and responsibility in all internal and external dealings. We believe our true capital is embodied in the behavior of our employees, each of whom serves as an ambassador for our values.

### Human Rights & Employee Well-being

We view our employees as the fundamental cornerstone of our success. We are committed to a workplace culture based on fairness, equality, and dignity, strictly prohibiting discrimination or harassment based on gender, race, religion, or social background. **Data Privacy:** We protect the fundamental rights of our team by ensuring the legal and transparent collection of personal data, utilizing secure systems and strict access controls to maintain confidentiality. **Dignity & Respect:** We foster an environment where every individual is empowered to achieve their professional aspirations in a workplace free from abusiveness or offensiveness.

### Labor Practices & Professional Development

Investing in our people is an investment in our future.

- **Skills & Innovation:** We provide continuous training programs to enhance employee efficiency and encourage a culture of innovation and creativity.
- **Occupational Health & Safety (OHS):** We adhere to the highest local and international safety standards, striving for a hazard-free workplace through regular risk assessments and the empowerment of employees to identify and report unsafe conditions.
- **Work-Life Balance:** We support policies that achieve a balance between professional requirements and personal lives, offering flexibility where possible.

### Environmental Stewardship

We recognize that protecting the environment is a shared responsibility for current and future generations.

- **Operational Excellence:** We are committed to full compliance with environmental laws, actively working to reduce carbon emissions, improve energy efficiency, and minimize waste through recycling programs.
- **Sustainable Supply Chain:** We integrate sustainability into our product design and prioritize partners and suppliers who demonstrate a commitment to sustainable environmental practices.

## Fair Operating Practices & Governance

Integrity is the foundation of our business model.

- **Anti-Corruption & Gifts:** We maintain strict controls over gifts and invitations to avoid any conflict of interest. Cash gifts are categorically prohibited, and any symbolic gestures must not influence professional neutrality.
- **Managerial Accountability:** Our managers serve as primary role models, responsible for promoting ethical values, maintaining transparency in evaluations, and fostering a spirit of cooperation.
- **Whistleblowing:** We promote a culture of transparency by providing safe, confidential channels for reporting violations or ethical concerns without fear of repercussions.

## Community Involvement & Development

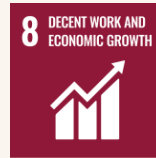
As a leading national institution, Sidpec is dedicated to being a positive citizen.

- **Local Impact:** We support the Egyptian community, particularly in Alexandria, through funded initiatives in education and healthcare.
- **Economic Contribution:** We prioritize hiring local talent and providing training opportunities for young people to enhance their readiness for the industrial workforce.

## Customer Satisfaction & Digital Integrity

We are dedicated to providing products that meet the highest quality standards while acting transparently with our clients. This includes the responsible use of technology and information networks to protect the intellectual property of our partners and ensure the security of our shared business ecosystem.

## 2.4 ESG Risk Management



### ▪ Enterprise Risk Management at Sidpec

**Sidpec** applies a structured Enterprise Risk Management (ERM) framework to identify, assess, and manage environmental, social, governance, operational, and financial risks that may impact the Company's performance and long-term sustainability.

**Risk-based thinking** is embedded across **Sidpec's** integrated management systems, including Quality, Energy, Environmental, Knowledge, and Occupational Health & Safety systems.

This integrated approach ensures that risks and opportunities are systematically evaluated, monitored, and addressed at both operational and strategic levels.

### ▪ Process Safety Management (PSM)

As a petrochemical company operating complex industrial facilities, **Sidpec** continued the implementation of Process Safety Management (PSM) throughout 2025.

PSM provides a structured methodology for identifying, evaluating, and controlling process-related hazards to prevent major incidents.

### ▪ Financial Risk Management at Sidpec

**Sidpec** is exposed to credit, liquidity, and market risks in the normal course of business. Management monitors these risks closely and implements appropriate risk management strategies to minimize their potential impact on the Company's financial position and performance.

## 2.5 Digital Transformation



### Technology-Driven Operational Enhancements

In 2025, **Sidpec's** Software Development Sector advanced digital transformation by developing integrated systems that enhance efficiency, transparency, and operational reliability. Key initiatives include:

- **Trading System:** Comprehensive digital platform covering POS registration, payments, bagging, and receiptment, streamlining product registration, sales tracking, payment processing, bagging operations, and receivables management for improved accuracy, traceability, and efficiency.
- **Safety Shift Report System:** Automated reporting for real-time safety monitoring and improved communication.
- **ACSR (Automatic Control Shift Report) System:** Centralized platform for shift data monitoring and traceability.
- **E-Invoice System:** Digital invoicing ensuring compliance, transparency, and auditability.
- **Shift Handover Report System:** Standardized digital handovers improving operational continuity.
- **Ideas Bank:** Internal innovation hub for submitting and tracking improvement ideas.
- **MOC (Management of Change) System:** Automated workflow for change oversight and risk evaluation.
- **Pharmacy Drug Control System:** A digital system for monitoring medication stock levels, dispensing activities, and expiration dates, ensuring accurate control, regulatory compliance, and reduced waste.
- **Missions Management System:** Centralized platform for employee missions and approvals.
- **Database Recovery Drill:** A recovery drill using in-house implemented tools validated backup integrity, data resilience, and business continuity readiness.
- **Continuous SIS ERP System Updates:** Ongoing enhancements to the in-house ERP system to accommodate evolving core business needs and provide seamless technical support to employees.

These initiatives reflect **Sidpec's** commitment to innovation, operational excellence, and sustainable, data-driven management.

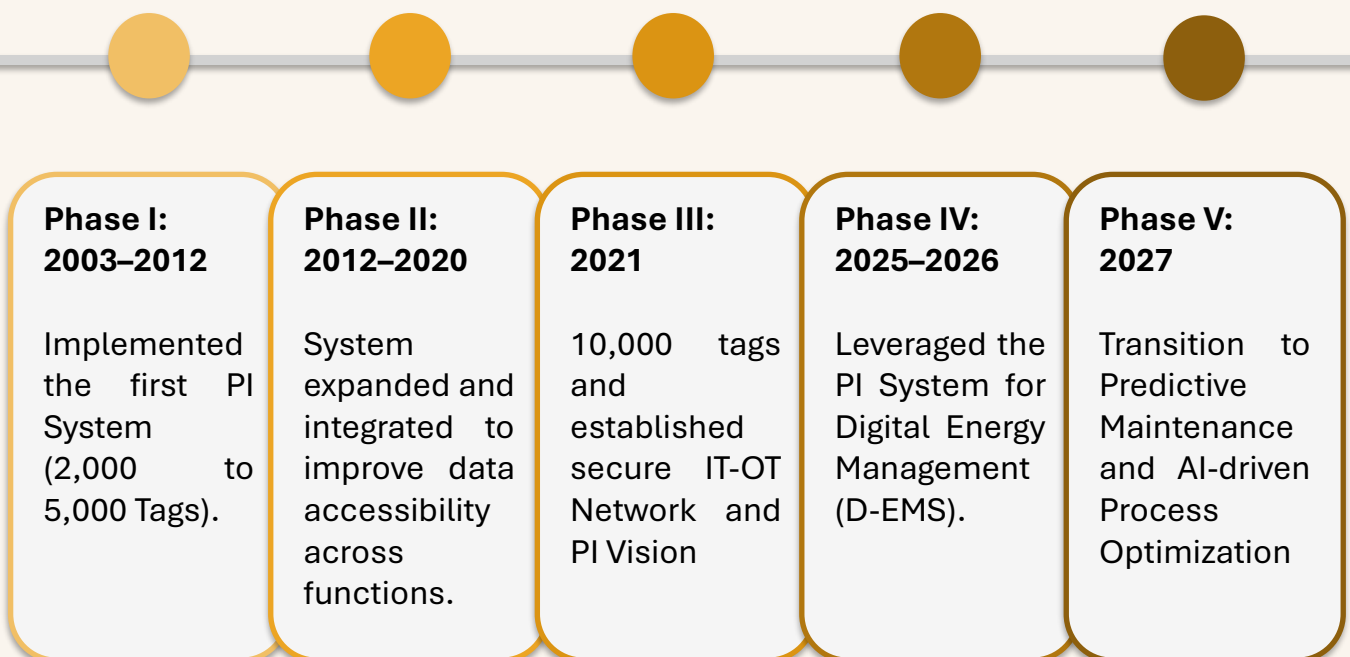
## Bridging Data and Sustainability

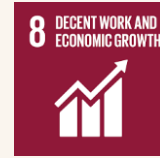
In alignment with **Sidpec's** strategic plan for Operational Technology (OT) digitalization, we view our digital infrastructure not merely as a set of tools, but as the central nervous system of our sustainable operations. Our journey, which began in 2003, reached a pivotal "System Breakthrough" in 2021, transforming how we monitor, analyze, and optimize our facilities.

Today, our robust PI System infrastructure acts as a single source of truth, connecting the Ethylene, Polyethylene, and Utilities plants into a unified digital ecosystem. By integrating real-time operational data with business intelligence, we are shifting from reactive troubleshooting to proactive prediction, ensuring that our digital evolution directly supports our decarbonization and profitability goals.

**Sidpec's** strategic journey had three distinct phases, demonstrating continuous investment and growth in digital maturity:

### Digital Transformation Journey – PI System & Sustainability Alignment





## AVEVA Day Egypt 2025

As usual, Sidpec keens to highlight our Strategic Digital Transformation of Operational Technology (OT) journey, presented by Two of our colleagues in the AVEVA Day Egypt 2025.

During this insightful session, they showcased Sidpec’s PI System Journey — a key step in integrating advanced digital tools and industrial intelligence into our operations.





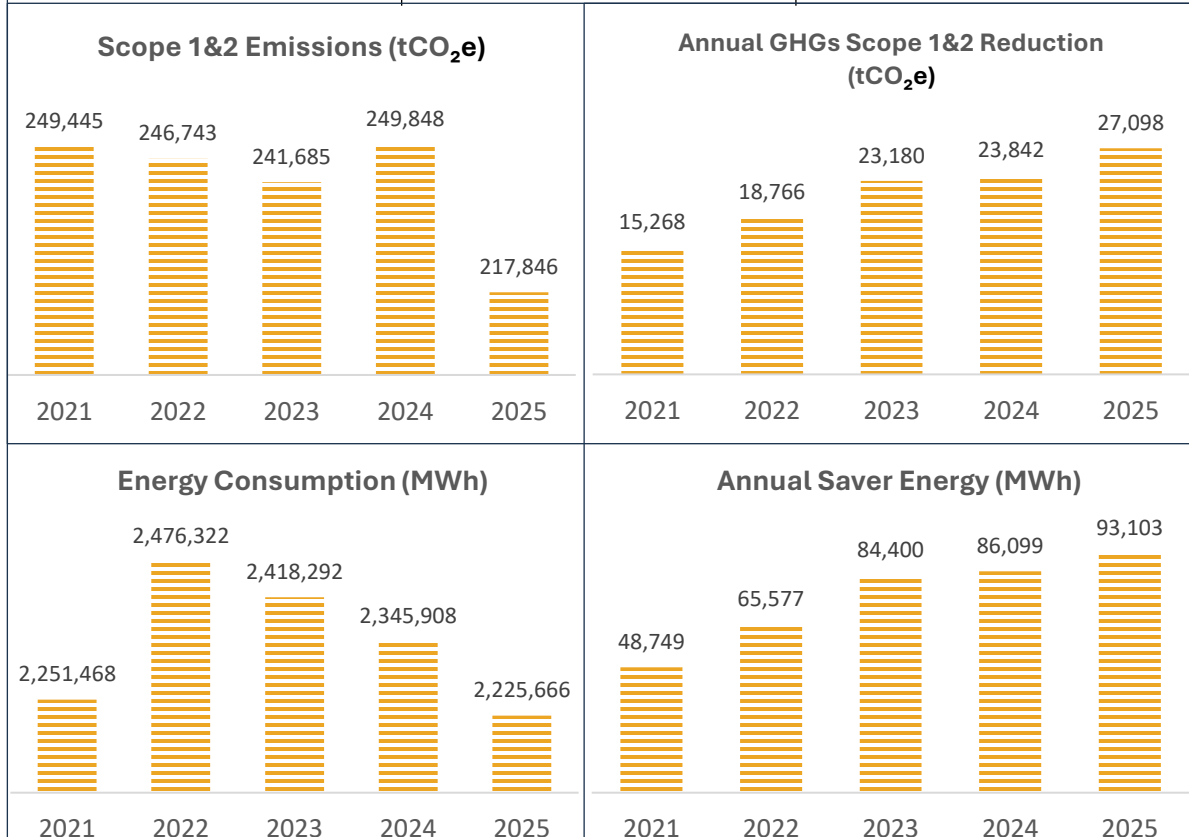
# 03

# Environment



### 3.1 Environmental Performance

Energy Consumption	Specific Energy	Scope 1&2 Emissions
<b>2,225</b> GWh	<b>10.072</b> MWh/ton Polyethylene	<b>218</b> KTCO <sub>2</sub> e
Energy Saving	Energy Cost Saving	GHGs Reduction
<b>93</b> GWh	<b>65</b> M EGP	<b>27</b> KTCO <sub>2</sub> e
Waste Disposal	Water Consumption	Emissions per product
<b>47</b> Ton	<b>4,700</b> 1000 Cubic Meter	<b>1.160</b> tCO <sub>2</sub> e/ton Polyethylene



## 3.2 Energy & Decarbonization Approach

Sidpec addresses climate-related impacts primarily through its **energy efficiency and decarbonization initiatives**, which aim to reduce greenhouse gas emissions while improving operational performance and resource efficiency. This approach reflects Sidpec’s focus on practical, measurable actions embedded within its operational and investment decisions, rather than a standalone climate strategy.

In 2025, Sidpec continued progress on its **Combined Heat and Power (CHP) project**, which is currently in the **construction and operation phases**. The CHP project supports **Sidpec’s** decarbonization efforts by enabling more efficient generation of electricity and steam, resulting in reduced fuel consumption and associated greenhouse gas emissions compared to conventional systems.

In parallel, Sidpec implemented and assessed **energy efficiency improvement initiatives** across production and utility systems. These included optimization measures related to **air compressors system** and reviews of **heater performance and operation**, contributing to improved energy performance and indirect emission reductions.

To support informed decision-making, Sidpec expanded the use of **process simulation and digital analysis tools** to evaluate energy performance, identify efficiency opportunities, and support the development of future decarbonization initiatives.

Through this integrated approach, Sidpec strengthens its energy performance, reduces carbon intensity, and enhances resilience to energy- and climate-related risks, while supporting long-term operational sustainability.



### 3.3 Energy Efficiency Projects



#### Combined Heat and Power Project (CHP)

The project involves replacing an existing conventional boiler with a state-of-the-art high efficiency Combined Heat and Power (CHP) system, integrating a gas turbine Generator (GTG) to produce **7.5 MW** (representing 1/3 of **Sidpec's** electricity requirement) and a heat recovery steam generator (HRSG) using the exhaust gases of the gas turbine in addition to supplementary firing to produce **50 T/H** of high-pressure Steam. The system will enhance power generation, steam production and fuel efficiency, giving a total energy efficiency of the co-generation plant of 85%.

The project is fully financed by Egyptian Pollution Abatement Program (EPAP III) along with a grant of 10% of the project value if achieved the planned savings.

#### Key Metrics

<b>\$ 16 M</b> Investment Cost	<b>7.5 MW</b> Power Generation	<b>50 T/H</b> HS Production
<b>60 GWH</b> Energy saving	<b>\$ 3.5 M</b> Cost Saving	<b>45 KT CO<sub>2</sub> eq</b> GHGs Reduction

The combined heat and power (CHP) project is currently in the commissioning phase and is planned to enter full commercial operation in 2026, further enhancing **Sidpec's** energy efficiency performance.



New CHP Plant during construction



## New Air Compressors

Sidpec has THREE compressors in service since 1999 and operated two in service alternately to maintain the reliability of operations.

These compressors fulfill the plants' demand and consume **9.6 GWh** annually. The objective of the project is to replace these old compressors with TWO energy efficient ones in which one of them could work properly with the same capacity that fulfills the plants' demand and reduce annual energy consumption by 45 %.

The completion of new air compressors replacement was in November 2024.

The project is fully financed by Egyptian Pollution Abatement Program (EPAP III) along with a grant of 10% of the project value if achieved the planned savings.

**Sidpec** shall obtain 10% grant as the project achieved the intended outcome.

### Key Metrics

**\$ 1.4 M**  
Investment Cost

**\$ 0.270 M**  
Cost Saving

**4.5 GWH**  
Energy saving

**2.5 KT CO<sub>2</sub>eq**  
GHGs Reduction



New Air Compressors installed in October 2024

## 3.4 Operational Energy Optimization & Continuous Improvement

**Sidpec** enhances operational performance through structured process reviews and internal audits aimed at identifying no-cost and low-cost optimization opportunities. These initiatives focus on improving energy efficiency, reducing resource consumption, and maximizing asset utilization without requiring capital investment.

In 2025, optimization of cooling tower fans operation achieved energy savings exceeding **300 MWh**, while improved control of raw water intake pumps operation aligned with reduced water demand generated additional annual energy savings of more than **600 MWh**.

These results were achieved through operational adjustments, enhanced monitoring practices, and optimized control strategies supported by data-driven performance analysis and state-of-the-art technologies such as Advanced Process Control (APC) in Ethylene Crackers.

Through systematic process audits and operational optimization, Sidpec strengthens energy efficiency, reduces operational costs, and supports sustainable resource management while maintaining safe and reliable plant performance.



## 3.5 Digital Energy Management System (D-EMS)

### Strengthening the Digital Twin to Improve Energy Performance

In March 2024, the D-EMS was implemented and a dashboard of strategic and engineering KPIs representing Sidpec's energy performance were calculated twice daily since then. With the strategic KBC Benchmarking best technology index the BT index as the most important and indicative KPI.

In March 2025 the D-EMS' project team realizing need for Digital Twin enhancement cooperated with the consultant KBC making necessary modifications to enhance the site-wide utility model in the simulation software Petro-SIM. The objective was to enhance and increase the accuracy of the digital twin across varying operating scenarios covering the full range of operating conditions for Sidpec's three production plants.

Key updates made the model more reliable, accurate and representative to the actual operations minimizing discrepancies and inaccurate readings facilitating a more informed decision making.

### Daily Energy Performance Reporting & Continuous Improvement

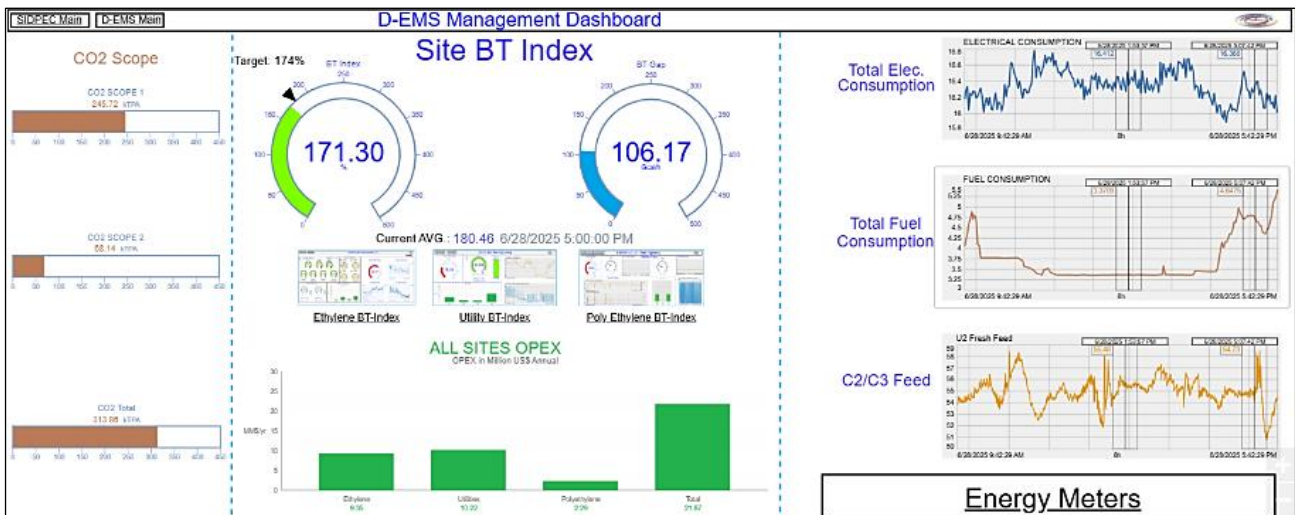
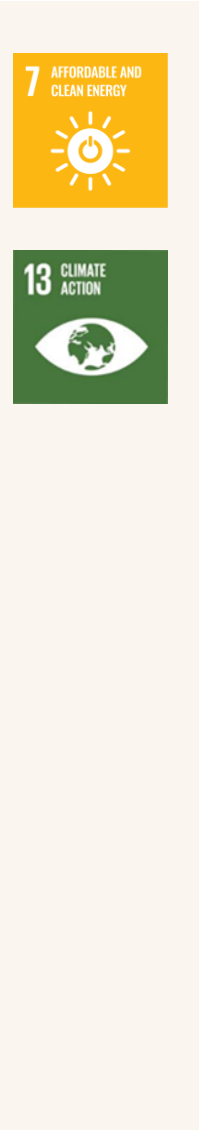
A daily report is issued that monitors, analyzes, and documents data from the morning and evening RUNs conducted on the previous day. The report evaluates any changes in energy consumption performance for the three plants using the digital twin. There is an ongoing process to iteratively improve the daily report template based on stakeholders' feedback, aligned with the responsibilities and governance defined in the RASCI Matrix.

Energy improvement opportunities Studies based on insights from the daily report and DEMS Dashboard KPIs assessments are conducted and submitted to relevant departments for more investigation and taking appropriate actions.

### Capacity Building: Petro-SIM Simulation Training Programs (2025)

Two in-house training programs facilitated by Sidpec instructors during the year 2025 enhancing Sidpec's ability to leverage advanced simulation tools for energy efficiency, process optimization, and sustainability-driven decision-making.

Following these sessions, Sidpec reached a total of **140 Trainees**.



## 3.6 Water Management



Water is a critical operational resource for Sidpec, supporting cooling systems, fire-fighting infrastructure, and steam generation processes.

In 2025, the Company’s total water withdrawal amounted to approximately **4.7 million cubic meters**, sourced from the **Nubaria Canal**, primarily used for filtered water in cooling systems and demineralized water for steam production.

### Water Resources Management

Sidpec’s Utilities Plant plays a central role in the responsible management of water and energy resources. Raw water is sourced from the Nubaria Canal and treated to produce filtered water, desalinated water, demineralized water, cooling water, and fire-fighting water to support safe and reliable operations.

Water treatment facilities are designed to optimize raw water utilization through high-efficiency filtration, desalination, and demineralization processes. This integrated treatment approach enhances operational performance while minimizing resource losses.

Sidpec demonstrates strong performance in water resource management through a structured treatment program that supports asset integrity, water conservation, and cost efficiency. A robust chemical treatment program is implemented to improve thermal efficiency, extend equipment lifespan, and maintain stable, compliant operating conditions.

### Water Resources Risk Monitoring

Critical water quality and operational parameters are continuously monitored to ensure system reliability and asset protection. Effective process controls mitigate risks associated with corrosion, scaling, seasonal variations in raw water quality, and potential unplanned operational disruptions.

Through this integrated management and monitoring framework, Sidpec reinforces its commitment to sustainable and efficient utility operations.



## Efficient Use of Water Resources

In 2025, the Company's industrial water intake was **4.7** million cubic meters.



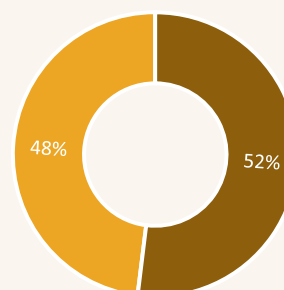
### Key Highlights:

- Water consumption 2025

# 25.0

Cubic meter / Ton product

Water Consumption

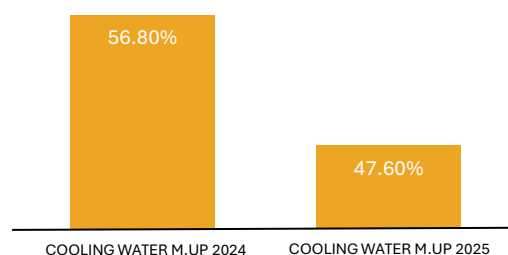


■ Cooling water M.UP ■ Others

## Water Treatment programs

A robust cooling water treatment program aimed at enhancing water-use efficiency and reducing overall water consumption, achieved water savings approximately 200K cubic meter in 2025.

Cooling Water Consumption %



## Wastewater System and Air Emissions Management

### Wastewater Management & Water and air Emissions Control

- Effective waste management is essential to our efforts to reduce potential impacts to natural and communities , as well as supporting sustainable operations .
- Waste water and air emissions impacts are assessed through EIAs and operational emission thresholds are in place for air and wastewater sources which are meant to comply with applicable regulatory requirements .
- We maintain ongoing monitoring of discharge 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.

## 3.7 Waste Management



### Effluents, Pollutants, and Waste Control

**Sidpec** has established integrated procedures to control waste and emissions resulting from production and maintenance operations, in compliance with environmental laws and the company’s sustainability goals.

These procedures address industrial wastewater, atmospheric emissions from combustion processes, as well as hazardous and non-hazardous solid wastes.

### Industrial drainage of production processes Control

Industrial wastewater generated from production activities may contain oils, acids, alkalis, catalysts, and various petrochemical residues. To minimize environmental impact, Sidpec operates wastewater treatment units utilizing primary, advanced, and biological treatment technologies.

An additional safeguard is provided through a neutralization basin located within the utilities complex. After treatment, effluents are gathered in a central collection sump prior to final discharge, with regular weekly monitoring of pollutants conducted in compliance with Egyptian environmental legislation, including Law No. 4/1994 and Law No. 48/1982.

### Solid Waste Management

**Sidpec** manages a wide range of waste streams through an integrated environmental management system that prioritizes sustainability and pollution prevention. The company demonstrates strong commitment to minimizing environmental impact through proper segregation, handling, and treatment of all waste types. Continuous efforts have been made to enhance recycling practices and promote waste diversion. in accordance with Ministerial Decree No. 673/1999.

## Waste & Circular Economy

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.

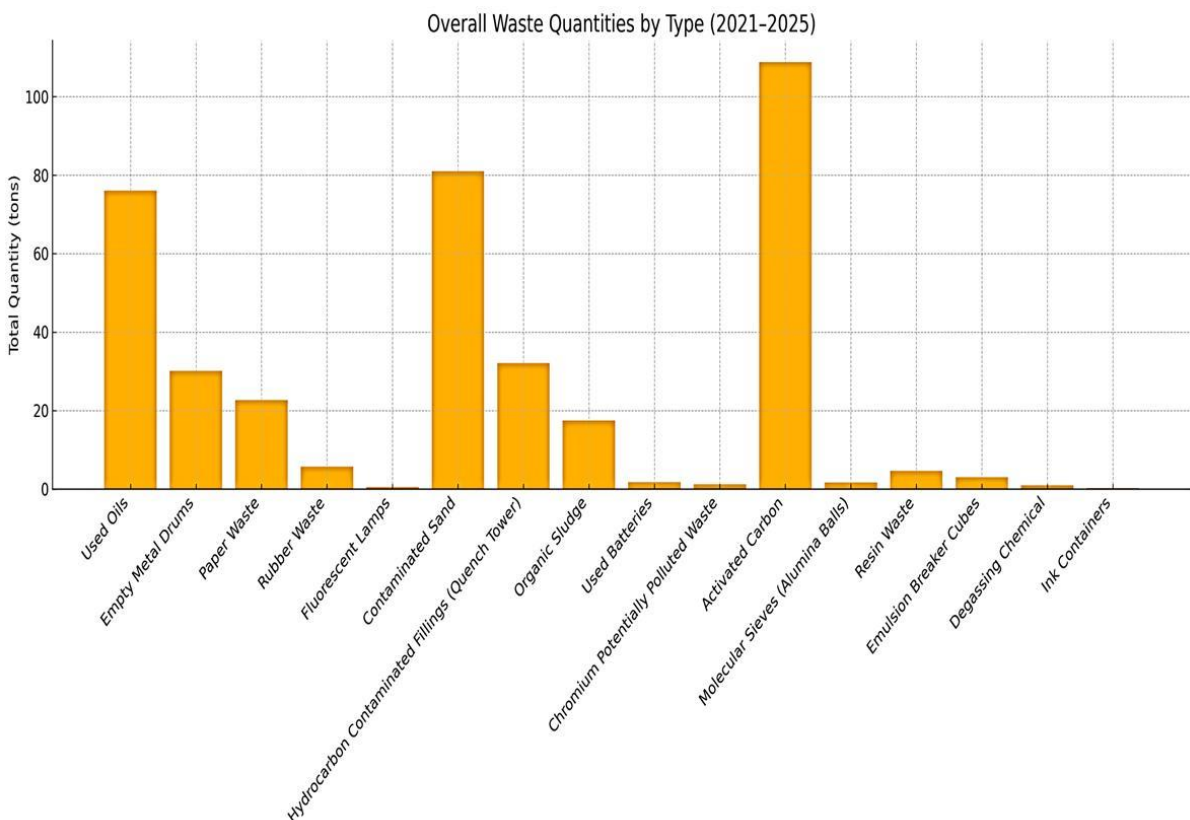
Additionally, the company's efforts help decrease landfill waste, which is vital for protecting local ecosystems and biodiversity.

These actions are in harmony with **Egypt Vision 2030**, promoting economic development alongside maintaining environmental health. By adhering to global benchmarks and policies, the firm enhances its commitment to social responsibility and involvement of stakeholders.

Sidpec manages a wide range of waste streams through an integrated environmental management system that prioritizes sustainability and pollution prevention. The company demonstrates strong commitment to minimizing environmental impact through proper segregation, handling, and treatment of all waste types. Continuous efforts have been made to enhance recycling practices and promote waste diversion.

## Hazardous & Non-Hazardous Waste

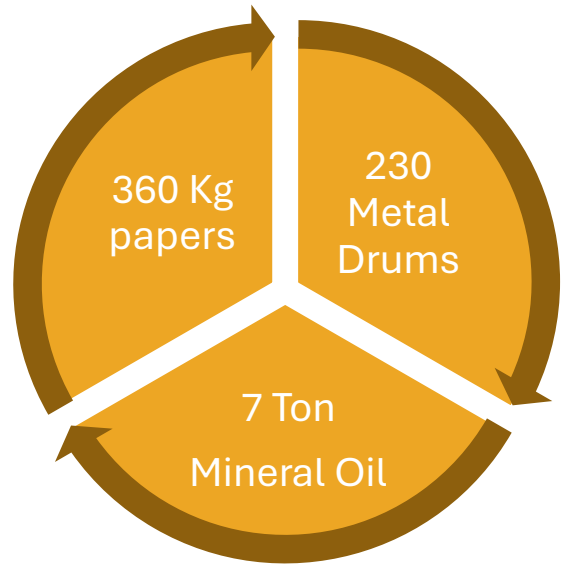
### Waste Management 2021-2025



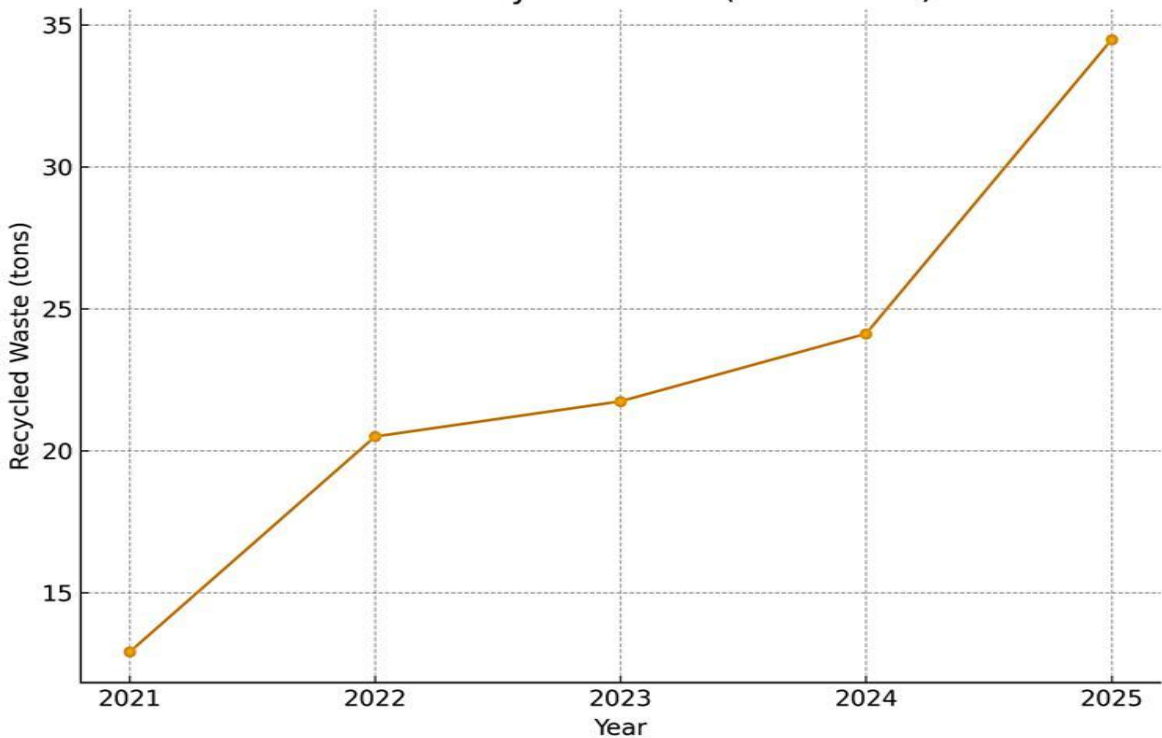
## Recycling 2025

In collaboration with companies such as **Al-Siham Petroleum Company** and **EcoConServ**, recycling was successfully carried in **2025 for 230 metal drums , 7 tons of mineral oil and 0.36 tons of papers.**

Recycled waste showed a consistent upward trend from 2021 to 2025, reflecting a clear improvement in environmental performance and operational awareness.



Trend of Recycled Waste (2021-2025)



## 3.8 Environmental Product Declaration (EPD)



In line with the wise directives of the Egyptian Ministry of Petroleum and Mineral Resources to promote sustainability and environmental responsibility in the petroleum sector, and as a pioneering step reaffirming **Sidpec's** strong commitment to sustainability and environmental transparency, **Sidpec** has obtained international accreditation and published the Environmental Product Declaration (EPD) report for its product – “**High Density Polyethylene (HDPE)**” on the International EPD system website on 19 May 2025. This achievement strengthens its position as a role model in sustainable industrial practices.

The **Environmental Product Declaration (EPD)** is an internationally certified document that provides comprehensive data on the environmental impact of a product throughout its entire life cycle from raw material extraction to product manufacturing, usage, and final disposal. The report includes detailed information on energy and water consumption, carbon emissions, and chemical usage, offering complete data on the product's carbon footprint and environmental impact.

**Sidpec's** attainment of this international accreditation and publication of the EPD for its HDPE product is a testament to its deep commitment to environmental responsibility and transparency.

It aligns perfectly with its strategic objectives and its Decarbonization Strategy. This milestone represents a significant step toward enhancing our competitive capabilities in global markets that increasingly prioritize sustainability, while reaffirming our concern for the environmental impact of our products and our ongoing dedication to contributing effectively to the achievement of Egypt's Vision 2030 Sustainable Development Goals, as well as strengthening our close relationships with our customers.



This achievement demonstrates **Sidpec's** continuous efforts to integrate best environmental practices into its operations and product development, supporting the transition toward a green economy and clean industries. It is expected that this international accreditation will open new horizons for Sidpec in global markets and boost marketing efforts, especially amid growing demand for products with a low environmental footprint.

The report can be reviewed on the international EPD system website: <https://www.environdec.com/library/epd23256>

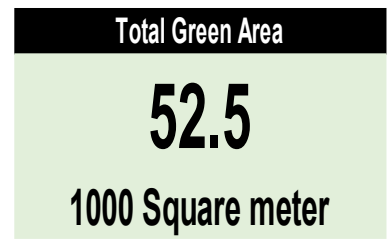
### 3.9 Biodiversity and Land Use

In 2025, **Sidpec** continued to enhance on-site biodiversity and optimize land use within its industrial complex by expanding vegetated and landscaped areas across key operational zones. These initiatives contribute to reducing the ecological footprint of industrial activities, improving microclimate conditions, and increasing permeable green surfaces within the site.

During the year, ornamental shrubs and groundcover species including *Duranta Lemon*, *Nandina “Ultra,”* and *Euphorbia* were planted around critical facilities such as the Polyethylene Control Building, the Main Administrative Building, and industrial safety and security zones. Structured planting beds and lawn turf were established along internal roads and open areas, creating green corridors and buffer zones that support localized habitat formation and improve environmental quality. Decorative gravel arrangements around landscaped palm basins were introduced to enhance soil protection and reduce erosion. These measures collectively strengthen sustainable land use practices and promote a biodiversity-supportive industrial environment.

- **Ecosystem restoration**

Sidpec’s total **Green area** now reaches approximately **52,500 m<sup>2</sup>**. Additionally, the 2022 initiative of planting approximately **1,100 Ficus trees** (equivalent to one tree per employee) continues to contribute to long-term carbon absorption and site greening objectives.



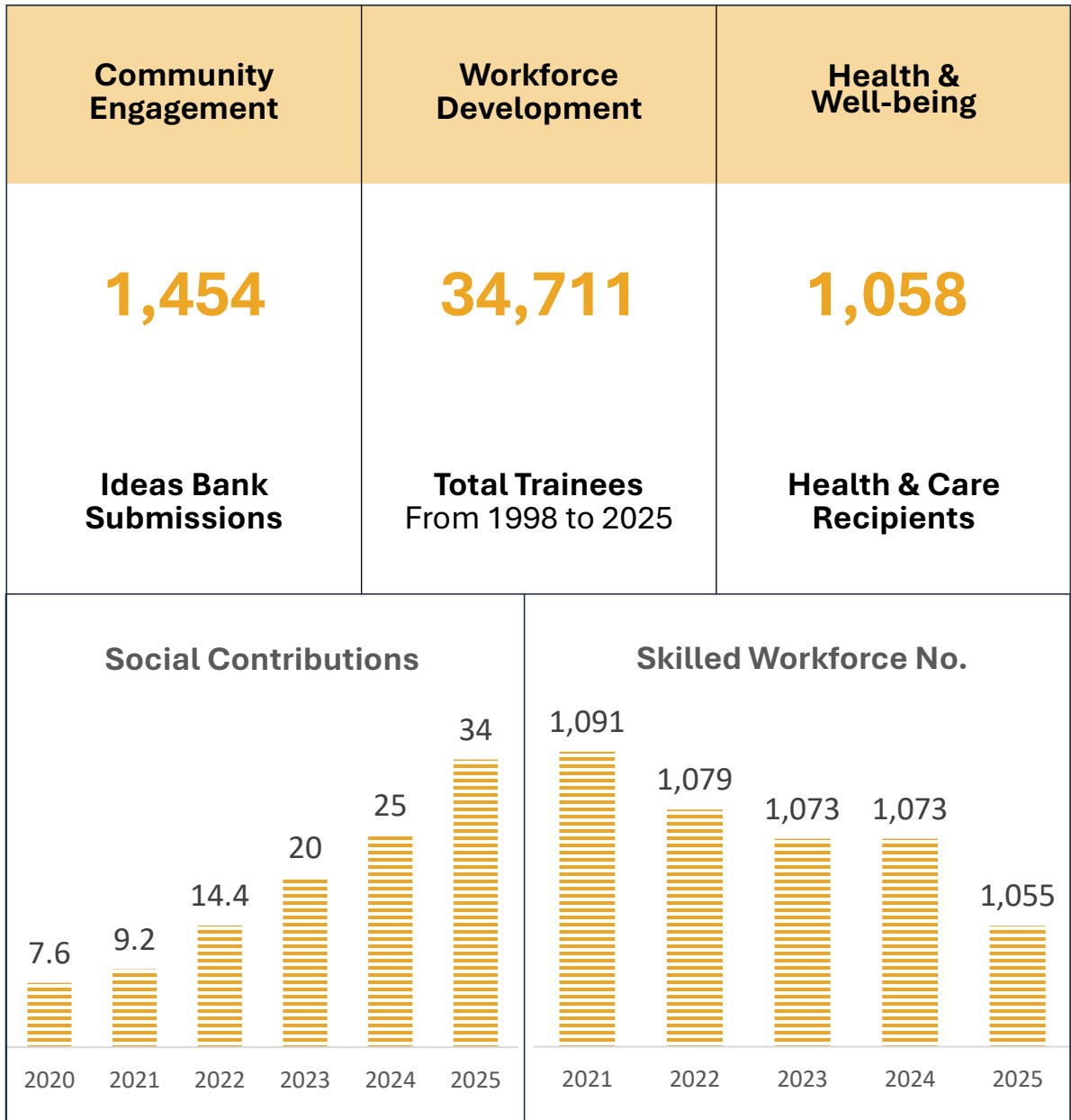
# 04

# Social Development



## 4.1 Key Highlights

- Social Sustainability Performance Dashboard**



## 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 2025, 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 2025, the HSE Department delivered **520 hours** of training to over **2,100 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



A visit by His Excellency Eng. Karim Badawi, Minister of Petroleum and Mineral Resources, during which he praised the success of the company's occupational safety, health and environmental protection system.

A Safety Celebration was held on the occasion of Labor Day, featuring awareness lectures for employees and contractors. Outstanding workers and contractors were honoured in the presence of the company's leadership.



An online competition was held for employees and contractors under the title "Safety Cup 2025" under the patronage of the Chairman of the Board, for 10 consecutive weeks to encourage employees and contractors to participate actively and demonstrate a culture of safety.



## 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:**

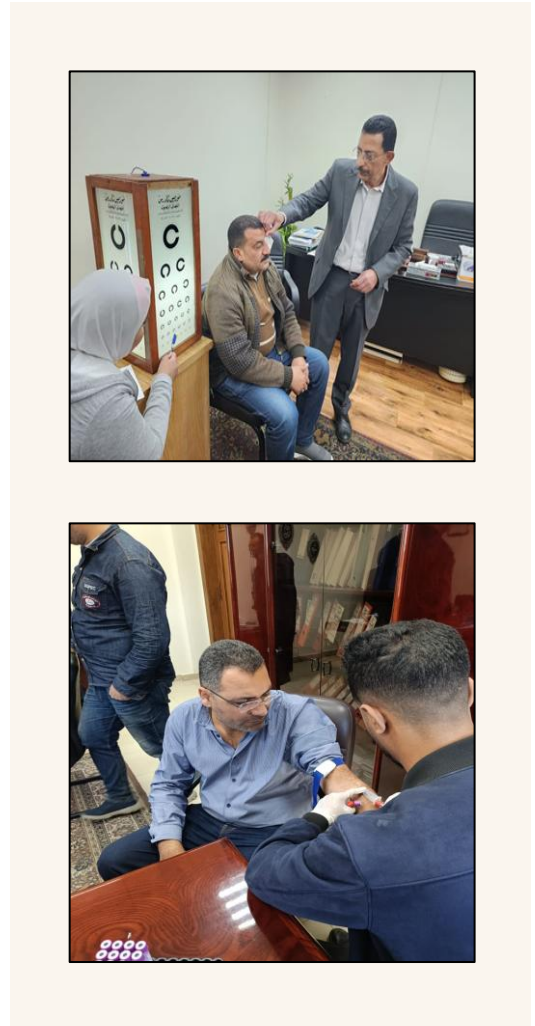
Regular assessments of environmental risks, individual health changes, and new processes.

- **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 **2025**, Sidpec conducted over **1,058** 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. Routine Medical Examinations:

- Internal Medical check-ups, Urological exams, orthopedic exams, ECG tests, and lung function tests.
- Ultrasound scans of the abdomen, Psychiatric and Neurology Consultation – Eye Examination.

##### B. Regular Employee Checkups for Occupational Exposures:

- Collaboration with the General Department of Occupational Safety and Health to study various exposures within the site.
- 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.

##### C. Random Drug and Substance Abuse Testing at the Sidpec Premises:

- Random screening for Sidpec labor, Petromaint labor, and contractor labor, totaling 270 labor.

### Environmental Health Initiatives

#### Safe Disposal of Medical Waste:

- Contracting with Alexandria Health Affairs Directorate 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

#### Awareness about Obesity:

- Maintaining employee's health by raising awareness about Obesity, its causes, its risks, and ways to eliminate it during the year 2025.

#### Measuring and Improving Healthcare Outcomes

##### Health Metrics and Reporting:

- Establishing key performance indicators (KPIs) to measure healthcare effectiveness.
- Zero work-related injuries reported
- 99% employee satisfaction rate for the medical services provided by the company.

## Recreational and Educational Activities

In 2025, Sidpec launched a new initiative to promote a vibrant and inclusive workplace culture. Under the guidance of the Chairman and CEO, the company organized two major **recreational and sporting days** on **August 9 and August 30, 2025**, at **Hilton King’s Ranch**.

These events were designed to bolster team spirit and employee loyalty through active engagement and shared experiences. We were honored to have the **Chairman, CEO, and top management** in attendance, alongside special guest **Sheikh Ahmed Tamem Al Maraghy**. Participants enjoyed a diverse range of activities, including **warmups, trampoline sessions, volleyball, chess, and ping pong**, making the initiative a significant success for the Sidpec team.



## 4.3 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.

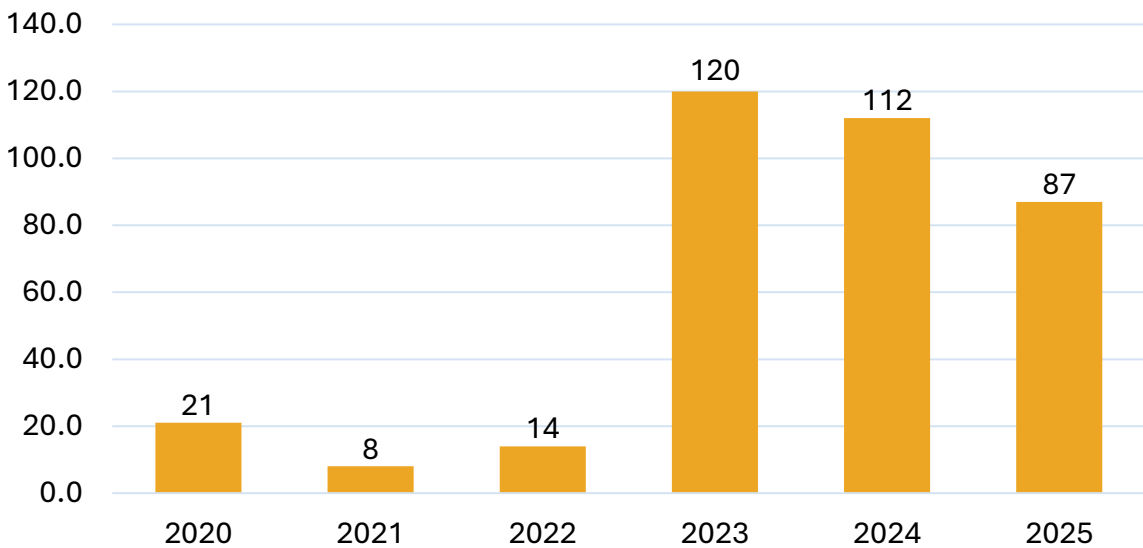
Compensation is reviewed annually to ensure competitiveness, gender equity, and transparency, with rewards for advanced academic achievement. Inclusion is a priority, with female employees supported through training, leadership programs, and international initiatives such as the UN Global Compact, strengthening 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: 2025 equals 87.

**Progress in training & development for Women**



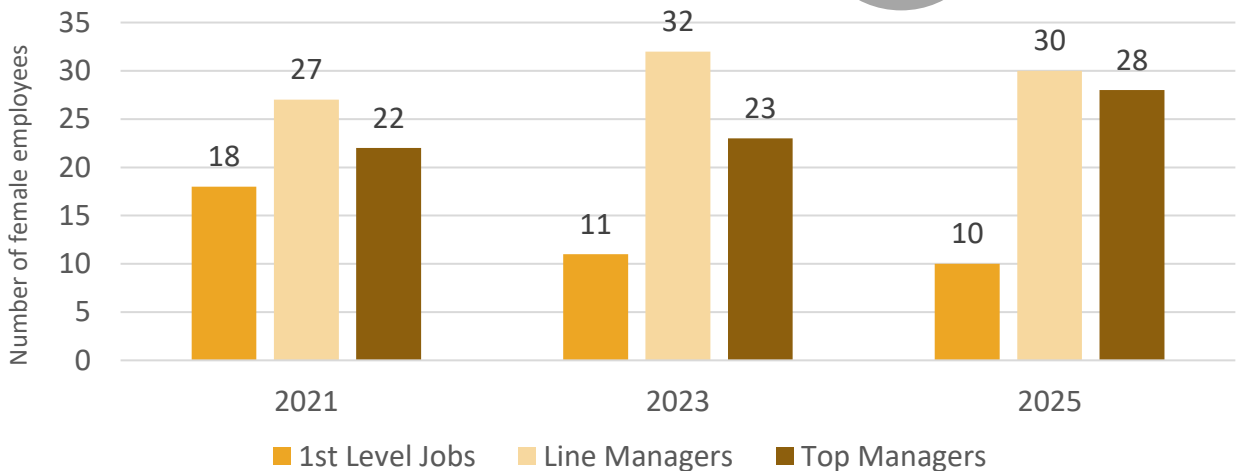
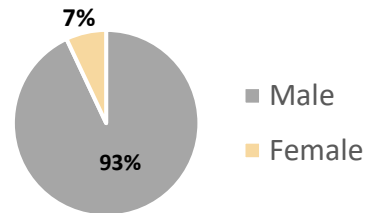
These efforts highlight Sidpec's commitment to building a pipeline of capable female leaders who are equipped to take on higher levels of responsibility within the organization.

## Female Representation Across the Organization

### 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:

### Female Representation Across the Organization



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 supports women's retention and work-life harmony with inclusive measures like 90 days paid maternity leave, flexible hours in late pregnancy, nursing breaks, and two childcare leaves up to two years apiece.

### Compliance with Child Labor Laws

The company bans child labor outright, verifying all hires exceed Egypt's minimum age of 18 per Labor Law No. 12/2013.

### Ethical Conduct and Reporting

Ethical practices thrive via confidential misconduct reporting, backed by swift probes and zero tolerance.

### Retirement and Benefits

Long-term employee security features retirement age phased from 60 to 65 (2031-2035), subsidized life insurance for families, extra pension funds, age-60 deferred rewards, and yearly pay audits for equity.

### HR Function Awareness

HR awareness grows through "Understanding HR Functions" workshops; five sessions trained 68 staff on perks and processes, easing access.

- **Women Involvement in Sidpec**

### Egypt's Women in Energy Network – Site Visit

**Sidpec** hosted 20 women professionals from Egypt's Women in Energy Network (EWiE) at **Sidpec** in Alexandria. Participants included representatives from the Ministry of Petroleum and Mineral Resources, EGPC, EGAS, ECHEM, and other national and international oil companies. The visit included safety briefings, presentations on women in field roles, a guided site tour, and networking opportunities. The initiative provided participants—particularly those from non-technical backgrounds—with valuable field exposure, enhanced understanding of petrochemical operations, and closer engagement with the core activities of the industry.



## 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.

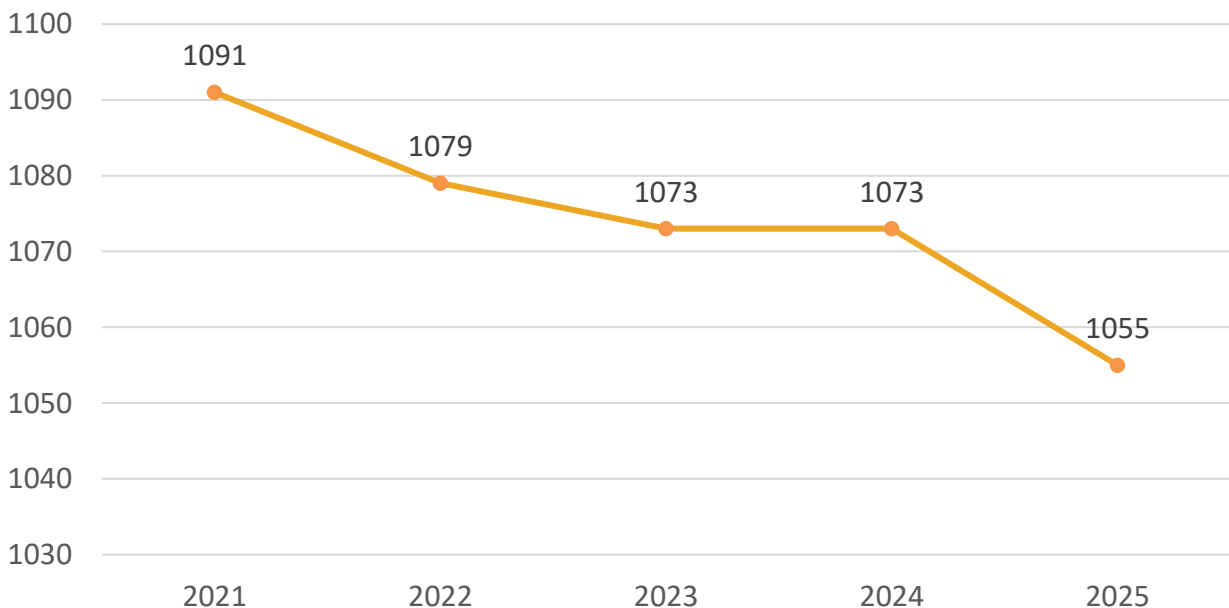


### Workforce Breakdown (2021–2025)

Workforce	2021	2022	2023	2024	2025
<b>Sidpec</b>	1091	1079	1073	1073	1055
<b>Petro-maint Contracted</b>	177	254	311	219	396
<b>Maintenance agreement Contracted</b>	217	217	217	219	8
<b>Petro-Solutions Contracted</b>	-	-	-	18	56

### ▪ Sidpec’s Gradual core optimization

The core internal workforce has undergone a slight, steady optimization over the last five years, creating a leaner internal foundation without compromising operational stability.



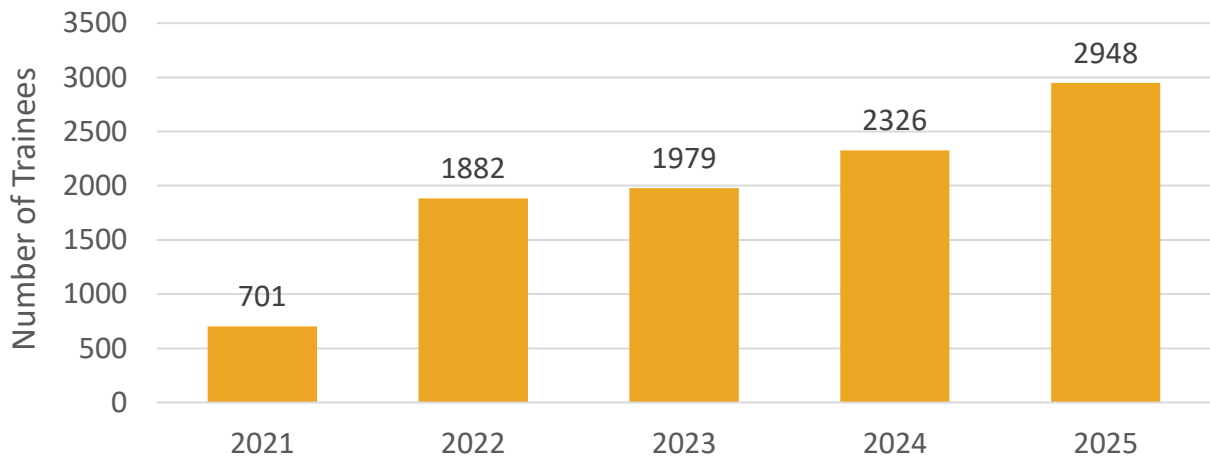
## ■ Training and Education

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

### Training Performance (2020–2025)

- **Number of trainees:** Grew from 701 (2021) → 2948 (2025).
- **Training programs duration:** Increased from 342 (2021) → 810 (2025).
- **Categories (number of programs in 2025):** OH&S (28), Technical (24), QEE (13), Finance & Accounting (17), Conferences (12), plus General, IT, and Leadership programs.

## ■ Training Performance



### Partnership With Productivity and Quality Institute

Collaboration with Productivity and Quality Institute .

**4 employees enrolled** in the Master Quality Management program(MQM) (2025/2026).

At the Arab Academy for Science, Technology & Maritime Transport.

Provided scholarships and tuition discounts to expand academic opportunities.

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

### Collaboration With ECHEM

Our strategic collaboration with **ECHEM** aims to bridge the knowledge gap within the industry by establishing a centralized, comprehensive database of specialized lecturers from the petrochemical sector. This initiative will serve as a vital repository of technical expertise, ensuring that high-level industry insights and academic excellence are accessible for future training and development programs. By consolidating this data, we can more effectively align human capital with the evolving needs of the energy landscape.



## AI Awareness

In 2025, Sidpec delivered AI and digitalization awareness by training **111 employees** and introducing a Digital Twin solution to virtually test energy-saving scenarios without interrupting plant operations.

### Key Outcomes

Improved operational efficiency and reduced costs through data-driven, predictive digital simulations that optimize process performance. Reinforced the company's decarbonization pathway by using advanced modeling tools to identify and implement lower-emission operating strategies in line with the energy transition.



## Operational Excellence & Sustainability Training

### Core Topics:

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

### Leadership Development:

- Project Management & Leadership Training- ESLSCA.
- Certified International Strategical Leader-ECHEM.
- Effective Leadership Skills-ECHEM.

### Digital & Business Skills:

- MS Outlook 278 employees trained in 20 rounds.
- Cybersecurity Training – 125 employees trained in 8 rounds.

### Outcome:

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

## Interpersonal Skills Training for Technicians

**86 technicians** trained in 2025.

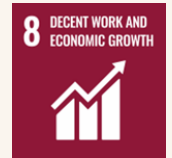
Training focused on communication, teamwork, and collaborative performance.

### Outcome:

Fostered a more engaged, skilled, and collaborative workforce.

## Engagement and collaboration

As Sidpec always seeks promoting the culture of knowledge and increasing the effectiveness of its Knowledge Management System, Sidpec has arranged a series of meetings to enhance communication between employees (Engineers and Chemists) at the production sites, during which a set of topics of interest were presented and the impressions and suggestions of employees were identified.



### This was achieved by:

- Organizing cross disciplinary field visits to production sites to strengthen communication with employees and gathering their suggestions and requirements.
- Identifying and selecting key topics—based on insights from the field visits—that support and enhance the company’s knowledge culture.
- A monthly meeting plan was developed outlining the topic of the month and responsibilities were assigned for preparing and presenting the related scientific content.
- Presentations were delivered on the designated topics according to the monthly schedule.
- Scientific materials were published on the company’s internal network to ensure accessibility and knowledge sharing.
- Improvement in the company’s knowledge culture was measured through analyzing the results of the 2025 survey and comparing them with the 2024 baseline results.



During one of the scheduled Meeting

## Ethylene Furnace Technology Training

Over a four-day period, our engineers attended the annual training program "**Ethylene Furnace Technology**" conducted at the headquarters of the licensor "**Lummus Technology**" in the USA.

The distinguishing feature of this program lies in its continuous updates, ensuring alignment with the latest theoretical and practical advancements in furnace technology. The course offered a balanced integration of theoretical knowledge and practical applications, thereby enhancing our participants' ability to address operational challenges effectively.

A notable outcome of this engagement is the recent adoption of advanced technologies in the design and manufacture of thermal cracking coils, which are now being implemented in the company's furnaces. This initiative is expected to deliver significant improvements in operational efficiency and energy conservation.

Participation in this program represents a strategic investment in skill development and technical competency enhancement for engineering personnel. The resulting benefits directly contribute to improved operational performance and support the company's objectives of efficiency, reliability, and safety.



### The program addressed a range of critical topics, including:

- Reaction Kinetics associated with furnace operations.
- Design considerations for furnace components to ensure optimal efficiency and operational safety.
- The phenomenon of coking and strategies to mitigate its deposition within cracking coils.
- Design and operational aspects of burner circuits and tips, with emphasis on performance optimization.
- Emergency procedures for abnormal operating conditions.
- Decoking techniques and associated best practices.



## 4.5 Local community support

### Summer Training Programs

#### Empowering Future Generations



In **2025**, 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, This structured format ensures that each intern receives targeted learning and mentorship within their field.
- Updated content focused on **practical applications in industrial processes**.
- The Specialty Groups Include: Chemical/Process Engineering, Mechanical Engineering, Electrical Engineering, IT ,Communications, Management, Finance / Logistics.
- By the end of the internship, participants will have developed practical skills, industry awareness, and a clearer understanding of their future professional path. The program also encourages teamwork, discipline, and a culture of continuous improvement — values that are deeply embedded in Sidpec's work environment.
- Training delivered **July 6 – September 11, 2025**, 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.



## Bridging Academia & Industry – On-Site Visits

Sidpec hosted structured visits throughout 2025, engaging students from leading universities and technical institutions.

### Visits Conducted:

Date	Faculty/University	No. of Students	Key Activities
10 February 2025	Faculty of Science – Zagazig University	38	Students toured production units and laboratories.
11 February 2025	Faculty of Engineering- Alexandria University	13	Participants explored advanced technologies at Sidpec facilities.
15 April 2025	Faculty of Science – Cairo University	46	students participated in a guided tour, fostering academia-industry collaboration.

### 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 2025 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.



Live Training in site -Sidpec School for Applied Technology

### Achievements in 2025: Advancing Technical Education

During 2025 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 **16** first-year students and continuing to mentor **16** second-year students & **20** third-year students.
  - **Automation:** Engaging **18** first-year students, **15** second-year students & **17** third-year students.
  - **Network Specialization:** Engaging **15** first-year students & **13** second-year students.



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 more than **30 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.

**IT Educational & Infrastructure Support:** The Networks team delivered a structured training program for second-year students in Networks and IT, combining classroom instruction with on-site industrial visits to Sidpec facilities. Infrastructure upgrades included expanding internet connectivity, establishing internal networks across laboratories and administrative areas, and equipping classrooms with smart boards and projectors. IT environments were modernized through system updates, remote support tools, and the provision of training and administrative devices. Practical training workshops were fully equipped to enhance hands-on learning. Telecommunication enhancement works at the school are currently in progress, reflecting Sidpec's ongoing commitment to technical education and community development.

**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.



## Community Development Initiatives

Sidpec has participated in major presidential initiatives in a collaboration with governmental entities to support vulnerable citizens.

### ▪ Hayah Karima

One of these initiatives that improves infrastructure, healthcare, and education in rural areas. Egypt's 100 Million Health is another initiative that provides free nationwide medical services, including early detection, chronic disease treatment, and surgeries, aiming to improve public health and support vulnerable citizens

These efforts aim to reduce poverty, enhance social justice, and promote inclusive development across Egypt.



### ▪ Sidpec Applied School

Completion of the operation and development works for Sidpec Applied Technology School, in accordance with the protocol signed with the Ministry of Education and Technical Education



## Other Initiatives

1. Renewal of the **medical treatment program** for the underprivileged and the completion of medical conveys
2. Sidpec's contribution to **the Radiotherapy - Building opening ceremony** (Association 3939) Borg El Arab Hospital"
3. Supporting the 6th " **Differently Abled Celebration**, following the directives of the Minister of Petroleum and Mineral Resources, in collaboration with the Egyptian Federation for Intellectual Disabilities
4. In collaboration with the Republican Guard Projects Agency, the following initiatives were implemented: **Distribution of Ramadan food boxes, distribution of Adha sacrificial meat, and providing new clothes to orphans during Eid Al Fitr and Orphan's Day**
5. Under the full supervision of Al-Azhar Al-Sharif, **the Quran Grand Competition** was held, along with seminars and lectures on renouncing violence, youth development, the treatment of women.
6. Sidpec's share in the **distribution of mattresses** for the Security Forces personnel in Alexandria, as part of a joint contribution by the Geographic Committee companies.
7. Presidential Initiatives **for Supporting the Families of Martyrs**.
8. **Sidpec's** share in **distributing blankets to the neediest families** with the contribution of the Geographic Committee companies

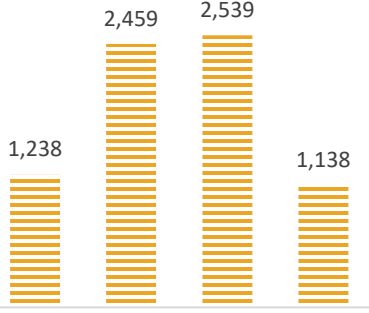
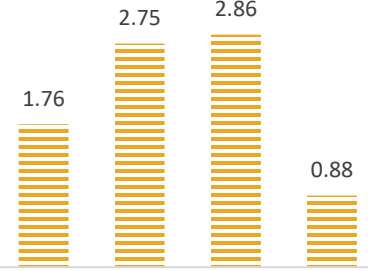
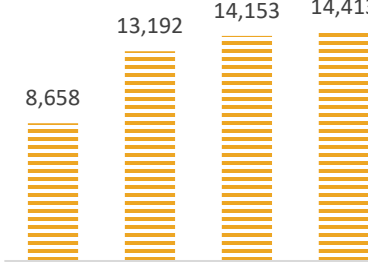


**05**

# **Economic Performance**



## 5.1 Key Highlights

Sales of Ethylene		Sales of Polyethylene (PE)					
35		189					
K ton		K ton					
Sales of LPG	Sales Naphta	Sales of PE (local Market)					
29	1.6	80					
K ton	K ton	K ton					
Sales of PE (Foreign Market)	Sales of Ethane	Sales of Butene-1					
109	0.02	3.7					
K ton	K ton	K ton					
Net Profit (M EGP)		Earnings per Share (EGP)		Revenues (M EGP)			
							
2022	2023	2024	2025	2022	2023	2024	2025

## 5.2 Financial Performance

In 2025, Sidi Kerir Petrochemicals Company “Sidpec” demonstrated continued financial resilience amid market volatility, sustaining solid revenue growth while preserving profitability and shareholder value.

Total revenues increased from **EGP 8,658 million in 2022 to EGP 14,413 million in 2025**, reflecting consistent operational performance and strong market positioning across both domestic and export markets. Net profit amounted to **EGP 1,138 million in 2025**, compared to **EGP 2,539 million in 2024** and **EGP 2,459 million in 2023**.

Although profitability moderated compared to peak levels recorded in prior years, the Company maintained positive earnings, supported by disciplined cost management, enhanced operational efficiency, and prudent financial oversight. Earnings per share (EPS) stood at **EGP 0.88 in 2025**, compared to **EGP 2.86 in 2024** and **EGP 2.75 in 2023**, reflecting prevailing market dynamics and the impact of evolving cost structures during the reporting period.

Overall, Sidpec’s financial performance underscores its ability to generate sustainable revenue growth, effectively manage cost structures, and maintain financial stability.

This resilience strengthens the Company’s capacity to invest in operational excellence, energy efficiency initiatives, environmental performance improvements, and long-term strategic projects aligned with its sustainability objectives.



## 5.3 Production Performance



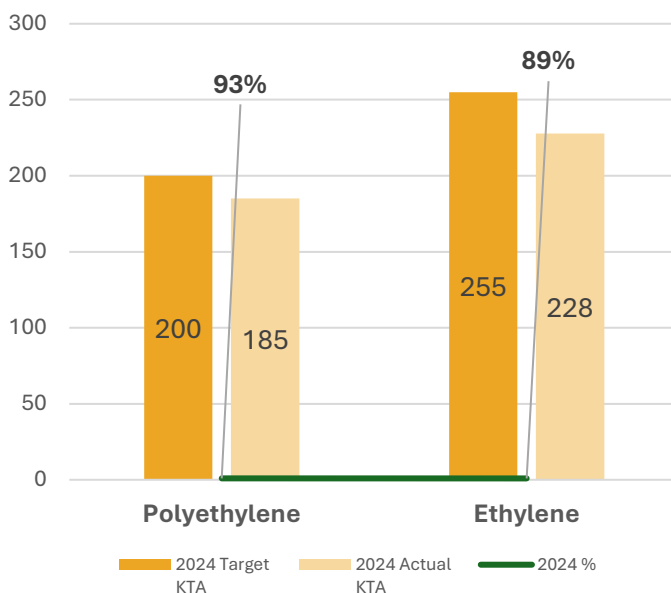
**Sidpec** has maintained reliable and stable operations since the start of its commercial production in 2000, demonstrating strong operational resilience despite evolving market conditions and fluctuations in feedstock availability. Through continuous monitoring of production performance and efficient utilization of its manufacturing assets, the Company ensures alignment between planned production targets and actual output across both primary and secondary products.

In 2025, **Sidpec** demonstrated improved operational performance compared with the previous year. Production levels for the Company’s main products exceeded the planned targets, reflecting enhanced operational efficiency and optimized use of available production capacities.

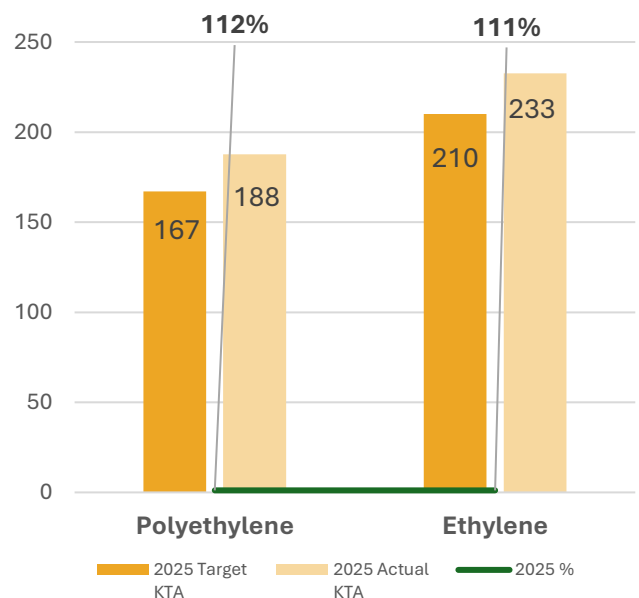
Polyethylene production reached **188 KTA**, exceeding the planned target of **167 KTA**, representing **112%** of the planned production level.

Similarly, ethylene production achieved **233 KTA** compared with a target of **210 KTA**, corresponding to **111%** of the planned production level.

Ethylene & Polyethylene 2024



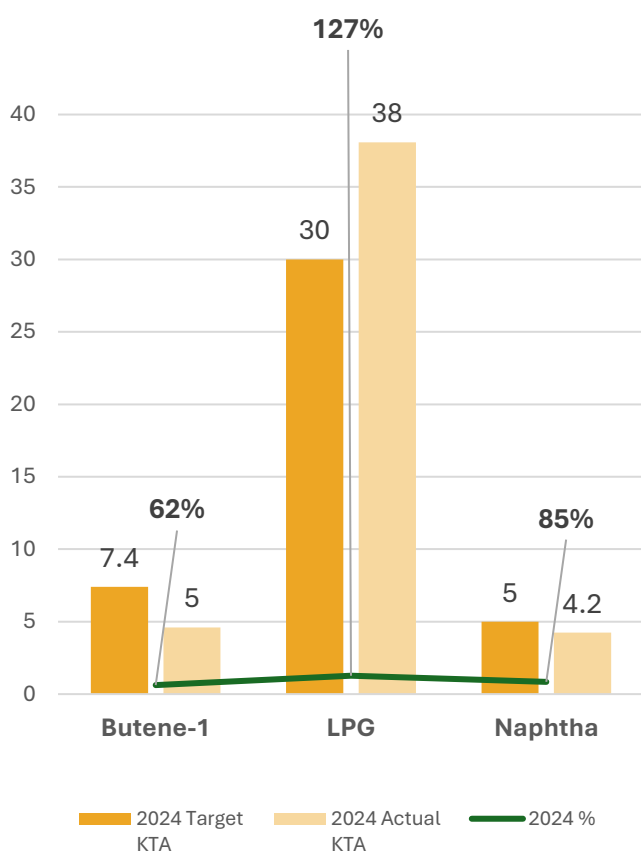
Ethylene & Polyethylene 2025



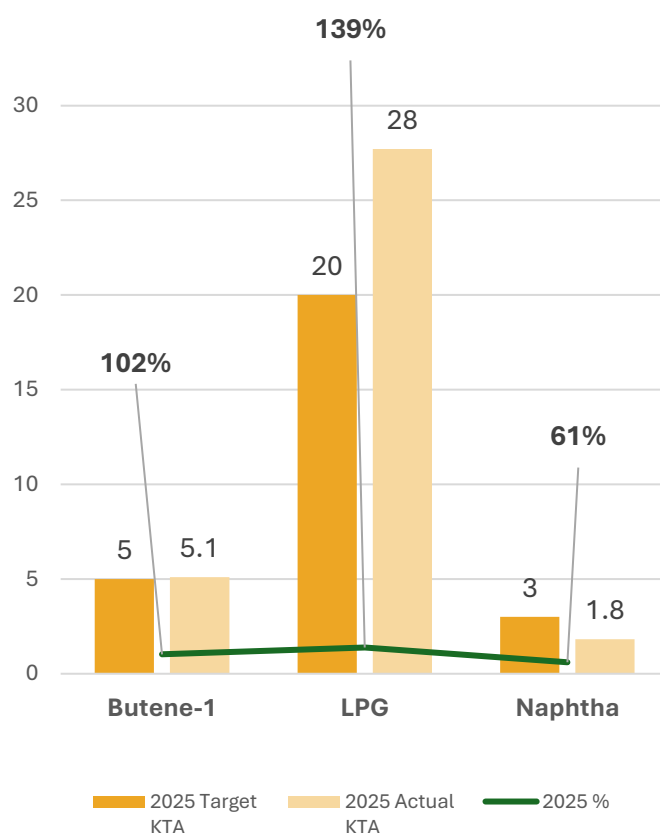
This performance highlights the effectiveness of Sidpec’s operational management and the reliability of its production units.

Production performance of by-products also showed strong results in 2025. LPG production reached 28 KTA, significantly exceeding the planned target of 20 KTA, achieving 139% of the planned level. Butene-1 production slightly exceeded the production target, reaching 5.1 KTA compared with a planned 5 KTA. Variations in Naphtha production reflect operational adjustments and feedstock availability during the year.

**Butene , LPG and Naphtha 2024**

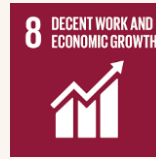


**Butene , LPG and Naphtha 2025**



Overall, the comparison between 2024 and 2025 production results demonstrates Sidpec’s ability to maintain stable and efficient operations while maximizing the value of its production units. These results reinforce the Company’s commitment to operational excellence, efficient resource utilization, and sustaining its competitive position in the petrochemical industry.

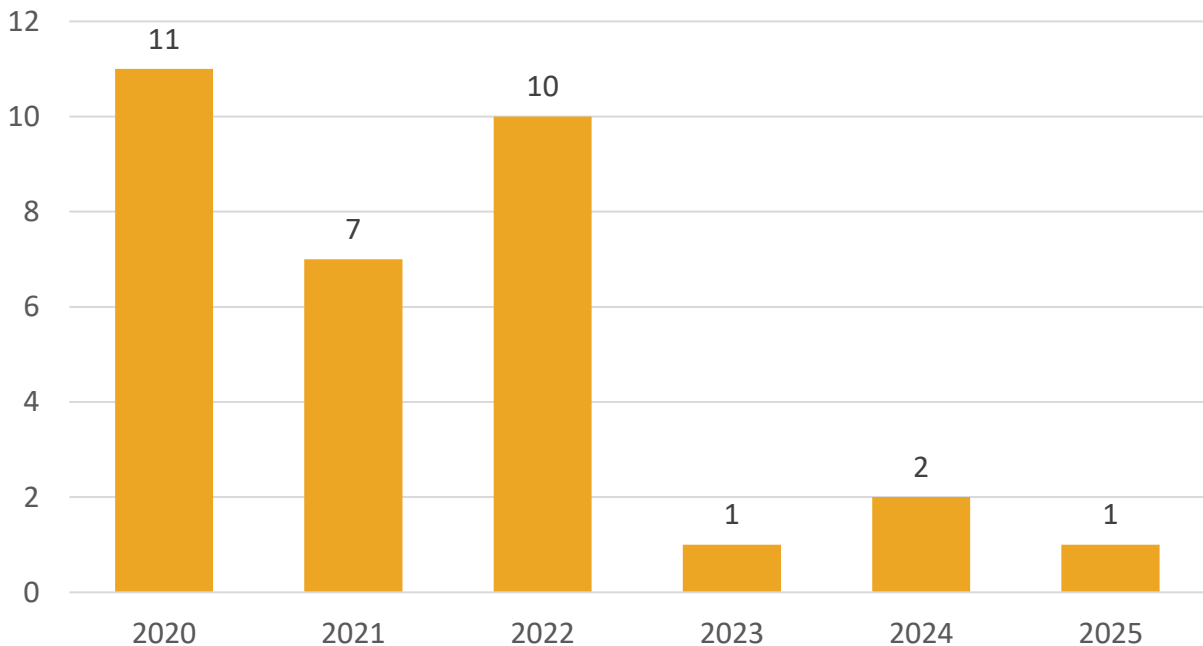
## 5.4 Market Performance



**Sidpec** maintains a strong customer-centric approach, continuously enhancing product quality and service responsiveness.

Customer complaints **decreased from 11 cases in 2020 to only 1 case in 2025** representing a 91% reduction over five years., reflecting a sustained improvement in product consistency, quality control systems, and customer support responsiveness.

**Customer Complaint Trend (2020–2025)**



This trend demonstrates the effectiveness of Sidpec’s integrated quality management systems, technical support services, and proactive engagement with clients across local and export markets

# 06

# Appendices



## A KPI's Summary

KPI	Unit	2022	2023	2024	2025
<b>Economic</b>					
Sales	K Ton	340	360	292	290
Net Profit	Million EGP	1238	2459	2539	1138
Earnings per share	EGP	1.76	2.75	2.86	0.88
<b>Environment</b>					
Energy Consumption	MWh	2,476,322	2,418,292	2,345,908	2,225,666
Specific Energy Consumption	MWh/ton	9.467	9.773	10.925	10.072
GHGs Emissions (Scope 1&2)	tCO <sub>2</sub> e	246,743	241,685	249,848	217,846
GHGs Emissions/Product (Scope 1&2)	tCO <sub>2</sub> e/Ton	1.088	1.151	1.349	1.160
Annual Saved Energy Consumption	MWh	65,577	84,400	86,099	93,103
Annual Saved Energy Cost	M EGP	28.8	41.7	62.0	65.4
GHGs Reduction (Scope 1&2)	tCO <sub>2</sub> e	18,766	23,180	23,842	27,098
Raw Water Consumption	1000 m <sup>3</sup>	5,678	4,813	4,295	4,700
<b>Social</b>					
Skilled Work force	Employee	1,079	1,073	1,073	1,055
No. of Ideas per Year	Idea	195	215	235	251
Accumulative No. of Ideas	Idea	753	968	1,203	1,454
Summer training	Student	274	391	357	308
Total Social Contributions	Million EGP	14.4	20	25	34

# B SDGs Alignment

## SDGs Vs Section Alignment

### 01 No Poverty

- Local Community Support

### 10 Reduced Inequalities

- Human Rights and labor practices

### 02 Zero Hunger

- Local Community Support

### 11 Sustainable Cities and Communities

- Local Community Support

### 03 Good Health and Well-being

- Local Community Support
- Occupational Health & Safety
- Strategic Direction

### 12 Responsible Consumption and Production

- Water management
- Energy Efficiency Projects
- Energy & Decarbonization Approach
- Strategic Direction

### 04 Quality Education

- Local Community Support
- Workforce Development

### 13 Climate Action

- Energy & Decarbonization Approach
- Environmental Product Declaration
- Energy Efficiency Projects
- Digital Energy Management system

### 05 Gender Equality

- Human Rights and labor practices (Women Empowerment)

### 14 Life Below Water

- Water Management
- Waste Management

### 06 Clean Water and Sanitation

- Water Management
- Waste Management

### 15 Life on Land

- Water Management
- Waste Management
- Biodiversity and Land use

### 07 Affordable and Clean Energy

- Energy & Decarbonization Approach
- Energy Efficiency Projects
- Digital Energy Management system

### 16 Peace and Justice Strong Institutions

- Governance

### 08 Decent Work and Economic Growth

- Sidpec Profile (Core Market)
- Economic Performance
- Human Rights and labor practices
- Strategic Direction

### 17 Partnerships for the Goals

- Energy & Decarbonization Approach
- Local Community Support
- Stakeholders Engagement

### 09 Industry, Innovation, and Infrastructure

- Sidpec Profile (Core Market)
- Economic Performance

## C UNGC Alignment

UNGC Principles	Section Alignment
<p><b>Principle 1 (Human Rights):</b> Businesses should support and respect the protection of internationally proclaimed human rights</p>	<p>Occupational Health &amp; Safety Human Rights and labor practices Local Community Support</p>
<p><b>Principle 2 (Human Rights):</b> Make sure that they are not complicit in human rights abuses</p>	<p>Human Rights and labor practices</p>
<p><b>Principle 3 (Labor):</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>Human Rights and labor practices</p>
<p><b>Principle 4 (Labor):</b> The elimination of all forms of forced and compulsory labor.</p>	<p>Human Rights and labor practices</p>
<p><b>Principle 5 (Labor):</b> The effective abolition of child labor.</p>	<p>Human Rights and labor practices</p>
<p><b>Principle 6 (Labor):</b> The elimination of discrimination in respect of employment and occupation.</p>	<p>Human Rights and labor practices</p>
<p><b>Principle 7 (Environment):</b> Businesses should support a precautionary approach to environmental challenges.</p>	<p>Stakeholders Engagement ESG Risk Management Code of conduct</p>
<p><b>Principle 8 (Environment):</b> Undertake initiatives to promote greater environmental responsibility.</p>	<p>Energy &amp; Decarbonization Approach Water Management Waste Management</p>
<p><b>Principle 9 (Environment):</b> Encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Energy Efficiency Projects Digital Energy Management system Environmental Product Declaration</p>
<p><b>Principle 10 (Anti-corruption):</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Governance – Compliance and Audit Governance – Code of conduct</p>

## D GRI Content Index

**Statement of use** | Sidpec has reported the information cited in this GRI content index for the period January 2025 – December 2025 with reference to the GRI Standards.

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<b>Universal Standards</b>		
<b>GRI 1: Foundation</b>	Used	-
<b>GRI 2: General Disclosures</b>	About this Report	5
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	Stakeholders Engagement	16
	Governance Structure	26
	Appendix A: KPIs Summary	78
<b>GRI 3: Material Topics</b>	Material Topics	20
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<b>GRI 11: Oil &amp; Gas</b>	Used	-
<b>Topic Standards</b>		
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<b>GRI 203: Indirect Economic Impacts</b>	Strategic Direction	13
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<b>GRI 207: Tax</b>	Financial Statement	<a href="http://www.sidpec.com">www.sidpec.com</a>
<b>GRI 301: Materials</b>	Products	<a href="http://www.sidpec.com">www.sidpec.com</a>
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<b>GRI 406: Non-discrimination</b>	Code of Conduct	28
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<b>GRI 408: Child Labor</b>	Code of Conduct	28
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<b>GRI 409: Forced or Compulsory Labor</b>	Code of Conduct	25
	Human Rights and labor practices	56
<b>GRI 410: Security Practices</b>	NA	-
<b>GRI 411: Rights of Indigenous Peoples</b>	NA	-
<b>GRI 413: Local Communities</b>	Code of conduct	28
	Local Community support	64
<b>GRI 415: Public Policy</b>	NA	-
<b>GRI 416: Customer Health and Safety</b>	Code of Conduct	28
	Products	<a href="http://www.sidpec.com">www.sidpec.com</a>
<b>GRI 417: Marketing and Labeling</b>	Products	<a href="http://www.sidpec.com">www.sidpec.com</a>
<b>GRI 418: Customer Privacy</b>	NA	-

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