



شركة سيدى كيرير للبتروكيماويات
Sidi Kerir Petrochemicals Co.

Date : 24/2/2026

Attention: The Egyptian Exchange
greeting,

Please find attached the Board of Directors' report on governance and the auditor's report thereon as of December 31, 2025.

Kind regards.....



Mohamed Fathy Aamer
Financial Control General Manager



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.

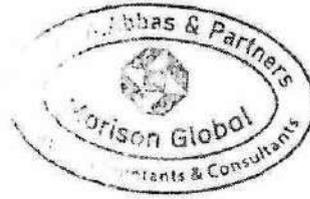
Dated: 24 February 2026

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



شركة سيدي كيرير للبتروكيماويات Sidi Kerir Petrochemicals Co.

Management Report on Governance for the year ended 2025

To: Egypt Financial Supervisory Authority

Sid Kerir petrochemical Co's Shareholders

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

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

Company profile

Company Name	Sidi Kerir petrochemical Co. "Sidpec"		
Company purpose	<ul style="list-style-type: none">Establishment of a complex to produce basic, intermediate, and final petrochemicals, along with complementary operations for manufacturing and establishing pipeline networks and importing gas for manufacturing purposes. The company may also undertake other projects or modify its purpose.Construction, ownership, operation, and management of a power station for internal consumption and selling the surplus electricity to companies and to the national grid of the Arab Republic of EgyptSelling and marketing all its products, as well as other petrochemical products, including import, export, manufacturing, packaging, and sales of petrochemical products, plastic materials, and all types of polymers. <p>This is subject to compliance with the provisions of applicable laws, regulations, and ongoing decisions, provided that the necessary licenses are obtained to carry out these activities. The company may participate or engage in any form of partnership with companies and others engaged in similar activities or those that may assist it in achieving its purpose in Egypt or abroad.</p>		
Duration of the company	25 years from the date of registration in the commercial registry till 2047	Listing date	19/3/2005
The law under which the company is incorporated	The company was founded on November 16, 1997, in accordance with the provisions of Law No. 8 of 1997, which was later replaced by Law No. 72 of 2017	Stock nominal value	2 EGP
Authorized capital (updated)	5100 million pounds	Issued Capital (updated)	2268000000 Pounds
Paid-in Capital (updated)	2268000000 Pounds	Commercial registry number & date	145404 In 8/11/1997
contact person	Mr. Mohamed Fathi – Mr. Osama Ramzi		
Head Office	KM 36 Alexandria/Cairo Desert Road El-Amerya - El-Nahda Territory – Alexandria		
Telephone	034770131 01223974704 01223974750	Fax No.	4770126 4770140
Website	www.sidpec.com		
E-mail	info@sidpec.com		



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• Share Holder Structure

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

Shareholder of 5% and above	The ultimate beneficiary	The number of shares as of the financial statements date	The approximate percentage
Egyptian Petrochemicals Holding Co	The Same	226800000	20%
Government Sector Employees Trust Fund	The Same	235326317	20.75%
Private Sector Employees Trust Fund.	The Same	138841132	12.24%
Egyptian Petrochemicals Co.	The Same	78507693	6.92%
Ahli Capital Holding.	The Same	78507693	6.92%
National Investment Bank.	The Same	78507693	6.92%
Total		836490528	73.76%

• The board of directors

The formation of the board of directors

The board of directors

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

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

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

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

The Board of Directors held (14) meetings during the year 2025.





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

First: The latest formation of the board of directors

Name	Position	The representation entity	The designation	The number of shares owned by the entity
Chem. Mohamed Zakaria Al-Afandi	CEO and Managing director	Egyptian Petrochemicals Holding Co.	Executive	226800000
Eng. Abeer Ali El- Sherbiny	Member		Non Executive	
Chem. Ahmed Mohamed Kamel Mokaa	Member	Egyptian Petrochemicals Co.	Non Executive	78507693
Mr. Mohammed Saudi Qutb	Member	Government Sector Employees Trust Fund.	Non Executive	235326317
Mr. Ihab Khater Younes Mohamed	Member		Non Executive	
Mr. Samy abdel Hady Mohamed	Member	Private Sector Employees Trust Fund.	Non Executive	138841132
Mr. Mohammed Abdulnabi Qutb	Member		Non Executive	
Mr. Amr Saeed Ibrahim	Member	National Investment Bank.	Non Executive	78507693
Mr. Khaled Youssef Abdel Majeed	Member	Ahli Capital Holding.	Non Executive	78507693
Mr. Reda Abdel-Hafez Abdel-Mawlaa	Member	Misr Insurance Co.	Non Executive	21033512
Mr. Moustafa Hussein Al Sawaaf	Member	Naser Social Bank	Non Executive	15120000
Mr. Helmy Sakr Gad	Member	General Public Offering	Non Executive	750
Mr. Mohamed Moustafa Hassan	Member	General Public Offering	Non Executive	24751
Mr. Khaled Salah El-Deen Al Basomi	The board secretary			





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

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

Chairman of the Board and Managing Director:

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

Audit committee:

A) Current structure

Name	Position	Title	Joining Date
Mr./ Helmy Sakr Gad	Committee head	Non-Executive	21/10/2020
Mr./ Mohamed Moustafa Hassan	Member	Non-Executive	29/4/2024
Mr. Amr Saeed Ibrahim	Member	Non-Executive	27/3/2025
Mr./ Samy abdel Hady Mohamed	Member	Non-Executive	26/8/2020
Mr./ Mohammed Saudi Qutb	Member	Non-Executive	29/4/2024
Mr./ Khaled Youssef Abdel Majeed	Member	Non-Executive	29/4/2024
Mr. Khaled Salah El-Deen Al Basomi	Committee Rapporteur		

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

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





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

#	Member name	Entity	Board meeting		Audit committee	Technical Committee		Ordinary and extra ordinary general assembly meeting	
			Att.	Att. by video conf.	Att.	Att.	Att. by video conf.	Attendance	Att. by video conf.
1	Chem. Mohamed Zakaria Al-Afandi	Egyptian Petrochemicals Holding Co.	2/14		1/6				
	Eng. Mohamed Mohamed Ibrahim		13/14		5/6	2/2		2/2	
	Eng. Mohamed Abdel Monem Saleh		11/14			1/2		1/2	
	Eng. Abeer Ali El- Sherbiny		1/14	2/14					1/2
2	Mr. Ahmed Mohamed Kamel Moka	Egyptian Petrochemicals Co	14/14			2/2		2/2	
3	Mr. Mohammed Saudi Qutb	Government Sector Employees Trust Fund.	14/14		6/6			2/2	
	Mr. Ihab Khater Younes Mohamed		14/14			2/2		2/2	
4	Mr. Samy abdel Hady Mohamed	Private Sector Employees Trust Fund.	14/14		6/6			1/2	
	Mr. Mohammed Abdulnabi Qutb		14/14		6/6	2/2		2/2	
5	Mr. Khaled Youssef Abdel Majeed	Ahli Capital Holding.	14/14		6/6			2/2	
6	Mr. Abdel Fattah Abdel Moez Ali	National Investment Bank.	12/14		6/6			2/2	
	Mr. Amr Saeed Ibrahim		7/14					2/2	
7	Mr. Moustafa Hussein Al Sawaaf	Naser Bank	14/14					2/2	
8	Mr. Reda Abdel-Hafez Abdel-Mawlaa	Misr Insurance Co.	14/14			2/2		2/2	
9	Mr. Helmy Sakr Gad Shalby	General Public Offering	14/14		6/6			2/2	
10	Mr. Mohamed Moustafa Hassan		14/14		6/6			2/2	

The General Assembly of the Company

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

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





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Social Responsibility and Environmental Conservation

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

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

Occupational Safety and Health Committee

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





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- Commitment to implementing the provisions of the Egyptian Environmental Law (4/1994, amended by Law 9/2009) in waste disposal and regulating the standards for wastewater and emissions measurements.
- Safe disposal of hazardous and solid waste by regularly delivering it to the hazardous waste landfill managed by Alexandria Governorate, while also improving unit performance.
- Successful completion of the external audit for Occupational Health, Safety, and Environmental Management Systems, with the Occupational Health and Safety Management System updated to comply with the new ISO 45001:2018 standard.
- Collection of used oil waste and paper waste for sale to specialized companies.
- Utilizing the company's capabilities and employees' expertise in theoretical and practical training on fire-fighting operations by conducting training programs for company employees, related companies, and summer internship students.
- Securing all operations within the company, inspecting them, and ensuring compliance with proper safety precautions.

• Regulatory Environment

Internal control system:

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

Independent External Auditor:

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





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The company ensures that all necessary actions or directives are taken in accordance with Egyptian Accounting Standards, relevant laws, company regulations, and internal systems. Both the Audit Committee and the Board of Directors ensure the auditor's independence is maintained without any interference in their work.

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

Disclosure and Transparency:

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

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

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

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

Investor Relations:

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

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





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Disclosure Tools

Annual Report

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

Board of Directors' Report

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

Disclosure Report

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

Company Website

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

Sustainability report:

The company issues an annual sustainability report that includes various activities (economic, social, and environmental) undertaken by the company in support of and alignment with the Ten Principles of the United Nations Global Compact, as well as the Seventeen Sustainable Development Goals (SDGs). This report was published on the United Nations Global Compact website from 2014 to 2022 and is currently published on the company's official website. In addition, the Climate-Related Financial Disclosures (TCFD) report and the Environmental, Social, and Governance (ESG) report are published in accordance with the requirements of the Egyptian Exchange.

Sustainability and Corporate Social Responsibilities (CSR):

Sidpec's policies toward sustainability and corporate social responsibility:

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





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

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

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

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

Key Initiatives Related to Social Responsibility and the Surrounding Environment

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

1. Education and Scientific Research:

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

2. Healthcare:

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





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

3. Charitable Organizations and Civil Society:

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

4. Infrastructure Development:

- Renovating houses in the Aswan region.

5. Women Empowerment and Equal Employment Opportunities:

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

Key Initiatives Related to Sustainable Development Goals

- Obtaining international certification and publishing the Environmental Product Declaration (EPD) for High-Density Polyethylene (HDPE), as this report is an internationally recognized document that provides comprehensive and accurate data on the full environmental impact of the product's life cycle and serves as a key tool for measuring the carbon footprint.
- Cooperation with the United Nations Industrial Development Organization (UNIDO) since 2013 resulted in SIDPEC's successful implementation of the Energy Management System and obtaining certification of compliance with the international standard ISO 50001 in 2014. This cooperation was subsequently extended through peer support projects involving petroleum





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sector companies and SIDPEC customers by providing the necessary technical support in the areas of energy efficiency improvement systems.

- Collaboration with a specialized company in the field of energy efficiency improvement (KBC) to provide its expertise, where the "Strategic Energy Review" project was implemented in two phases: the first was completed at the end of the fourth quarter of 2020, and the second was completed during the first half of 2021. The outcomes of this project included developing the capabilities of young professionals in using process simulation software, establishing a roadmap that includes numerous improvement opportunities with economic and environmental benefits, and initiating the implementation of the identified initiatives. The outputs of this project were also utilized in implementing the Digital Energy Management System (DEMS) transformation project.
- Continuing the implementation of the company's Decarbonization Strategy during 2025 in the areas of energy efficiency improvement and carbon emissions reduction. The air compressors replacement project in the utilities area was completed at the end of 2024, and the Combined Heat and Power (CHP) project is currently under implementation, with commercial operation expected during the first quarter of 2026.
- Participation in the United Nations Global Compact's "SDG Ambition Accelerator" program to accelerate the implementation of initiatives linked to the Sustainable Development Goals (SDGs).
- As part of its corporate social responsibility towards Egyptian university students, Sidpec has supported the training of a group of students from the Energy Efficiency and Renewable Energy Department at Ain Shams University, in collaboration with the USAID Scholarship Activity by providing them with specialized scientific training aligned with their fields of study at various sites.
- Investing in human capital by implementing various awareness programs and specialized training programs for employees.
- Taking the necessary steps to ensure a safe and healthy work environment for employees and adopting a comprehensive process safety management philosophy.
- Preserving the company's human and intellectual capital by aligning with the requirements of the ISO 30401 Knowledge Management System.

Charters and Policies:

Code of Ethics and Professional Conduct:

The company's Code of Ethics was updated in 2025 to include a set of values aimed at regulating and governing professional conduct, ethical standards, and anti-corruption rules both within and outside the company.





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Succession Plan:

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

Whistleblowing policy:

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

Insider transaction, Associate and related party policies:

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

Corporate Social and Environmental Responsibility Policy

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

Commitment to Community and Environmental Development

The Company adopts a clear policy toward commitment to Corporate Social Responsibility (CSR), taking into consideration the Sustainable Development Goals (SDGs) established by the United Nations in the field of sustainable development. The Company has successfully contributed to achieving ten of the seventeen goals targeted by the organization:

In recognition of the Company's social responsibility toward the development of the surrounding environment and its humanitarian role, the Company has contributed, since its establishment, to the development of the surrounding communities and neighboring villages in several areas, including:





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- Providing continuous donations and contributions in the healthcare sector through medical treatment protocols for underprivileged patients, as well as purchasing medical equipment and supplies for public hospitals to support their ability to deliver medical services.
- Providing ongoing donations and contributions to local charitable NGOs and associations in the surrounding communities and villages, and supporting their needs to enhance the region's infrastructure.
- Supporting persons with disabilities by engaging specialized professionals to facilitate their integration into society in a dignified manner, providing prosthetic devices, and cooperating with leading civil society organizations.
- Providing donations and contributions to nearby public colleges, universities, institutes, and schools to support and enhance the educational process.
- Supporting applied education through the rehabilitation, development, and upgrading of SIDPEC Applied Technology School to enhance students' skills, improve educational quality, prepare youth for the labor market, and contribute to improving the social and economic conditions of the region.
- As part of its expansion plans and ongoing commitment to the surrounding community, the Company has conducted community consultation sessions involving local residents, community representatives, and executive stakeholders to ensure participation and identify the best approaches to support regional development and maximize community benefits in line with the Company's expansion activities. The Company carries out its role within the framework approved by the General Assembly.
- Further demonstrating SIDPEC's commitment to alignment with Egypt Vision 2030 for Sustainable Development, the Company published its Annual Sustainability Report in 2025 in accordance with the standards of the Global Reporting Initiative (GRI). The report includes the Company's various activities undertaken in support of and alignment with the Ten Principles of the United Nations Global Compact, as well as the Seventeen Sustainable Development Goals (SDGs).



The Legal Representative of SIDPEC
Chief Executive Officer & Managing Director
Chem. Mohamed Zakaria Al- Afandi

Investors relationship manager
Mohamed Fathy Amer