



Elsewedy Electric

Environmental, Social, and Governance (ESG) Performance Summary

FY 2020

Document Purpose

This document discloses Elsewedy Electric's Key ESG performance indicators and data for the FY 2020, in line with global sustainability standards, and to publicly disclose the data as per the requirements of the S&P Global Corporate Sustainability Assessment until the Corporate's 2020 Sustainability Report is officially published.

Revision 01* – 14th September 2021

* Updated revisions of this document shall be made upon completion of Elsewedy Electric's 2020 ESG data compilation, and publication of the group's Sustainability Report for the FY 2020.

ESG Key Performance Indicators



I. Elsewedy Electric ESG Indicators

The following section discloses Elsewedy Electric's ESG key performance indicators for the FY 2020. The data disclosed covers all business lines under Elsewedy Electric unless otherwise stated.

Elsewedy Electric at a Glance	Unit	FY 2020
Revenue	Billion EGP	46.4
Workforce	Total Headcount	14,760
Production Facilities	No.	22
Operations	No. of Countries	17
Exports	No. of Countries	110

Governance and Economic Dimension

Supply Chain Management			
		Unit	FY 2020
Purchasing Volume (PVO)	Total	Million EGP	26,300

Innovation Management			
		Unit	FY 2020
R&D Spending	Total	Million USD	1
R&D Spending (%)	Total	% of Total Revenue	0.03%
Number of R&D Positions	Total Employees	No.	120

Social Indicators¹

Elsewedy Electric Employees			
		Unit	FY 2020
	Total	No.	10,370
Employees	Full-time Employees	% of total employees	100%
	Permanent Employees	% of total employees	100%
Breakdown by Age	Age under 30	% of total employees	23.2%
	Age 30-50	% of total employees	70.2%
	Age above 50	% of total employees	6.5%
Breakdown by Region	Egypt	% of total employees	88.8%
	Greece	% of total employees	0.1%

¹ The employees total number and breakdown data of the sections: (1) Elsewedy Electric Employees; (2) New Hires; and (3) Employee Turnover, under "Social Indicators" cover Elsewedy's employees across the following regions only: Egypt, Greece, KSA, Kuwait, Qatar, and UAE.

Elsowedy Electric Employees			
		Unit	FY 2020
	KSA	% of total employees	3.5%
	Kuwait	% of total employees	0.6%
	Qatar	% of total employees	5.0%
	UAE	% of total employees	2.0%
	Total	% of total employees	5.1%
	Egypt	% of total employees	5.2%
	Greece	% of total employees	25.0%
Women Employees	KSA	% of total employees	1.4%
	Kuwait	% of total employees	4.9%
	Qatar	% of total employees	2.5%
	UAE	% of total employees	12.2%
Disabled Employees	Total	No.	221

Employees in Management Positions ²		
	Unit	FY 2020
Total	No.	817
Women Employees	% of total management positions	8.3%

Elsowedy Electric New Hires				
		Unit	FY 2020	
	Total	No.	947	
New Hired Employees	Female	% of total new hires	14.1%	
	Disabled New Hires	No.	5	
	Age under 30	% of total new hires	48.4%	
Breakdown by Age	Age 30-50	% of total new hires	46.4%	
	Age above 50	% of total new hires	5.3%	
	Egypt	Total No.	% female of total	812 14.7%
	Greece	Total No.	% female of total	2 0%
	KSA	Total No.	% female of total	47 10.6%
	Kuwait	Total No.	% female of total	1 100%
	Qatar	Total No.	% female of total	34 5.9%
Breakdown by Region	UAE	Total No.	% female of total	51 13.7%

² The total management positions include Elswedy Electric Group's top, middle, and junior management positions.

Elsowedy Electric Employee Turnover					
		Unit		FY 2020	
Employees Turnover	Total	No.		1,160	
	Female	% of total turnover		6.9%	
Breakdown by Region	Egypt	Total No.	% female of total	1,030	7.2%
	Greece	Total No.	% female of total	1	0%
	KSA	Total No.	% female of total	21	0%
	Kuwait	Total No.	% female of total	15	6.7%
	Qatar	Total No.	% female of total	70	0%
	UAE	Total No.	% female of total	23	21.7%

Training and Development					
		Unit		FY 2020	
Employee Training and Development	Female	Avg. hours/employee/yr		49.7	
	Male	Avg. hours/employee/yr		43.2	
	Entry Level	Avg. hours/employee/yr		30.4	
	Staff	Avg. hours/employee/yr		127.2	
	Management	Avg. hours/employee/yr		312.3	
Spend on Employee Training and Development	Total	EGP		10,191,095	
Corporate Functional Training ³	HSE Training	No. of Trainees		35	
	IT/Cybersecurity Training	No. of Trainees		4	
	Other Trainings ⁴ (compliance, technical, & soft skills, etc.)	No. of Trainees		70	

³ The number of trainees refer to the FY 2019. Physical training sessions were limited in 2020 due to COVID. Detailed training data shall be compiled and disclosed in Elswedy Electric's upcoming 2020 Sustainability Report.

⁴ For more details about the various corporate functional training programs, please refer to page 107 of [Elsowedy Electric Sustainability Report 2018/2019](#)

Occupational Health and Safety			
		Unit	FY 2020
Work-related Fatalities	Employees	No.	2
Work-related Fatalities	Contractors	No.	3
Lost Time Injury Frequency Rate (LTIFR)	Total (employees + contractors)	No. of injuries per 1,000,000 hours worked	0.29
Data Coverage	Operations/ Revenues	%	100%
Work-sites Certified to ISO 45001:2018 or OHSAS 18001	% of total worksites	%	100%

Environment⁵

GHG Emissions			
		Unit	FY 2020
Scope 1 (Direct)	Total	mtCO ₂ e	13,177
Scope 2 (Indirect)	Total (location-based)	mtCO ₂ e	49,150
Scope 1+2	Total	mtCO ₂ e	62,327
	Total	mtCO ₂ e	29,466
	Purchased goods and services	mtCO ₂ e	114
	Fuel and energy-related activities	mtCO ₂ e	4,928
Scope 3 (Indirect)	Waste generated in operations	mtCO ₂ e	561
	Business travel	mtCO ₂ e	298
	Employee commuting	mtCO ₂ e	11,631
	Downstream transportation	mtCO ₂ e	11,934

Energy			
		Unit	FY 2020
	Total	MWh	39,088
Primary Energy Consumption	Natural gas	MWh	18,185
	Diesel	MWh	14,566
	Diesel and petrol consumed by owned vehicles ⁶	MWh	6,337
Secondary Energy Consumption	Total Purchased electricity	MWh	97,218

⁵ The scope of the disclosed data under the "Environment" section includes the data of seven production facilities under Elsewedy Electric, a target of further expanding the scope of the data is set for the end of 2021. The 7 facilities included as of the time of publishing this document are: (1) United Industries Co. (UIC); (2) EgyTech; (3) Iskraemeco Egypt; (4) Transformers Factory; (5) Egyplast; (6) United Steel Wires (USW); (7) Iskraemeco Slovenia. The environmental data of additional facilities are to be added within Q4 2021 and this document shall be updated once the data is compiled and calculations are performed, in addition, the updated data including the additional boundaries shall be disclosed in CDP's 2021 Climate Change Questionnaire.

⁶ Average fuel conversion factors (100 litres/km) of the types of vehicles owned, were used to calculate the average total energy consumed as a result of fuel consumption by Elsewedy's owned vehicles.

Water and Effluents		
	Unit	FY 2020
Total Municipal Water Consumption	m ³	866,855
Total Wastewater Discharge	m ³	650,141

Waste⁷		
	Unit	FY 2020
Total Non-hazardous Industrial Waste Generated	Tons	14,620
Total Waste Diverted through Recycling	Tons	14,620
Diversion Rate	%	100%

Environmental Compliance and Additional Certifications			
		Unit	FY 2020
Work-sites Certified to ISO 9001	% of total worksites	%	100%
Work-sites Certified to ISO 14001	% of total worksites	%	100%
Work-sites Certified to ISO 50001	Total worksites	No.	1

⁷ The waste quantities disclosed exclude the municipal waste generated from employees and workers and the hazardous waste generated from the manufacturing operations.

Additional S&P Global Corporate Sustainability Assessment (CSA) Information



II. Elsewedy Electric Additional CSA Information

The following sections include other additional qualitative and quantitative data in which public disclosure is required as per the requirements of the S&P Global CSA.

GOVERNANCE & ECONOMIC DIMENSION

1.1 Corporate Governance

1.1.3 - Board Diversity Policy

Based on FRA's recent regulation as of July 2021, El Sewedy Electric will follow the [FRA's guidelines and rules](#) of which they request a minimum of 2 of the Board members be females, which would represent 20% of Elsewedy Electric's current Board.

1.1.6 - Board Average Tenure

Elsewedy electric's Boards Average Tenure is 16.6 Years.

Name	Position	Date of Appointment	Election/ Re-election
Mr. Sadek Ahmed Sadek El-Sewedy	Chairman of Board of Directors, Non-Executive	01.06.2005	04.04.2021 - 04.04.2024
Mr. Ahmed Ahmed Sadek El-Sewedy	Managing Director	01.06.2005	04.04.2021 - 04.04.2024
Mr. Mohamed Ahmed Sadek El-Sewedy	Board Member, Executive	14.12.2005	04.04.2021 - 04.04.2024
Mr. Amr Mohammed Ahmed Labib	Board Member, Executive	01.06.2005	04.04.2021 - 04.04.2024
Mr. Abdul Rahman Ahmed Ahmed Sadek El-Sewedy	Board Member, Executive	17.01.2017	04.04.2021 - 04.04.2024
Mr. Ahmed Sadek Ahmed El-Sewedy	Board Member, Non-Executive	10.07.2017	04.04.2021 - 04.04.2024
Mr. Ahmed Saad El Din Abdo Abu Hendia	Independent Board Member, Non-Executive	29.10.2017	04.04.2021 - 04.04.2024
Mr. Frederic Abbal	Board Member	-	04.04.2021 - 04.04.2024
Mr. Sherif Samy Ebada Youssef	Board Member, Non-Executive	04.04.2021	04.04.2021 - 04.04.2024
Ms. Azza Ahmed Sadek El-Sewedy	Board Member, Non-Executive	04.04.2021	04.04.2021 - 04.04.2024

1.1.7 - Board Industry Experience

The following table represents Elsewedy Electric's board members with relevant work experience in the sector according to GICS Level 1 sector classification.

Requirement	Response
Number of independent or non-executive members with industry experience (e.g., excludes executives)	Six members
The independent or non-executive directors included in the above count	<ol style="list-style-type: none"> 1. Sadek Ahmed Sadek Elsewedy 2. Ahmed Ahmed Sadek Elsewedy 3. Mohamed Ahmed Sadek Elsewedy 4. Amr Mohamed Ahmed Labib 5. Abdelrahman Ahmed Ahmed Sadek Elsewedy 6. Ahmed Sadek Ahmed Sadek Elsewedy

1.4 Code of Business Conduct

1.4.6 - Corruption & Bribery Cases

El Sewedy Electric was not involved in any anti-competitive or bribery investigation in the last three fiscal years and there are currently no ongoing external investigations by local or international authorities.

Year	Number of Cases	Fines and settlements
2020	zero	N/A
2019	zero	N/A
2018	zero	N/A

1.4.7- Reporting on breaches:

Breach Category	FY 2018/2019	FY 2020
Privacy	zero	zero
Bribery	zero	zero
Discrimination	zero	zero
Labor Misconduct	120	zero
Supplier Misconduct	zero	zero

1.5 Customer Relationship Management

1.5.2 Customer Satisfaction Measurement

The following represent Elsewedy Electric's customer satisfaction measurement information for the FY 2020

Requirement	Response
% of satisfied respondents out of total number of respondents to the survey	80 out of 260 with percentage of 30.7%
Data coverage: % of customers surveyed (both respondents and non-respondents) out of total number of customers	Total number of both respondents and non-respondents is 260 representing operations in Egypt only (Operations/POWER Cables-Indoor Wires &Transformers).

1.8 Information Security/ Cybersecurity & System Availability

1.8.1 - IT Security/ Cybersecurity Governance

The following represents the roles and functions of the Executive Management team responsible for overseeing cybersecurity within the company.

Executive Management Member	Position	Executive Management which oversees cyber security strategy
1. Mr. Sherif ElZeiny 2. Eng. Wessam Fawazy 3. Eng. Mohd Ibrahim 4. Eng. Assem Fikry 5. Eng. Ahmed Fouad 6. Eng. Ashraf Elgamel	VP Finance & IT Infrastructure Director IT + 20 Yrs Applications Manager IT + 15 Yrs Operations Manager IT + 15 Yrs Data Base Manager IT +15 Yrs IT Projects Director + 20 Yrs	<input checked="" type="checkbox"/> Cybersecurity / information security committee <input checked="" type="checkbox"/> Risk committee <input checked="" type="checkbox"/> Audit committee <input type="checkbox"/> Other (please specify) <input type="checkbox"/> Not known

ENVIRONMENTAL DIMENSION

2.1 Environmental Reporting

2.1.1 - Environmental Reporting - Coverage

The following table represents the companies/ facilities for which the environmental indicators are covered, in addition to the revenues per company and the % share from Elsewedy Electric's total revenue in the FY 2020.

Company	Absolute Total Revenues FY 2020 (EGP)
United Industries Co. (UIC)	3,883,809,746
Egytech	9,234,124,206
Iskaremeco Egypt	723,704,309
Iskraemeco Slovenia	2,340,000,000

Transformers (Egypt)	1,198,585,270
Egyplast	1,698,928,555
United Steel Wires (USW)	639,217,466
Total Group Revenues FY 2020	46,401,570,768 EGP
% From Total Group Revenues	42.5%

SOCIAL DIMENSION

3.1 Social Reporting

3.1.1 Social Reporting Coverage

The following represents the social indicators coverage of the data provided under the “Social Indicators” section on page 3 of this document. (Notes on the coverage of the social indicators are specified as footnotes under the “Social Indicators” section.)

Social Indicator	Coverage of Indicator (% of total group employees)
Total Employees breakdown by age, gender, and region	70.3%
New Hires	70.3%
Turnover	70.3%