

Thank you.. The annual report on the Environmental, Social And Governance Disclosures has been successfully registered and your registration code number is 35081. You are kindly requested to print the report and attach it to the annual report of the Board of Directors attached to the annual financial statements for the year 2023/2024.



الهيئة العامة للرقابة المالية
FINANCIAL REGULATORY AUTHORITY



Annual report for FY **2023/2024**

on Environmental, Social and Governance Disclosures Related to
Sustainability (ESG)

In implementation of the authority's Decrees no. (**107**) and (**108**) for the year
2021

First: Introduction

This report on the disclosure of Environmental, Social and Governance (ESG) reflects the strength of the company's management to implement the principles of sustainable development and integrate sustainability practices into the company's activities and operations, which generates confidence among investors that enables them to make informed investment decision, By identifying risks and opportunities that may not be monitored by traditional financial reports, especially in light of the increasing demand by investors for **ESG** Data and how companies integrate sustainability practices into the daily operations and activates in order manage the risks and opportunities associated with the various dimensions of sustainability, and thus enhance its financial position. Based on the **FRA** responsibility towards **NBFI** including listed Companies on the Egyptian Stock Exchange, and within the framework of assisting these companies to submit annual reports to disclose ESG sustainability standards in accordance with the **FRA** decisions No. **107** and **108** of **2021**, and to facilitate them, the **FRA** has prepared this electronic form to companies to fulfill the **KPIs** for the disclosure of sustainability standards **ESG**.

Therefore, please be careful, accurate and transparent when filling out this form, and please attach the report form within the annual report prepared by the Board of Directors attached to the annual financial statements for the year 2023/2024 In case of any inquiries related to this matter, you can contact sustainable development department via email

sustainable.development@fra.gov.eg

Secand: Basic Data on The Status of Company

1. Select the company's name:Gadwa For Industrial Development
2. Select the company's sector:Industrial Goods , Services and Automobiles

Third: Basic Data of The Person Responsible for Completing The Report

1. Name :Mohamed gouda ebaid
2. Job Title:investor relations manager
3. Email:mohamed.ebaid@gadwa.com

Fourth: Environmental KPIs

1.Environmental Operations & Oversight (E1)

1. Has the company developed any official Environmental and Social (E&S) or Sustainability policies?

Yes

There are environmental and social policies in place at subsidiaries

2. Is this policy originating from within the company or derived from global or national policies?

Yes

stemming from within each subsidiary, depending on the activity

3. Does the company identify and assess the environmental and social risks arising from its economic activity?

Yes

By means of procedures appropriate to the activity of each subsidiary

4. Does the company follow specific policies concerned with waste recycling, water consumption, or energy consumption?

Yes

Waste is recycled according to the nature of each subsidiary's activity, and hazardous waste is disposed of in accordance with Environmental Law No. 4 of 1994.

5. Does the company set any goals related to reducing greenhouse gas (GHG) emissions?

Yes

There is an environmental plan for subsidiaries that suits the nature of their activity

6. Does the management have any system/certification regarding the company's environmental practices (ISO 14001 certification)?

Yes

Subsidiaries are ISO 14001 certified

2. Carbon Emissions / Greenhouse gases (GHG) (E2)

1. Does the company calculate the total amount of carbon emissions (Carbon Footprint) in metric tons?

Yes

By measuring the work environment of affiliates

3. Energy sources usage and diversification (E3)

1. Does the company calculate the total amount of energy directly consumed?

Yes

The company and subsidiaries account for this through billing

2. Does the company calculate the percentage of energy consumption according to the type of generation source?

Yes

The company and subsidiaries calculate the ratio

3. Does the company calculate the percentage of annual saved energy?

Yes

4. Water Usage (E4)

1. Does the company calculate the total amount of water annual consumed?

Yes

The company and subsidiaries account for this through billing

2. Does the company calculate the total amount of annual water recycled and treated?

No

5. Waste Management (E5)

1. Does the company calculate the total amount of waste generated or recycled and that, which has been treated according to type and weight?

No

Fifth: Social KPIs

1. Gender Diversity & Pay Ratio (S1)

1. Does the company disclose the number of male and female employees according to the type of employment (temporary or permanent)?

Yes

Disclosure is made to the relevant authorities

2. Does the company disclose the percentage of total employees who are male and female?

Disclosure is made to the relevant authorities

3. Does the company disclose the percentage of positions held by males and females (specifically for entry-level and mid-level jobs)

Disclosure is made to the relevant authorities

4. Does the company disclose the percentage of positions held by males and females (specifically for senior-level and executive positions)?

Disclosure is made to the relevant authorities

5. Does the company disclose the average pay ratio for females compared to the males?

Disclosure is made to the relevant authorities

2. Employee Turnover rate (S2)

1. Does the company disclose the annual percentage rate of turnover for full-time employees?

Disclosure is made to the relevant authorities

2. Does the company disclose the annual percentage rate of turnover for part-time employees?

Disclosure is made to the relevant authorities

3. Does the company disclose the annual percentage rate of turnover for contract employees and consultants?

Disclosure is made to the relevant authorities

3.Non-Discrimination (S3)

1. Does the company follow a policy condemning sexual harassment and a non-discrimination policy based on any racial, religious, or gender basis?

There are company and subsidiary policies, rules and sanctions that prevent and criminalize this

4.Global Health & Safety Standards (S4)

1. Does the company follow an occupational health and safety (OHS) policy and/or a policy related to global health and safety standards (for example ILO's International Labor Standards on Occupational Safety and Health)?

There are company policies for occupational safety and health

2. What is the number of occupational accidents if any?

There is no

3. Does the company offer trainings related to environmental, social AND Occupational Health and safety (OHS) issues for employees. If the answer is yes, please disclose the number of trainings hours?

Affiliates train their employees and calculate the number of hours

5.Children & Forced Labor (S5)

1. Does the company follow a policy prohibiting child labor and forced labor?

The company's and subsidiaries' labor regulations prohibit child labor and forced labor

2. Does that policy apply to the suppliers and vendors dealing with the company?

6.Labor Rights (S6)

1. In addition to the requirements of Egyptian Labor Law, does the company follow the laws and standards of the International Labor Organization or any other international framework, standards, or laws related to labor's rights?

The company follows Egyptian labor law

2. Does that policy include the suppliers and vendors dealing with the company?

Sixth: Governance KPIs

1.Board Diversity (G1)

1. Does the company disclose the number and percentage of the board of directors occupied by males and females?

Yes

The Company and its subsidiaries disclose this in the Board of Directors' Report and the Corporate Governance Report of each company

2. Does the company disclose the number and percentage of committee chairs occupied by males and females?

Yes

The Company and its subsidiaries disclose this in the Board of Directors' Report and the Corporate Governance Report of each company

2.Bribery / Anti-corruption (G2)

1. Does the company issue any decisions related to combating bribery / corruption and follow them?

Yes

The company and its subsidiaries issue anti-bribery and anti-corruption resolutions

3.Ethics and Code of Conduct (G3)

1. Does the company issue code of conduct / Ethic and follow them?

No

4.Data Privacy (G4)

1. In addition to the requirements of the Egyptian data protection law, does the company follow any other international frameworks, rules, or recommendations regarding data privacy?

No

5.Sustainability Reporting & Disclosure (G5)

1. Does the company issue sustainability report according to GRI, CDP, SASB, IIRC, UNGC, or any other type of sustainability reports frameworks?

No

2. Is the company striving to achieve specific goals from the United Nations Sustainable Development Goals?

Yes

**The Company and its subsidiaries seek to achieve the United Nations Sustainable Development Goals (SDGs) within the limits of their respective activities.
their respective activities**

3. Does the company identify these goals and report on the progress made within the framework of the United Nations Sustainable Development Goals (SDGs)?

No

4. Has the company clearly declared its commitment towards corporate social responsibility standards?

Yes

The company and its subsidiaries observe social standards

5. Does the company follow a clear and explicit policy / principle regarding community investments?

No

6. Does the company participate in public or private sector initiatives concerned with community development?

No

6.External Assurance (G6)

1. Are the company's ESG disclosures assured by an independent third party?

No

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Annual report for FY 2023/2024

On Financial Disclosures Related To Climate Change (TCFD)

In implementation of The FRA's Decrees no. (107) and (108) for the year 2021

First: Introduction

The report on financial disclosures related to climate change - recommendations of the Task Force on Climate Financial Disclosure TCFD reflects the company's ability to manage the risks and opportunities associated with climate change, which creates confidence among investors that enables them to make investment decisions that take into consideration the range of financial risks and opportunities associated with climate change and the company's management mechanisms for transitional risks and Physical risks of the effects of climate change on the company's financial performance, thus providing more transparency regarding climate-related risks and opportunities for investors.

Based on the FRA responsibility towards NBFIs including listed Companies on the Egyptian Stock Exchange, and within the framework of assisting these companies to submit annual reports to disclose ESG sustainability standards in accordance with the FRA decisions No. 107 and 108 of 2021, and to facilitate them, the FRA has prepared this electronic form to companies to fulfill the KPIs for financial disclosures related to climate change - TCFD recommendations.

Therefore, please be careful, accurate and transparent when filling out this form, and please attach the report form within the annual report prepared by the Board of Directors attached to the annual financial statements for the year

2023/2024 In case of any inquiries related to this matter, you can contact sustainable development department via email sustainable.development@fra.gov.eg

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1. Name :Mohamed gouda ebaid
2. Job Title:investor relations manager
3. Email:mohamed.ebaid@gadwa.com

Fourth: TCFD KPIs

1.Governance KPI (Climate Related Governance)

1. Does the board have oversight of climate-related risks and opportunities? Yes

The boards of directors of listed subsidiaries take this into account

2. Does the management have a role in assessing and managing climate related risks and opportunity? Yes

Managements of listed subsidiaries take this into account

2.Strategy KPI (Environmental Operations, Oversight and Mitigation)

1. Does the organization identify any climate related risks and opportunities over the short, medium and long run? Yes

Affiliates take this into account

2. Does the company reflect the climate-related risks opportunities on the organization's business, strategy, and financial planning? Yes

Subsidiaries take this into account when practicing their activity

3. Does your company invest, annually, in climate-related infrastructure, resilience, and product development? Yes

Subsidiaries take this into account when practicing their activity

3.Risk Management KPI (Climate-Related Risks)

1. Does the company set a defined process for identifying and assessing the climate related risks? Yes

Each subsidiary determines the appropriate approach according to its activity

2. Does the company have a solid process for managing the climate related risks?Yes

Each subsidiary adopts a customized approach to managing risks related to its business

3. Does the company incorporate climate-related risks in the company's overall risk management? Yes

Every subsidiary considers climate-related risks

4.Metrics & Targets KPI (Carbon/ GHG Emission)

1. Does the company use any metrics to assess climate-related risks and opportunities in line with its strategy and risk management process? No

2. Total amount, in CO2 equivalents, for Scope 1 (if applicable) ? No

