

Thank you.. The annual report on the Environmental, Social And Governance Disclosures has been successfully registered and your registration code number is 45505. 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 2024/2025



الهيئة العامة للرقابة المالية
FINANCIAL REGULATORY AUTHORITY



**Annual report for FY 2024/2025
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 2024/2025 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

Select the company's name:Alexandria Mineral Oils Company .1

Select the company's sector:Energy & Support Services .2

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



Name :Soha Fadel Abdelaziz .1

Job Title:Investment General Manager .2

Email:soha.abdelaziz@amoceg.com .3

Fourth: Environmental KPIs

Environmental Operations & Oversight (E1).1

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

Yes

:Social and environmental responsibility policy
The company adopts a clear policy regarding its social and environmental responsibility and its ongoing commitment to contribute to economic and social development. The company undertakes many

.initiatives in the field of social and environmental responsibility
 At AMOC, sustainability is guided by materiality analysis, ensuring that
 both financial and in-kind resources are employed to serve the most
 important issues related to stakeholders and achieve the company's
 goals and vision through six main pillar
 Integration Of Sustainable Development and Petroleum Modernization -1
 plan into the company's general policies
 addressing climate change issues -2
 Innovation and sustainability solutions -3
 Developing human resources "creating a work environment that leave -4
 ".no one behind
 Efficient use of energy and resources -5
 .Creating shared values within supply chains -6

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

Yes

This approach is aligned with the United Nations Sustainable
 Development Goals (SDGs), Egypt Vision 2030, the National Climate
 Change Strategy 2050, and the Low Carbon Petroleum Sector
 .Modernization Plan

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

Yes

AMOC attaches great importance to monitoring and analyzing
 environmental and social risks associated from its economic activities,
 within an integrated sustainability management framework. The
 company relies on a set of international standards in this field, including
 ISO 50001:2018 for energy management, which contributes to the early
 detection of risks associated with inefficient energy consumption and
 the resulting emissions by targeting energy conservation according to
 .the highest approved global standards

These efforts also fall within the quality, environment, and safety
 certification system obtained by the company, such as ISO 9001, ISO
 14001, ISO 26000, and ISO 45001, which reflect the company's
 commitment to applying best practices in environmental and social risk
 .management

External audits were conducted to maintain the continuity of the ISO
 .14001 certificate valid until 2027

The corporate social responsibility system was also implemented



according to the ISO 26000 compliance report, and it is worth noting that the company provides consultancy to sister companies in the field of .social responsibility

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

Yes

The company is committed to implementing clear and specific policies in the field of environmental management, including effective handling of industrial waste, resource conservation, and reduction of harmful .emissions

These policies include recycling various types of waste such as paper and petroleum waste, as well as reducing water consumption and .reusing it within operational processes

As part of its efforts to reduce emissions, the company conducts a quarterly assessment through the National Environmental Services Center, in addition to implementing a continuous self-monitoring system for gas emissions in operating units 300 and 500, with work underway to complete the second phase of this system, which aims to reduce greenhouse gas emissions in line with the state's direction to achieve .sustainable development goals

In light of the state's direction to achieve sustainable development goals and in line with the policies of the Ministry of Petroleum and Mineral Resources to enhance environmental performance within sector companies, a cooperation protocol was signed today, Monday, June 30, 2025, between Alexandria Mineral Oils Company (AMOC) and the Alexandria Sanitation Authority to enhance institutional integration and .develop the industrial wastewater management system

The company adopts a policy of reducing energy consumption by achieving an annual target of 3.5% through a strategic plan based on three main pillars: (implementing energy efficiency improvement projects – building human capacities – having a future vision to face .global challenges and developments)

Reducing the total specific energy consumption rate (thermal and .electrical) by 3.5% compared to the 2022-2023 rate

Reducing the total specific energy consumption rate (thermal and .electrical) by 3.5% compared to the 2023-2024 rate

.Specific energy rate: kWh/ton feed

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

Yes



The company holds ISO 14067 Carbon Footprint for Product - ISO 14064 Carbon Footprint for Facility, which enhances its ability to sell its products in European markets and open new markets

The company also aims to reduce greenhouse gas emissions by setting a target to reduce thermal and electrical energy consumption by 3.5% annually through energy conservation and updating operating systems :through the following projects, for example

Improving the efficiency of cooling towers from 60% to 80%, saving • about one million EGP annually in electricity consumption and .increasing operational reliability

Project to reduce losses from condensate steam and sea units, aiming • to reduce losses by 6% and increase recovery by 18%, with an annual .financial return of approximately USD 600,000


Phase one of the Zero Sweet Flare project resulted in savings of 21 • million EGP annually and a reduction of carbon emissions by about .5,330 tons annually

Installing self-monitoring devices for emissions from 3 furnace stacks, • with expansion to 7 stacks and linking them to the Environmental .Protection Agency

The company has also developed an integrated strategic plan aimed at .improving energy efficiency and reducing emissions

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

Yes



AMOC has successfully completed the renewal audit for several international certificates demonstrating its commitment to applying the highest standards in environmental, energy, and occupational safety management, notable certifications includes ISO 14001 for environmental management systems valid until April 2027, in addition to ISO 50001:2018 for energy management systems valid until August 2026, which aims to conserve energy without any non-conformities and in line with the latest versions of each specification, reflecting the strength of .the company's integrated management system

These certificates support the company's efforts toward optimal energy use, reducing reliance on fossil fuels, and lowering emissions, which positively impacts the company's economic performance in addition to compliance with local and international environmental laws and .regulations issued in this regard

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

Yes

Type: Gaseous emissions – Carbon dioxide

Source: Thermal and electrical energy consumption

Unit of measurement: Tons of carbon dioxide equivalent

Global Warming Potential (GWP) rates used: Carbon dioxide

**Emission quantity during the period: 213,810 tons of carbon dioxide
equivalent**

Calculation methods and base year: 2021 – 2022

Energy sources usage and diversification (E3).3

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

Yes

**The total amount of energy consumed is calculated on both an annual
and monthly basis, as reflected in the company's energy bills, which
:include**

Electrical energy (Egyptian Electricity Holding Company) •

Thermal energy (Egyptian Natural Gas Holding Company) •

**In addition, the company holds ISO 14067 Carbon Footprint for Product -
ISO 14064 Carbon Footprint of Facilities. These certifications specialize
in measuring the carbon footprint of products throughout their entire
lifecycle, as well as measuring and managing greenhouse gas emissions
.at the company level**

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

Yes

**The company calculates the percentage of energy consumption by
generation source on an annual basis. Thermal energy accounts for
approximately 90%, while electrical energy represents about 10% of the
.total energy consumed within the company**



Additionally, the company holds ISO 14067 certification for Carbon Footprint of Products and ISO 14064 certification for Carbon Footprint of Facilities. These certifications specialize in measuring the carbon footprint of products across their full lifecycle, as well as assessing and managing greenhouse gas emissions at the company level

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

Yes

The company has implemented a policy focused on reducing energy consumption, with an annual target of achieving a 3.5% reduction. This is supported by a strategic plan built on three main pillars: improving energy efficiency through targeted projects, building human capacity, and maintaining a forward-looking vision to address global challenges and developments

Target: Achieving a 3.5% reduction in total specific energy consumption (thermal and electrical) compared to the 2022-2023 rate

Target: Achieving a 3.5% reduction in total specific energy consumption (thermal and electrical) compared to the 2023-2024 rate

Specific Energy Rate: kWh/ton feed

As part of its efforts, the company successfully reduced electrical energy consumption to 102,116,530 kWh, down from 115,074,000 kWh in the previous fiscal year 2023-2024, representing an approximate saving of 11% for 2024-2025

Similarly, the company reduced thermal energy consumption to 906,612,735.35 kWh, compared to 991,067,924.2 kWh in the previous fiscal year 2023-2024, resulting in a saving of approximately 9% for 2024-2025



Water Usage (E4).4

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

Yes

The company calculates the total amount of water consumed annually, which is 1,139,019 cubic meters for the current year 2024-2025 compared to 1,226,740 for the previous fiscal year 2023-2024, with a saving rate of approximately 7%

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

Yes

The company calculates the total amount of discharged water annually,
which is 677,865.6 cubic meters for the current year 2024–2025
compared to 688,340.6 for the previous fiscal year 2023–2024, with a
.saving rate of approximately 2%

Waste Management (E5).5

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

Yes

The company calculates the total amount of waste produced, recycled,
or treated annually by type and weight for the fiscal year 2024–2025,
which is 20 tons of solid waste, with an increase rate of approximately
33% compared to the previous fiscal year, and 30,000 cubic meters of
liquid waste, with an increase rate of approximately 20% compared to the
previous fiscal year, which had a total waste volume of 15 tons of solid
.waste and 25,000 cubic meters of liquid waste

The increase in both solid and liquid waste is attributed to the inclusion
of warehouses undergoing maintenance, which contain solid waste, as
well as a higher volume of feed in production units. This, in turn, led to
increased water consumption and a higher volume of industrial
.wastewater disposal



Fifth: Social KPIs

Gender Diversity & Pay Ratio (S1).1

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

Yes

The company annually discloses the total number of employees and
workforce through the Board of Directors' report, which is included with

the financial statements, or through the sustainability report. In the current year, the workforce consists of 98% permanent employees and 2% temporary employees, compared to 99% and 1%, respectively, in the .previous fiscal year

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

The company discloses the percentage of total male and female employees and its development over the years through the Board of Directors report attached to the financial statements or through the sustainability report, where the percentage of male and female workforce is 91% and 9%, respectively, with the same percentage as the previous .fiscal year

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

The company discloses the percentage of total male and female employees in entry-level positions and its development over the years through the Board of Directors report attached to the financial statements or through the sustainability report, where the percentage of male and female workforce in entry-level positions is 57% and 43%, .respectively, compared to 71% and 29% in the previous fiscal year

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

The company discloses the percentage of total male and female employees in senior management positions and its development over the years through the Board of Directors report attached to the financial statements or through the sustainability report, where the percentage of male and female workforce in senior management is 84% and 16%, .respectively, compared to 85% and 15% in the previous fiscal year

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

The company discloses the percentage of average wages for males compared to the percentage of average wages for females and its development over the years through the Board of Directors report .attached to the financial statements or through the sustainability report



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

The company discloses through the Board of Directors report attached to the annual financial statements the number of employees in the company and also through the annual sustainability report, which includes the employee turnover rate in the sustainability reports, which is 0.83% for the current fiscal year 2024–2025 compared to 0.52% in the .previous fiscal year

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

.The company provides clarification in the Board of Directors' report

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

.The company provides clarification in the Board of Directors' report



Non-Discrimination (S3).3

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

The company places significant emphasis on addressing issues of sexual harassment and non-discrimination by implementing clear policies that focus on awareness and education, define unacceptable behaviors, and provide secure channels for reporting violations. These policies also ensure protection for whistleblowers against any retaliatory .actions

The company's charter includes accountability mechanisms designed to ensure that any violation is addressed with seriousness, fostering a safe and respectful working environment for all employees. This reflects a .corporate culture that upholds and respects human rights

Additionally, the company has established an electronic complaint system through its online portal, facilitating employees' ability to report incidents confidentially. This system also simplifies the management

and follow-up of complaints, ensuring timely action is taken in response
to any violations

Global Health & Safety Standards (S4).4

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

The company follows the Egyptian Labor Law No. 12 of 2003, Chapter
Five, and the Egyptian Social Insurance Law No. 148 of 2018

EGPC-PSM-ST-001 RISK MANAGEMENT STANDARD

In addition to the requirements of ISO 45001:2018 Occupational Health
and Safety Management Systems, and the requirements of the American
.Occupational Safety and Health Standards OSHA

The scope of the Occupational Health and Safety Management System
.covers all employees, activities, and workplaces within the company

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

None, as the company successfully achieved 4,273,944 safe hours
.across both its workforce and contractors

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

Employees underwent training through various internal and external
programs and seminars focused on occupational health and safety, as
well as process safety. A total of 518 trainees participated, accumulating
.3,228 training hours



Children & Forced Labor (S5).5

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

The company adheres to the Egyptian Labor Law, as well as
international laws and regulations that prohibit child labor and forced

.labor

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

Yes, this policy applies to suppliers and vendors dealing with the
company, where the contracts provide for insurance for contractor
workers, as well as the procedures for entering the company who do not
.produce a national number card or does not carry it

Labor Rights (S6).6

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

AMOC is committed to adhering to international frameworks and
standards related to workers' rights, in addition to fully complying with
.the requirements of the Egyptian Labor Law

The company's Code of Conduct and Work Ethics reflects this
commitment, outlining the need to align with both the company's
strategic objectives and relevant local and international laws. It is built
upon a set of principles and values that ensure a fair, safe, and
.respectful working environment

Regarding suppliers and vendors, the company enforces a strict policy
that mandates the submission of official documents verifying their
commercial entity before registration. Additionally, AMOC ensures that
all dealings are documented through official channels, emphasizing the
importance of suppliers adhering to the same policies and standards
.upheld by the company

This approach aligns with the company's dedication to responsible and
sustainable labor practices, consistent with the standards set by the
International Labour Organization (ILO) and other relevant global
frameworks. The company's commitment to these principles is further
demonstrated by obtaining the ISO 26000 certification for social
responsibility, which incorporates human rights principles as outlined
.by the United Nations



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

A supplier will only be registered upon submission of official documents verifying their commercial entity, and all official documentation must be .issued accordingly. Suppliers are required to adhere to this policy

Sixth: Governance KPIs

Board Diversity (G1).1

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

Yes

The company discloses the percentage of the total male and female board seats through periodic reports, including (the board of directors report attached to the financial statements - the disclosure report - the .governance report - the sustainability report)

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

Yes

The company discloses the percentage of the total male and female board seats through periodic reports, including (the board of directors report attached to the financial statements - the disclosure report - the .governance report - the sustainability report)



Bribery / Anti-corruption (G2).2

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

Yes

A committee has been formed to consider matters related to combating bribery and corruption and to follow up on them. The company's Code of Conduct and Work Ethics defines such acts and includes awareness, reporting methods, whistleblower protection, and accountability for such

.acts

Additionally, the company obtained ISO 37001:2016 for Anti-Bribery Management Systems and successfully passed the renewal audit for this certificate without any non-conformities. The certificate validity was renewed to match the latest version of the standard. A committee was formed to consider matters related to combating bribery and corruption and to follow up on them and the Code of Conduct

Ethics and Code of Conduct (G3).3

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

Yes

The company issued its Code of Conduct and Work Ethics, which clearly and transparently outlines the employee's duties and responsibilities, as well as the employee's rights from the company
A total of 145 training programs were conducted in behavioral/administrative courses for 806 employees

Data Privacy (G4).4

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

Yes

AMOC has made significant strides in safeguarding its information network against cybersecurity risks, in line with global security standards and the directives of the Egyptian General Petroleum Corporation

The company has implemented and operates a range of protection :systems, including, but not limited to



Firewall Perimeter
Firewall Datacenter
Malware Protection
Virus Protection (End-User)

DNS Security
Privileged Access Management
Sandboxing
Network Access Control (to Prevent Attacks)

Furthermore, AMOC collaborates with other sector companies through the Data Security Operations Center (SOS) to monitor and track the .status of information security 24/7

The company is also in the process of implementing ISO 27001 — the framework for information and data security — to ensure compliance with the latest version of the standard. Cybersecurity risks are .incorporated into the company's broader risk management framework

Sustainability Reporting & Disclosure (G5).5

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

Yes

The company issues its sustainability report in accordance with .international GRI standards and the CDP (Carbon Disclosure Project)

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

Yes



AMOC monitors the implementation of the Sustainable Development Goals (SDGs) and works to measure the progress made through .initiatives that contribute to achieving these goals

The company is keen to integrate these goals into its operational and community strategy, reflecting its commitment to environmentally, .socially, and economically balanced development

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

Yes

AMOC follows up on the implementation of the Sustainable Development Goals (SDGs) and works to measure the progress achieved through initiatives that contribute to achieving these goals. The company is keen to integrate these goals into its operational and community strategy, reflecting its commitment to environmentally, socially, and economically balanced development.

Governance, Environmental Disclosure, and Sustainability

AMOC issued its seventh sustainability report since 2018, making it a pioneer in the Egyptian petroleum sector.

By mid-2022, Forbes Egypt ranked AMOC among the top 50 local companies, noting its reliance on sustainability strategies that led to a 3% reduction in electricity consumption and a 2% reduction in natural gas consumption, in addition to obtaining the ISO 50001 certificate for energy efficiency.

Energy Efficiency and Environmental Projects

Phenol Treatment Unit: Establishing a unit to treat phenol pollutant with a capacity of 18 cubic meters/hour to comply with environmental requirements and match the limits of the law for discharge into the public sewage network No. 93 of 1962 and its executive regulations No. 44 of 2000 under the Industrial Pollution Control Program EPAP III, affiliated with the Environmental Affairs Agency, from March 2023 to December 2023, with the contribution of the EPAP III program represented in a credit facility (soft loan) provided by the European Bank for Reconstruction and Development through the National Bank of Egypt.

Steam Traps: A project was implemented to improve and raise the efficiency of the steam and condensate networks in the oil and diesel complexes to reduce the loss of produced steam at a rate of (5.3 tons/hour) of steam and (6 tons/hour) of condensates. To sustain these opportunities, the STSM project was initiated to implement a system for managing steam and condensate networks, consisting of steam traps and condensate collection stations (vessels and pumps), to sustain and maintain the return quantities of condensate water resulting from the steam loss reduction project and increase the recovery rate through performance monitoring and maintenance planning.

Preparations are underway to contract with one of the implementing companies, supply the required equipment and devices, and activate the STSM system.

Updating Flare Emission Measurement Devices: Reducing emissions and carbon footprint by monitoring the quantities of gases emitted from production units and discharged to the flare by installing gas measurement devices and identifying and studying possible reduction methods.



Corporate Social Responsibility (CSR) Initiatives

Supporting and developing Palestine Village (Al-Amiriya District – • Alexandria) by renovating 55 houses, implementing 37 small projects, and distributing livestock, wheelchairs, and prosthetic limbs to affected residents

a cooperation protocol was signed with Orman Association to support • the villages of “45” and “Al-Wafaa and Al-Amal” in Alexandria, including the rehabilitation of 60 houses, launching 20 small projects, and delivering livestock to the most needy families to ensure sustainable income

These initiatives are part of the company’s ongoing commitment to supporting the United Nations Sustainable Development Goals and enhancing its positive impact on society and the environment

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

Yes

The company’s General Assembly annually allocates amounts in line with its responsibility towards the community, which are then spent through designated channels and disclosed annually in the governance report and Article 40

The company also provides consultancy to sister companies in the field of social responsibility

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

Yes

The company developed a comprehensive strategy for social responsibility and community investment, and then created a committee to discuss and monitor the work implemented and obtain ISO 26000 on social responsibility and sustainable development

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

Yes

**The company collaborates with both public and private sectors on various initiatives aimed at enhancing community development, particularly in the areas of food, education, and other key sectors.
:Notable examples of these efforts include**



Supporting and Developing Palestine Village (Al-Amiriya District – Alexandria): This initiative involved the renovation of 55 houses, the implementation of 37 small projects, and the distribution of livestock, .wheelchairs, and prosthetic limbs to residents in need

Cooperation with the Orman Association: On September 3, 2024, a cooperation protocol was signed to support the villages of "45" and "Al-Wafaa and Al-Amal" in Alexandria. The project includes the rehabilitation of 60 houses, the launch of 20 small projects, and the provision of livestock to the most vulnerable families, ensuring sustainable sources .of income

External Assurance (G6).6

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

Yes

The Board of Directors conducts an annual formal evaluation of its performance, including oversight responsibilities for Environmental, .Social, and Governance (ESG) factors

Additionally, the governance report is reviewed by the certified auditor from the Financial Regulatory Authority, as well as by the Egyptian Environmental Affairs Agency, to ensure the accuracy and compliance of .environmental disclosures

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