



Alexandria
Mineral
Oils Co.



2025 SUSTAINABILTY REPORT

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About the Report

The sixth sustainability report for AMOC articulates the company's commitment to advance sustainability agenda and support the leading role of the Egyptian Ministry of Petroleum and Mineral Resources in addressing climate change and contributing to Egypt's Vision 2030.

This report underscores AMOC's efforts to generate financial value for shareholders while positively impacting society and the environment. The company integrates best sustainability practices across its operations to maintain its status among the leading refineries both locally and globally.





Reporting Framework

This report complies with the requirements of the Financial Regulatory Authority's rules No. (107, 108) of 2021, in line with the Environmental, Social, and Governance (ESG) disclosure standards, as well as the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) for companies listed on the Egyptian Exchange. The report integrates sustainability practices into the company's operations, building investor confidence and enabling them to make informed investment decisions by identifying risks and opportunities not always captured by traditional financial reporting. This comes amid the growing demand from investors for mechanisms and practices that embed sustainability into corporate activities. Furthermore, the report reflects international objectives such as the United Nations Sustainable Development Goals (SDGs), Egypt's Vision 2030, and the Global Reporting Initiative (GRI) Standards. For this purpose, AMOC collected and analyzed ESG performance data in relation to SDG indicators and the GRI standards, as recommended by the Egyptian Exchange guidelines, and presented the outcomes in the appendix to this report.

Reporting Period

Reporting period (GRI 102-50)

This report covers the fiscal year 2024/2025. We welcome any comments, feedback, or suggestions regarding the contents of this report. Please feel free to contact us through the company's website: www.amoceg.com

GRI (102 - 53)

Company Contacts

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Chairman & CEO Message



I am pleased to present to you AMOC's sixth Sustainability Report. The company is proud to raise its level of commitment towards playing a positive social and environmental role while maintaining its focus on maximizing value for our shareholders in the fiscal year 2024/2025. Over the past two years, we have continued our efforts to integrate best environmental, social, and governance (ESG) practices into every aspect of our investment activities. The 2024/2025 report provides a detailed account of our environmental and economic impact, opportunities for integration with other Egyptian petroleum sector companies, and our corporate social responsibility initiatives. We are witnessing a significant transformation in corporate disclosures, as it is evident that financial reporting alone is no longer sufficient. The integration of ESG and TCFD factors into our business will enhance effectiveness, resilience, and the pursuit of a sustainable future.

There is no doubt that this period has been marked by a global economic slowdown and unprecedented challenges, particularly geopolitical tensions, economic pressures, and their impact on supply chains. In response, we swiftly implemented the necessary measures to overcome resource shortages, capitalized on opportunities for integration within the Egyptian petroleum sector, optimized our product mix, and sustained a 3% growth rate during this difficult period.

We are aligning the company's performance and future development with Egypt's Vision 2030 for sustainable development and the Energy Strategy 2050, which sets the timeline and mechanisms for implementation. AMOC has successfully introduced a new production plan that reduces costs, enhances the role of modern technology in maximizing and expanding production, and lowers carbon emissions. This has resulted in an 11.26% reduction in electricity consumption and approximately a 9% reduction in natural gas consumption compared to the previous fiscal year.

On the financial side, our net profit exceeded EGP 1.55 billion during the period from July 2024 to June 2025, compared to EGP 1.51 billion in the previous fiscal year, representing a growth rate of about 3%. The company's total assets increased from EGP 8.4 billion to EGP 10.3 billion in FY 2024/2025, reflecting an increase of around 23%. Shareholders' equity rose from EGP 4.9 billion to EGP 5.4 billion, an increase of approximately 9%. The assets-to-equity ratio reached about 190% in FY 2024/2025.

In terms of sales development, AMOC's revenues for FY 2024/2025 grew to EGP 37.62 billion compared to EGP 33.77 billion in the previous year. The company supplied the local market with approximately 1.19 million tons of products, representing around 94% of total sales, which

demonstrates our commitment to securing Egypt's petroleum needs and reducing the import bill. In parallel, we implemented a new strategy balancing local and international presence, exporting about 70,000 tons of oils and waxes—a nearly 9% increase over the previous fiscal year.

Regarding operational performance and safety, AMOC undertook several measures, including:

- Implementing life-saving rules and activating safety standards approved by the Egyptian General Petroleum Corporation (EGPC).
- Achieving a total of)2,768,796(safe working hours for company employees and)1,505,148(hours for contractors, with a combined total of)4,273,944(safe hours during the fiscal year.
- Contracting a fire safety consultant to upgrade all fire protection systems.
- Completing the installation of lightning protection systems across all company buildings.
- Ensuring full compliance of company sites with Civil Protection requirements and renewing the facility's safety certification against fire hazards, supported by regular maintenance of firefighting tools and equipment.

In FY 2025/2026, we will continue to uphold our commitment to employees by developing their skills and fostering a safe work environment that ensures the availability of top talent. This will strengthen our resilience and ability to respond swiftly and effectively to emerging changes and challenges.

Chem. Maged Elkordy

Chairman & CEO

2024/2025

A Year full of Achievements

I. Financial Market and Business Sector

- According to Forbes Middle East rankings, AMOC successfully maintained its position among the Top 50 Companies in the Middle East for 2025, based on sales volume, market value, total assets, and net profits.
- AMOC succeeded in rejoining the EGX33 Sharia Index of the 33 companies most compliant with Islamic Sharia principles:

The Egyptian Exchange announced the results of its periodic review of the Sharia-compliant companies index, which resulted in the reinstatement of Al-alexandria Mineral Oils Company (AMOC) on the list as of August 2025.

This step reflects AMOC's commitment to meeting all Sharia and financial requirements set by the Sharia Supervisory Committee at the Financial Regulatory Authority. These include compliance of the company's activities with Islamic rules as well as financial and accounting performance indicators that reflect sustainability and profitability.

AMOC's core activity—mineral oils refining and petroleum product manufacturing—is fully compliant with Sharia standards. The company's improved financial performance for the fiscal year ended June 30, 2025, further supported its inclusion. Based on the unaudited standalone financial statements, AMOC achieved net profits of approximately EGP 1.49 billion, marking a 17% increase year-on-year. Shareholders' equity also rose to EGP 4.9 billion, reflecting the company's strong and stable financial position, along with its commitment to transparency and disclosure under approved governance standards.

- AMOC was also included in the newly launched EGX35-LV Index for Low Volatility Stocks:

According to the press release, this index comprises the 35 most liquid stocks with the lowest price volatility across 13 economic sectors, designed to meet the needs of investment funds and institutions as part of Egypt's capital market development strategy.

AMOC's selection reflects the company's strong trading liquidity, stability, and adherence to ESG (Environmental, Social, and Governance) standards, aligning with the index's focus on highly liquid, low-risk companies.



2. Human Capital

- On the social responsibility front, AMOC allocated EGP 25 million in community contributions for the FY 2024/2025 budget.
- For human resource development, AMOC formed a certified energy management team composed of employees holding the Certified Energy Manager (CEM) designation, the first internationally accredited certification in the field of energy management. The company also conducted technical energy audits across its buildings and production units, identifying and assessing potential opportunities for energy savings.
- As part of its commitment to community engagement and youth development, AMOC trained 450 students under its summer internship program, reflecting the company's dedication to preparing university students for the labor market.



3. Quality and Carbon Emissions Reduction

European markets and expanded into new territories. The company successfully obtained international certifications:

- ISO 14067: Carbon Footprint for Product
- ISO 14064: Carbon Footprint for Facility

4. Cybersecurity

- AMOC has made significant progress in securing its information network against cybersecurity risks, in accordance with international security standards and the guidelines of the Egyptian General Petroleum Corporation (EGPC). The company has implemented and operated a wide range of protection systems, including but not limited to: End Anti-Virus, Anti-Malware, Datacenter Firewall, Perimeter Firewall, Network Access Control, Sand Box, Privileged Access Management, DNS Attacks (DDI).
- In addition, AMOC participates with other sector companies in the Security Operations Center (SOS) system to monitor and track information security status around the clock.



Sales revenue

EGP 37.623 billion

Sales volume

1.262 million tons

Cost of sales

EGP 35.127 billion

Feedstock Volume

1.328 million tons

Gross profit margin

6.6%

Gross Profit EGP

2.496 billion



Operating Profit Margin

3.8%

Operating Profit

EGP 1.423 billion

Net profit margin

4.1%

Net Profit

One billion and 552 million

Assets to Equity ratio

190.4%

Owners' Equity

**5 billion and 422 million
pounds**

Number of employees

1319



Name of Organization: (GRI 102-1)
Location of Headquarters: (GRI 102-3)
Location of Operations: (GRI 102-4)

- Company Overview

- Alexandria Mineral Oils Company (AMOC) was established in 1997 as an Egyptian joint-stock company under the Minister of Economy's decree and is governed by Investment Law No. 72 of 2017. The company was registered in the commercial registry under No. 143507 in Cairo on May 6, 1997.
- The company's shares were centrally deposited with Misr for Central Clearing, Depository and Registry on December 5, 2004 and listed on Cairo and Alexandria Stock Exchange on December 8, 2004. Trading on these shares through the central depository system started on December 23, 2004 and trading on the stock markets is conducted according to the standards approved by the Financial Regulatory Authority.

- Core Activities

- Mineral Oils: Production of base and special oils.
 - Paraffin Wax: Production of paraffin wax and its derivatives.
 - Gas oil Innovation: Through enhancing productivity.
 - Diverse Fuels: Production of wax distillates, naphtha, LPG, fuel oil and sulfur.
- Our Reach:** Meeting the local market needs and exporting excess production.
- Custom Services: Oil packaging, blending and crude refining for third parties.
 - Fuel Services: Production of diesel fuel and gasoline.



- Our Vision:

- A growth-targeting organization, investing in business opportunities through top-quality products, solid core values and commitment to the sustainability goals of the Egyptian Oil and Gas Modernization Plan.

- Our Mission

- AMOC supplies a portion of the local market's needs for petroleum products including gas oil, LPG, base and special oils, in addition to naphtha and fuel oil.
- Achieving operational excellence, while ensuring safe eco-friendly performance, maintaining optimal satisfaction and transparency for all our stakeholders.

Contact point for questions regarding the report: (GRI 102-53)

Contact person name : Dr. Soha Abdel Aziz Fadel (General Manager of Investment)

E-mail : Soha.abdelaziz@amoceg.com

Head office address: Al-Sad Al-Aali Street - Wadi Al-Qamar - Al-Max - Alexandria P.O 5 , Al-Max

Phone numbers : 03/2205647 - 03/2205646

fax numbers : 03/440418 3- 03/2205651

Website : www.amoceg.com

Capital Development

- Authorized capital: 2 billion EGP.
- Issued and paid-up capital: 820 million EGP. After distributing free shares worth 41 million EGP from the net profits of 2003/2004, which represents 5% of the contribution value according to the General Assembly decision on September 28, 2004, the capital became 861 million EGP, with a nominal value of 100 EGP per share.
- The nominal value of the share was split, resulting in 86.1 million shares instead of 8.61 million shares, as per the decision of the Extraordinary General Assembly held on June 20, 2005.
- The nominal value of the share was further split from 10 EGP to 1 EGP per share, increasing the number of shares to 861 million instead of 86.1 million, according to the decision of the Extraordinary General Assembly held on February 20, 2017.
- A bonus share of half a share was distributed to shareholders through the Egyptian Stock Exchange on January 3, 2018, as per the decision of the Extraordinary General Assembly held on September 23, 2017, bringing the total number of shares to 1.2915 billion instead of 861 million.



Shareholders: GRI 102-5

Ownership Structure

Shareholding structure and Board of Directors' ownership percentage as of June 30, 2025:

Share holders	%	Number of shares
Alexandria Petroleum Co	20.77%	268300000
Al Ahly Capital Holding Co	15.03%	194158080
MISR CAPITAL	8.05%	103927685
Misr Insurance Co	5.48%	70761020
Social Insurance Fund for Governmental Sector	5.16%	66593250
Social Insurance Fund for Public and Private Sector	5.00%	64575000
Libya investment Co	5.27%	68000000
Misr life insurance company	4.54%	58607655
Misr Petroleum Company	3.64%	46969916
COOPERATION PETROLEUM COMPANY CPC	3.57%	46125000
Others	23.50	303482394
Total	100%	1291500000

Shareholders owning 5% or more	Shares	Percentage
Alexandria Petroleum Company	268300000	20.774
Al Ahly Capital Holding Co	194158080	15.034
Misr Capital Company	103927685	8.047
Misr Insurance Co	70761020	5.479
Libya Investment Co	68000000	5.265
Social Insurance Fund for Governmental Sector	66593250	5.156
Social Insurance Fund for Public and Private Sector	64575000	5.000
Total	836315035	64.755

Ownership of Board Members in Company Shares GRI 102-5

Dr. Sayed Ahmed Al-Kharashi 12000 shares at 0.000929%

Eng. Anis El Beltagy 11250 shares at 0.000871%



Chemist / Maged Elkordy
Chairman and CEO
Alexandria Petroleum Co.

Mrs. Abeer Ismail Ibrahim

Alexandria Petroleum Co.

Mr. Mohamed Mustapha Ibrahim

Al Ahli Capital Holding

Dr. Tariq Al-Zanati

Misr Capital Co.

Mr. Karim Adel Mahmoud Abu Al-Naga

Al Ahli Capital Holding

**About the Petroleum Cooperative Society
and Misr petroleum**

Mr. Mohamed Taha Mohamed Ahmed

**Misr Insurance Co. and Misr
Life Insurance**

Dr. Eng. Sayed Ahmed Al-Kharashi

**About the IPO (Individuals & Institu-
tions)**

Mr. Hassan Ahmed Mustapha

**Social Insurance Fund for Government Sector
Social Insurance Fund for Public and
Private Sector**

Eng. Anis Mohamed Al Beltagy

Experienced Board Member

Eng. Mahmoud Mofeed Shaaban Zeyada

Experienced Board Member

Mrs. Mahitab Orabi

**The Social Insurance Fund for
employees of NBE (Individuals/Institutions)**

Second: Changes in the Board of Directors during the period 2024/2025

Chemist / Magid Mostafa Mohamed El-Kordy About Chairman & Managing Director
Mr. Hani Omar Khattab Representing Al Ahly Capital Holding.

Governance (GRI 100)



16 peace, justice and strong institutions



17 Partnerships For The Goals



Governance Structure: (GRI 102-18)

The company's organizational structure is characterized by clearly defined activities that govern its relationship with all stakeholders and enable its leadership to determine the adopted strategies and manage the company's daily operations. It is worth noting that AMOC operates within a specific regulatory environment governed by the Joint Stock Companies Law No. 159 of 1981 and its Executive Regulations, the Capital Market Law No. 95 of 1992 and its Executive Regulations, the Investment Law No. 72 of 2017, as well as the disclosure requirements of the Egyptian Stock Exchange, all in line with international best practices.

1. Corporate Governance Manual.	2. Code of Professional Conduct.
3. Disclosure and Transparency.	4. Dividend Distribution Policy.
5. Insider and Related Party Transactions	6- Succession Planning Policy
6- Whistleblowing Policy	8. Corporate Social and Environmental Responsibility Policy

Governance within AMOC

AMOC is committed to full compliance with the various legislations of the Companies Law, the Capital Market Law and their executive regulations, as well as the listing and delisting rules of the Egyptian Stock Exchange, and the Financial Regulatory Authority's (FRA) Decree No. 100 of 2020 on corporate governance rules. The company is also guided by the Egyptian Corporate Governance Code issued by the Egyptian Institute of Directors at the FRA, and the principles of the Organization for Economic Cooperation and Development (OECD).

AMOC Corporate Governance Manual

- The manual is reviewed and updated annually to ensure alignment with the latest practices and legislations.
- Practical case studies from within the company are included to illustrate the application of governance principles.
- The scope of the manual is expanded to include new policies such as whistleblowing and conflict of interest policies.

Risk Management Report for FY 2024/2025

- AMOC follows a clear methodology to monitor and manage risks by conducting quarterly assessments of direct and indirect financial risks, marketing risks, and operational risks, in line with the Ministry's standard matrix, which is considered one of the best practices in the field of risk management. In addition, the company relies on modern technologies and powerful analytical tools to detect, assess, and effectively monitor risks, thereby enhancing resilience in facing future challenges

- Alexandria Mineral Oils Company (AMOC) issued its annual Risk Management Report for FY 2024/2025, reflecting the company's risk management strategy, which is aligned with the comprehensive vision of the Egyptian Ministry of Petroleum. The strategy aims to strike a balance between growth, employee health and safety, environmental protection, and operational security and safety.

Risk Register

- Updated quarterly based on operational and environmental changes.
- Analytical tools are continuously developed to ensure accurate assessments.
- Simulation drills are conducted to address critical risks.
- Integration between risk management and governance is enhanced through joint committees.
- A follow-up report is prepared to show how previously identified risks have been addressed and the effectiveness of the measures taken.

Composition of the highest governance body and its committees: (GRI 102-22)

Chairman of the highest governance body: (GRI 102-23)

Nomination and selection of the highest governance body: (GRI 102-24)

Board of Directors

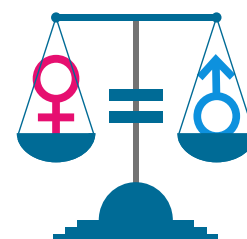
Board Composition

- In recent years, the company's Board of Directors has reflected diversity among its members, demonstrating the company's alignment with applicable laws, regulatory frameworks, and both local and international corporate governance standards.
- The Board of Directors consists of representatives from entities and individuals who are non-executive members appointed by shareholders. All Board members enjoy independence, as do the chairs of all committees formed by the Board.
- The Board of Directors is elected by the shareholders, and members hold their seats for a term not exceeding three years, in line with international best practices, bringing together a wide range of diverse expertise. During the year, the Board's performance is reviewed.

We take pride in the Board's compliance with

governance standards and in having two female members serving on the Board of Directors and its committees.

- During FY 2024/2025, the Board of Directors held 12 meetings.



Board Committees (GRI 102-22)

Board committees consist of non-executive members, and their recommendations are submitted to the Board. The Board remains ultimately responsible.

The Board has three committees that discuss various company matters during their meetings and submit reports and recommendations to the Board.

Audit and Governance Committee:



- The Board Committees are composed of non-executive members who submit their recommendations to the Board of Directors, while ultimate responsibility remains with the Board.
- The Board has three committees, through which various company matters are discussed. These committees submit reports and recommendations to the Board of Directors.

The Committee convenes quarterly and may hold additional meetings if needed. Its responsibilities include:

- Ensuring compliance with the listing and delisting rules of the Egyptian Exchange, as well as related governance regulations and instructions.
- Verifying that management is implementing the Board's policies and decisions effectively.
- Monitoring the proper conduct of operations and identifying all potential risks that the Company may face, working proactively to mitigate or eliminate them.
- Reviewing and studying several significant matters and issuing the necessary recommendations to implement the Board's policies and directives appropriately, ensuring that all employees fully understand the Company's governance policies and procedures.

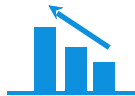
During the year, the Committee issued several reports and recommendations that included observations, all of which were promptly addressed.

Dr. Engineer/ Sayed Ahmed Al-Kharashi
Engi. Anis Mohamed El Beltagy
Eng. Mahmoud Mufid Shaaban
Ms. Abeer Ismail Ibrahim
Mr. Mohamed Mustafa Ibrahim Fayyad
Mr. Karim Adel Mahmoud Abu Al-Naja
Ms. Mahitab Mohamed Arabi
Mr. Tarek Al-Zanati
Mr. Hassan Ahmed Mustafa



Second: Technical Committee

One of its most important practices is to present any proposals regarding any expansions projects or improvements to production, to keep abreast of developments and to follow up on operational activities As well as engineering , operational and production modifications to improve specifications and rationalize energy



Third: Economic Committee

The Committee studies the available investment alternatives that achieve the optimal use of the company's surpluses, and submits its recommendations to the Board regarding rewarding and motivating employees and proposing bonuses.

GRI 102-27 Control Environment and Internal Control System

Control Environment and Internal Control System

The company's organizational structure includes a general department for internal auditing that submits its reports and activities directly to the Chairman of the Board of Directors to ensure review and establish guidelines and controls and determine dividing lines of responsibility and performance to monitor mechanisms. The company's general department for auditing works to provide reassuring but not absolute assurance of the integrity and accuracy of data and the preservation and guarantee of assets, and to detect any fraud, implied liability, loss, or any deliberate material errors, while adhering to applicable laws and regulations established through an annual plan for audit work and its reports.

In this regard, the Audit Committee, on behalf of the Board, periodically reviews the internal control framework and evaluates the internal systems. Based on the advice provided by the Audit Committee, the Board ensures that proper control is provided in the company

External Auditor

The external auditor of the company is appointed by the company's ordinary general assembly annually and upon nomination by the board of directors and from those who meet the conditions stipulated in the law of practicing the accounting and auditing profession, and enjoys independence in performing his work, and who submits his report to the board of directors and shareholders, and the company works to take the necessary procedures or directives in accordance with Egyptian accounting standards and laws regulating work and the company's regulations and systems, and the audit committee and the board of directors ensure the independence of the auditor and maintain it without interfering in his field of work. The company is also subject to the supervision of the Central Auditing Organization in its capacity as a representative of public funds in the company.

Charters and Policies GRI 102-27

Disclosure and transparency

• Material Information and Financial/Non-Financial Disclosure

The company discloses its financial information relevant to shareholders and stakeholders through annual and periodic financial statements, annual and periodic reports of the external auditor, as well as the Board of Directors' report, accounting policies, budget forecasts, asset valuation methods, profit distributions, and other financial data via the Egyptian Exchange and the company's official website, in accordance with disclosure regulations, ensuring the required transparency.

The company also discloses non-financial information of interest to current and potential shareholders and investors through annual and periodic reports, disclosure forms submitted to the Exchange, and the company's website, including:

- Internal information such as the company's objectives, vision, business nature, plans, and future strategies.
- Systems for capacity building, training, incentives, and employee welfare.
- Ownership structures of affiliates and subsidiaries.
- Related-party transactions and conflict-of-interest contracts, if any.
- Key risks the company may face and mitigation measures.
- Disclosure to shareholders and regulatory authorities regarding treasury shares



Disclosure tools

- **Annual Report:** Issued in Arabic, including the Board of Directors' report, financial statements, and other information of interest to shareholders, current and potential investors, and other stakeholders.

- **Board of Directors' Report:** Issued annually in accordance with the provisions of Companies Law No. 159 of 1981 and its executive regulations and presented to the General Assembly of shareholders and regulatory bodies.

- **Preparation of the Annual Board of Directors' Report**

Prepared in accordance with Article 40 of the Listing and Delisting Rules of the Egyptian Exchange and attached to the financial statements.

- **Disclosure Report**

The company issues a quarterly disclosure report, prepared by company management and its Investor Relations officers.

- **Annual Report on ESG and Climate Disclosures**

The company prepares the annual report required under FRA Decisions No. 107 and 108 of 2021 regarding disclosure obligations for companies operating in non-banking financial activities on environmental, social, and governance (ESG) practices, as well as the financial impacts of climate change (TCFD).

Succession planning policy

The company has an internal regulation, approved by the Board of Directors, that governs procedures and evaluations for selection, appointment, and promotion processes. This ensures the placement of the most qualified individuals in the most suitable positions to secure business continuity.

Whistleblowing Policy

Through its internal systems, the company has procedures in place to encourage employees or stakeholders to report any practices that violate the code of ethical conduct or involve illegal activities.

• Insider Dealing and Related Parties Policy

The mechanisms of insider trading in the company's shares are controlled according to the forms and procedures stipulated by the Egyptian Stock Exchange during the permitted periods, and the relations with related parties and the exchange contracts are regulated according to the rules of the regulatory authorities

Social and Environmental Responsibility Policy :

The company adopts a clear policy on its social and environmental responsibility and its ongoing commitment to Contributing to economic and societal development. The company undertakes many initiatives in the field of social and environmental responsibility



• Significant Changes to the Organization and Its Supply Chain (GRI 102-10)

AMOC's Efforts Towards Sustainability

Materiality and Identification of Key Topics

The following table identifies AMOC's stakeholder categories, along with the ways in which the

Stakeholders	Stakeholder interest in AMOC	Level of influence	AMOC's stakeholder engagement	stakeholders & it's effect on AMOC
Petroleum Government entities	Ministry of petroleum acts as a regulatory entity Under which EGPC works and is responsible for the refinery sector regulatory affairs	Very High	Strategic partnership & continuous communication with EGPC for feed supplying and products selling	corporation between ministry of petroleum & Ministry of finance & Ministry of environment & general authority for investment that affect AMOC overall strategy direction
Petroleum companies	Business long term agreements based on product trades and financial gains	Very High	Strategic business partnership to maintain business continuity	Local petroleum companies have various interchangeable business engagement as well as international, which is important for AMOC to maintain strong brand & reputation
Suppliers	Maintenance of the strategic business alliance to maintain business continuity, financial gains and growth	Very High	Upon each business partnership, a different engagement is taken. For feedstock supplier: Alexandria petroleum co -APC is not only a supplier but a shareholder to maintain its continuous business gain and maintain stability of feedstock supplying	Main suppliers in the ecosystem conduct business transaction with most petroleum companies, hence AMOC's retention to strong winning business deals preserves strategic alliance
		High	For chemical, spare parts, gas and electricity suppliers: An engagement business based on mutual gain and growth for both parties	
Customers	Local and international customers buy AMOC's products to serve either the countries needs or their business production needs	High	Long term contract and business partnerships	Customers interact locally and internationally upon their strategic business needs, which impose a competitive market on AMOC

Stakeholders	Stakeholder interest in AMOC	Level of influence	AMOC's stakeholder engagement	stakeholders & it's effect on AMOC
Shareholder & Investors	Maintain continuous return on investment, market cap and book value, maintain companies' growth for retained shareholder value	High	Regular board of directors meeting, corporate governance implementation, audit and technical committees, local and international investor informative and timely communication	Maintaining shareholders value builds a brand reputation for AMOC for future investors and capital raising
Employees & Management	All sectorial employees and management are seeking regular financial growth, career enrichment, and training. Chairman and board of directors seek comprehensive audit, proper business decisions, and company's strategic growth	High	Providing employee satisfaction and implementation to board of directors and chairman policy	Loyal employees generate higher productivity and maintain company's market position
Society	Implementation of AMOC's corporate social responsibility provides social benefits and abide with the environmental protective regulations	Medium	Donations, sponsorships, implementation of ESG principle in the manufacturing process	Contribution to the environment and society
Government entities	Seek the implementation of the government policies and regulations	Medium	AMOC provides all the legal and financial requirements on timely basis	Protect AMOC legally and provide indirect economic value to the society

Company Strategic Objectives (2023–2028)

1. Achieve the highest levels of profitability and sustainable growth while maintaining the health and safety of employees, as well as the security and integrity of facilities and operations.
2. Develop a comprehensive marketing strategy to sustain AMOC's presence locally and globally.
3. Expand the company's investments and establish strategic partnerships across all business stages to leverage integration opportunities available to AMOC.
4. Establish and implement a robust risk management framework to mitigate risks related to climate change and capitalize on opportunities.
5. Invest in research and the development of production technologies aimed at cost optimization and the conservation of natural resources.
6. Collaborate with research institutions and industry experts to contribute to the modernization of the petroleum sector and alignment with sustainable development goals.
7. Enhance administrative and operational efficiency, develop technical skills, and build the infrastructure required for sustainable growth and digital transformation.
8. Strengthen corporate social and environmental responsibility, and cooperate with local, governmental, and international institutions to provide the necessary support and resources in line with AMOC's purpose and objectives.

Sustainability Vision

Integrating environmental, social and economic dimensions into our business strategy and ensuring that we have a deep understanding of the major trends that will impact the company and society as a whole to maintain our position among the best refineries locally and globally

Sustainability Mission

AMOC's mission is to align with Egypt's Sustainable Development Strategy and Vision 2030, in line with the modernization plan of the Ministry of Petroleum and Mineral Resources. The company aims to:

- Adopt and embed global best practices into its operational policies.
- Promote sustainable investment, production, and consumption.
- Ensure proper waste management.
- Comply with both local and international environmental standards.
- Address stakeholders need and strengthen community engagement.
- Foster governance and respect for human rights.

Sustainability approach

Sustainability within AMOC is guided by a relative importance analysis to ensure that all available 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 axes:

1. Sector modernization plan and integration of sustainable development into the company's general policies
2. Concern about climate change issues
3. Innovation and sustainability solutions
4. Human Resources Development "Creating an inclusive work environment"
5. Energy and resource efficiency
6. Creating Shared Value in Supply Chains

Core Pillars

AMOC translates its material issues into three main strategic pillars:

- Designing a sustainability strategy framework with defined goals and performance metrics.
- Strengthening stakeholder engagement.
- Establishing a robust framework for sustainability reporting.

Over the past years, AMOC has made significant progress in achieving its sustainability objectives and remains committed to embedding environmental, social, and governance (ESG) principles into its core business strategy.

Collaboration with Affiliated Companies

Signing of a Cooperation Protocol with ACBA for the Supply of Chemicals, Lubricants, and Product Development

The agreement was signed between Alexandria Petroleum Additives Company (ACBA) and Alexandria Mineral Oils Company (AMOC) under the guidance of the Minister of Petroleum and Mineral Resources, Kareem Badawy, aiming to enhance industrial integration within the Egyptian petroleum sector.

The protocol focuses on:

1. Enhancing added value by using AMOC's Base Oils with ACBA's specialized additives to produce a competitive local final product.
2. Supporting industrial integration and cost reduction through an industrial partnership between the two companies.
3. Expanding market share locally and regionally, while opening export opportunities for high-quality products.
4. Developing environmental performance through warehouse cleaning and safe disposal of residues in accordance with environmental standards.
5. Improving supply chains via annual direct purchases between the parties to reduce delivery times.
6. Exchanging technical expertise between the laboratories of both parties and collaborating on quality testing and product development research.
7. Supporting local manufacturing in line with Egypt Vision 2030.

This cooperation comes as part of the petroleum sector's ongoing efforts to expand integration among its companies, serving sustainable development goals and enhancing the competitiveness of national products in both local and international markets.

Signing of a cooperation agreement between AMOC and Assiut Petroleum:

As part of supporting and enhancing cooperation and institutional integration among petroleum sector companies, Eng. Salah Abdel Karim, CEO of the Egyptian General Petroleum Corporation, and Eng. Wael Rizk, Deputy CEO for Refining and Manufacturing, witnessed the signing ceremony of a joint cooperation and petroleum materials exchange agreement between Alexandria Mineral Oils Company (AMOC), represented by Chemist Majid El-Kurdi, Chairman and Managing Director, and Assiut Petroleum Company, represented by Eng. Mahmoud Nagy, Chairman

The agreement was signed at the headquarters of the Egyptian General Petroleum Corporation, reflecting the sector's strategic direction toward maximizing the utilization of available resources and achieving the highest levels of integration among refining companies. This contributes to optimizing benefits and strengthening mutual cooperation between both parties.

In June, a quantity of 6,903 tons of Assiut fuel oil was processed in the vacuum distillation unit. The fuel oil was evaluated through laboratory analyses, simulation programs, and assessment of the final product quantities

Assiut fuel oil demonstrated good operational efficiency across various production units without any operational issues. It also resulted in an increase in the yield of light products at the expense of heavy residue in the vacuum distillation unit — a result that had been anticipated through simulation programs prior to processing

The processing of Assiut fuel oil contributed to a 5.91% increase in the achievement of the monthly operational plan during June. Additionally, it led to an estimated increase in the profit margin of approximately EGP 38 million, based on June's receipts and pricing.

Initial results of the trial showed stable operations, and based on these outcomes, further quantities of Assiut fuel oil are currently being received and will be processed over longer periods in the future

Strategic cooperation between AMOC and the Sanitation Authority in the field of industrial wastewater management

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

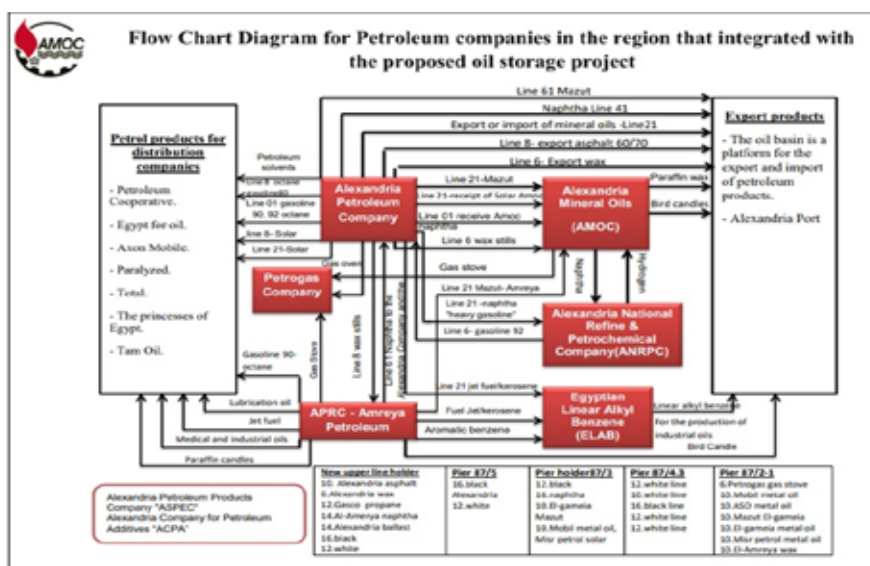
The signing ceremony was attended by Chemist Majid El-Kurdi, Chairman and Managing Director of AMOC, representing the company, and Major General Mahmoud Nafea, Chairman of the Alexandria Sanitation Authority, representing the authority, along with several representatives from both parties.

This cooperation seeks to exchange technical expertise in the fields of industrial wastewater and water recycling. The Sanitation Authority will provide specialized technical consultations and study opportunities for reusing wastewater within AMOC, contributing to resource optimization and pollution reduction, thereby preserving the environment and infrastructure.

AMOC's commitment to sustainable development principles is reflected in its implementation of effective environmental solutions that ensure optimal resource utilization and minimize environmental impact, in line with the company's vision for a more sustainable future.

The collaboration between AMOC and the Sanitation Authority underscores the principle of institutional integration and represents a proactive step toward supporting environmental sustainability goals.

Moreover, the company's strategic location facilitates easy access to feedstock from sister companies and efficient delivery of its products to the authority. Its proximity to the seaport also simplifies export operations



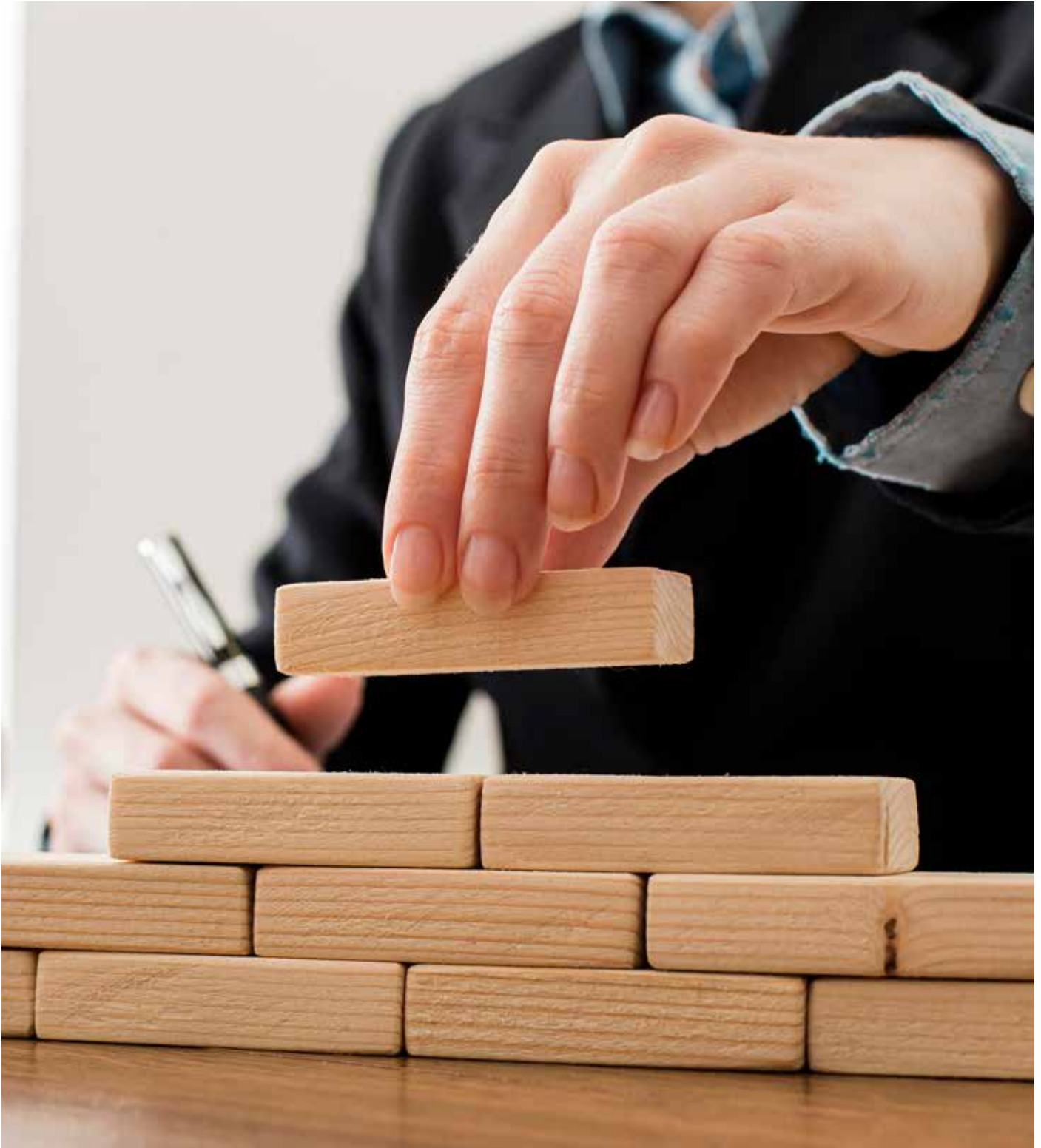
Energy Efficiency and Environmental Projects

AMOC has successfully implemented several flagship projects in energy efficiency and environmental protection, including:

- **Phenol Pollutant Treatment Unit:** Capacity of 18 m³/hour, with a total cost of about USD 1.6 million + EGP 5.3 million, financed through a soft loan from the European Bank for Reconstruction and Development, including a 21.8% grant.
- **Cooling Tower Efficiency Upgrade:** Improved from 60% to 80%, saving around EGP 1 million annually in electricity costs and enhancing operational reliability.
- **Condensate Steam Loss Reduction:** Reduced losses by 6% and increased recovery by 18%, generating annual savings of ~USD 600,000.
- **Continuous Emissions Monitoring Systems (CEMS):** Installed on three furnaces, with expansion underway to cover seven stacks connected to the Environmental Affairs Agency.
- **Diesel Storage Expansion:** Construction of two new storage tanks (10,000 m³) at a cost of ~EGP 40 million, enhancing production and distribution flexibility.



Economic performance (GRI 200)



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY INNOVATION
AND INFRASTRUCTURE



10 REDUCE
INEQUALITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



The position Productive And marketing

Production :

During the fiscal year 2024/2025, the company produced approximately 1.262 million tons, achieving 107% of the targeted production

Product Marketing:

Through a marketing strategy focused on maximizing high-yield petroleum products, expanding into new markets, broadening the customer base, maintaining the company's presence in global markets, and adopting a flexible pricing policy capable of adapting to global price fluctuations and supply-demand disruptions, AMOC continues to strengthen its ties with business partners in both local and international markets.

Sales:

- The total sales volume for the current fiscal year reached 1.262 million tons, compared to 1.433 million tons in the previous year — a decrease of 172 thousand tons, representing a 12% drop.
- The company's sales value for the same year amounted to EGP 37.6 billion, compared to EGP 33.8 billion in the previous year — an increase of EGP 3.6 billion, representing an 11% growth

First: The local market

The company supplied the domestic market with approximately 1.191 million tons of products, with a total value of EGP 33.66 billion

Second: Export

AMOC exported approximately 70.2 thousand tons of products, generating revenues of around USD 65.3 million.

GRI (102 – 6) Markets served :

The company provides the necessary petroleum products for the local market, and the remainder is exported abroad to a number of countries, as shown on the map, including :

Egypt - Mexico - Saudi Arabia - Germany-Morocco - South Africa Nigeria Kenya-Turkey - Ivory Coast-India- Tunisia - Lebanon -Poland- Jordan -Brazil- Algeria - Tanzania- Syria - Spain



Future projects

1. Construction of New Storage Tanks

Objective:

To increase storage capacity and eliminate bottlenecks by improving tank availability and accommodating larger volumes of raw materials.

Target Storage Capacity:

Four tanks with a total capacity of 40,000 m².

Current Completion Rate: 64%.

Economic Advantages:

- Enhanced marketing flexibility to overcome fluctuations in the oil market and sell inventory at the most favorable timing.
- Opportunity to lease unused tanks as part of the company's new operational strategy.

2. Slack Wax Purification from Oils

Objective:

Transforming a by-product into high-value wax products in cooperation with Suzler.

- The project aims to process three types of slack wax: light, medium, and heavy.
- Laboratory testing has been carried out, and six samples have been sent to Suzler in Germany.
- The company is currently awaiting Suzler's detailed report to take the final decision on moving forward, with results to be presented once available.

3. Maximizing Added Value from Surplus Paraffin Wax

In October 2024, based on a proposal to study the production of end products from surplus paraffin wax (a by-product of the casting unit) as well as additional quantities expected from other producers in the sector, a committee was formed to conduct the necessary experiments.

Target Products:

- Lighting wax (candles and molded wax).
- Dental wax (discs and wax bases).
- Pellets.

Progress & Results:

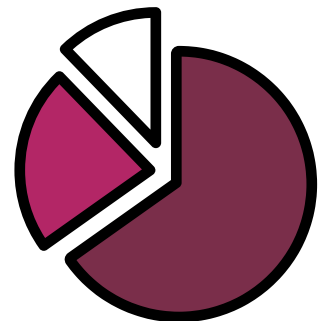
- The experiments identified the best blends that meet both local and international specifications.
- Some products (such as dental wax) are not currently manufactured in Egypt, with all Egyptian dental labs relying on imports from China and Turkey.
- A code number has been assigned, and the company has been registered with the Egyptian Drug Authority (EDA) to obtain approval for manufacturing dental supplies.
- A preliminary feasibility study conducted by the company's financial department showed strong profitability potential due to the low cost of required production lines. Profitability figures are currently being audited for accuracy.

GRI (103) Management approach

Achieving the highest levels of profitability and sustainable growth while committing to maintaining the health and safety of workers and the security and safety of facilities and operations AMOC works to implement its strategic objectives by adopting a marketing policy based on producing petroleum products with the highest economic returns which increases the company's profitability, in addition to setting a flexible pricing policy, through which it can deal with global price fluctuations and disruptions in supply and demand rates

• Disclosure (201-1) Direct economic value generated and distributed

The company was able to achieve profit margins in the fiscal year 2024-2025 that put the company on the path of sustainable sales growth and reaching the ideal product range to achieve the maximum possible profitability while maintaining the priority of meeting the needs of the local market and effectively contributing to solving the current energy crisis.

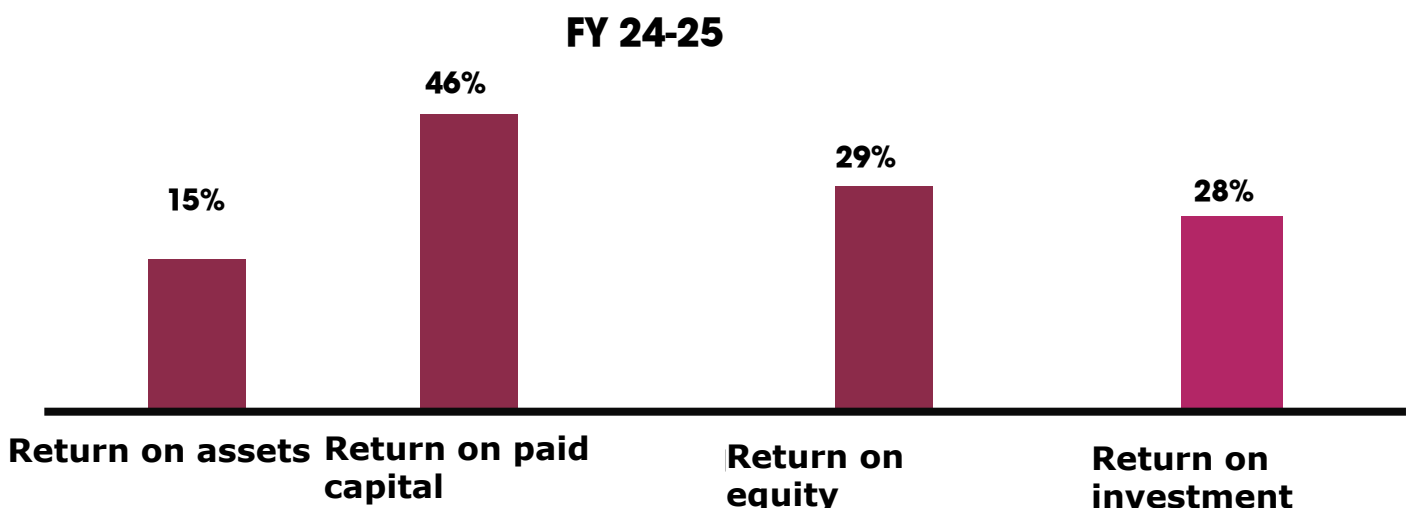


Fuel oil Product: A positive profit margin was achieved due to the diversification of Fuel oil blending methods and production flexibility to meet the demands of both the local and international markets. As a result, the total Fuel oil profitability increased by 13% compared to the previous fiscal year, rising from EGP 12.9 billion to EGP 14.6 billion.

Sales Value: The sales value for the year 2024/2025 amounted to approximately EGP 37.6 billion, compared to EGP 33.8 billion in the previous fiscal year, an increase of EGP 3.6 billion, or about 11% higher than the previous year.

Profit Margins: Amidst the transformation of global economic conditions, AMOC achieved profit margins of approximately 7% gross profit margin in the fiscal year 2024-2025.

AMOC also realized good returns, including returns to investors, return on assets, equity, and paid-in capital.

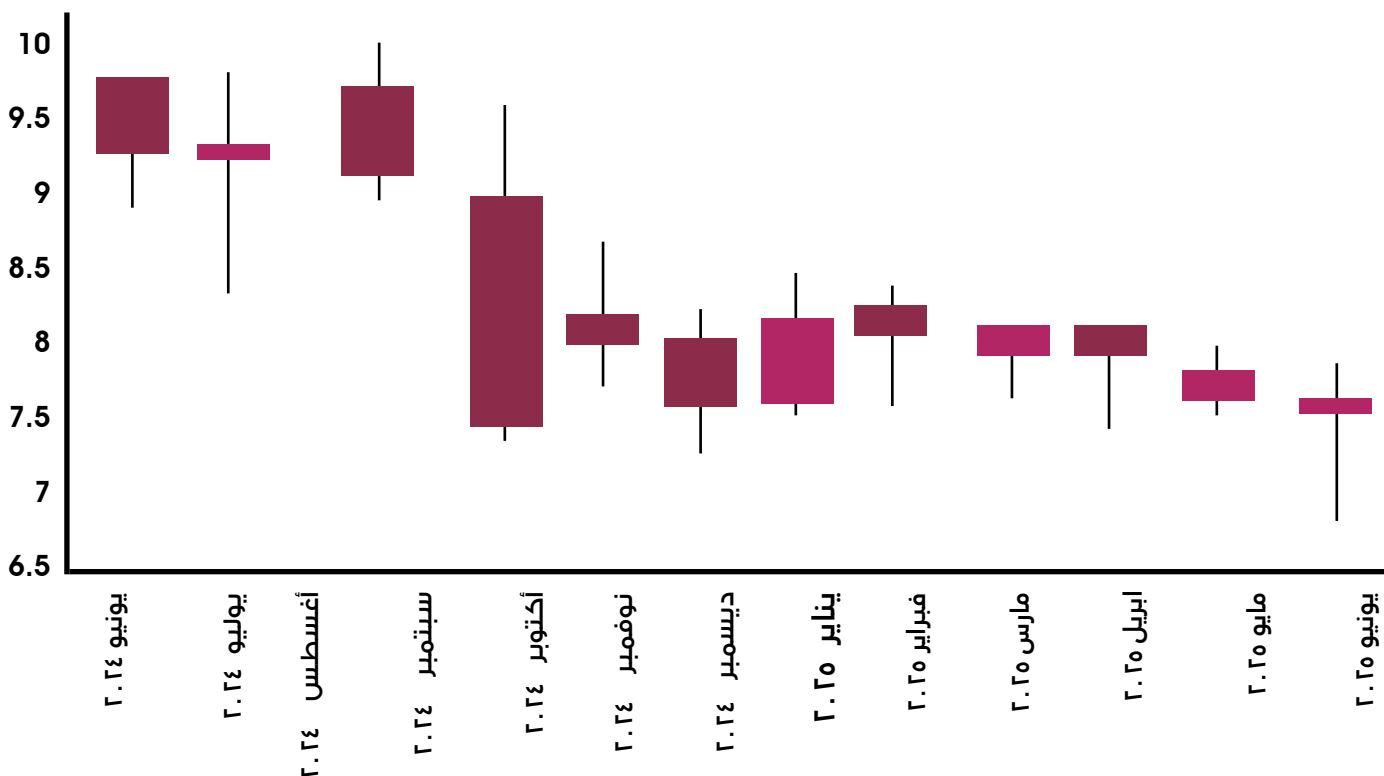


Investment income in subsidiaries

Investment income in subsidiary companies amounted to 11.4 million EGP, which represents the company's share of the profits earned from ASPEC Company, amounting to 11.4 million EGP.

Significant Economic Effects (203-2)

Stock Performance



Stock Performance and Financial Overview

- **AMOC Stock Trading:** During the fiscal year 2024/2025, AMOC's stock was traded at an average price of EGP 7.54, with a total trading volume of approximately 596 million shares, averaging around 2.45 million shares traded per day.

- **Profit Before Tax:** The company reported a profit before tax of EGP 2,030,597,467, which represents 44.19% of the invested capital and 188.69% of the paid-up capital, compared to EGP 2,130,887,137, which was 36.46% of the invested capital and 157.23% of the paid-up capital for the same period last year.

- **Stock Index Performance:** AMOC's stock maintained its position in the main EGX30 index of the Egyptian Stock Exchange, ranking among the top 30 companies, and is also included in the EGX33 Shariah-compliant index.



• **EGX35-LV Index Inclusion:** The company also succeeded in being included in the new EGX35-LV index of the Egyptian Stock Exchange for 2025. This index includes the 35 most liquid companies with the lowest price fluctuations. It represents 13 economic sectors and focuses on the most stable companies.

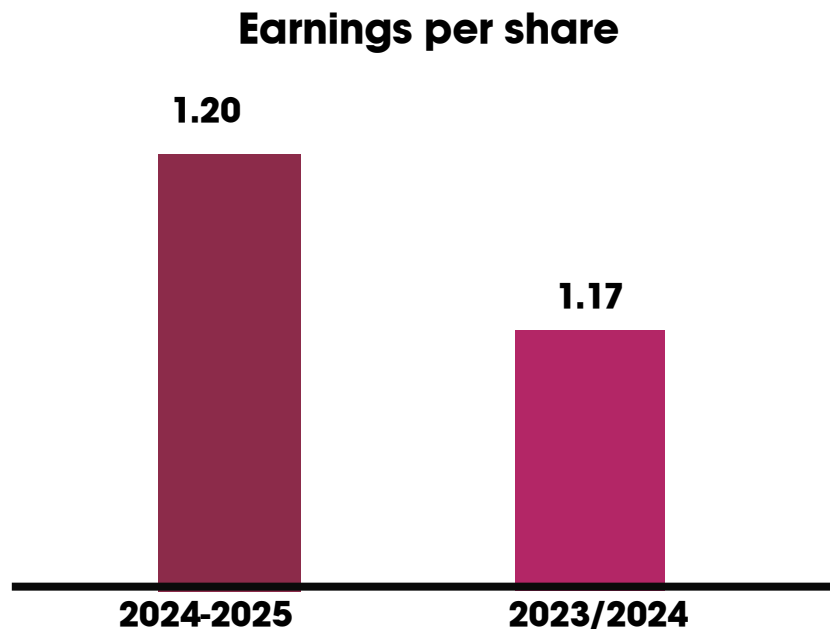


• **Risk Management Report:** AMOC issued its annual risk management report for the fiscal year 2024/2025, reflecting the company's strategy for managing risks, using the Egyptian Ministry of Petroleum's comprehensive vision as a reference. The goal is to achieve a balance between growth, employee health, environmental safety, and operational security. This is done according to the ministry's model matrix, which is considered a best practice in risk management. The company also relies on modern technologies and powerful analytical tools to identify, assess, and monitor risks effectively, increasing its flexibility to face future challenges.



• **Sustainability and Governance Reporting:** The company is committed to preparing an annual report in accordance with the decisions of the Financial Regulatory Authority (FRA) 107 and 108 of 2021, which pertain to disclosure regulations for non-banking sector companies regarding environmental, social, and governance (ESG) practices, as well as the financial impacts of climate change (TCFD).

• **Dividend Distribution:** AMOC announced a cash dividend distribution of EGP 968.625 million to shareholders for the fiscal year 2023/2024.



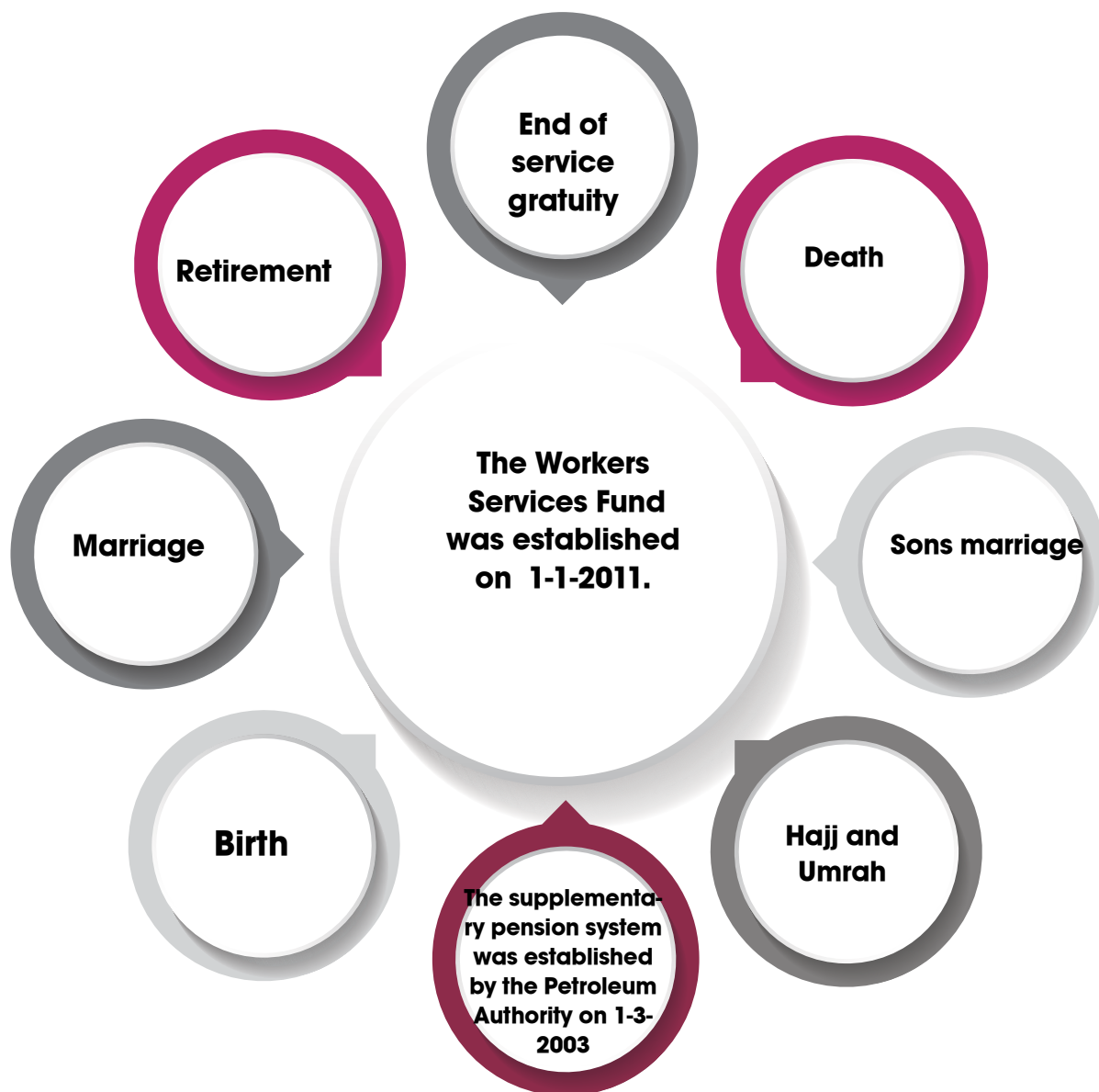
The chart above reflects the success of the company's strategy and the stock's attractiveness to investors seeking income and a hedge against high inflation, making it a suitable investment option under the current economic conditions.

Disclosure (201-2) Financial impacts and other opportunities arising from climate change

The Climate Change Financial Disclosure Report reflects the recommendations of the Task Force on Climate Financial Disclosure (TCFD).

The company's ability to manage the risks and opportunities associated with climate change which generates confidence among investors that enables them to make investment decisions that take into account the range of financial risks and opportunities associated with climate change, and the company's mechanisms for managing transitional risks and tangible risks of the effects of climate change on the company's financial performance, which provides greater transparency regarding climate-related risks and opportunities available to investors

Disclosure (201-3) Specific obligations of benefit plans and other retirement plans



Environmental performance GRI 300)



6 CLEAN WATER
AND SANITATION



13 CLIMATE
ACTION



14 LIFE
BELOW WATER



15 LIFE
ON LAND



Operations and Environmental Control

Management approach and its components: (GRI 103-2)

Operations and Environmental Control

AMOC is committed to an environmental policy derived from Egyptian environmental laws, including Law No. 4 of 1994, as well as international agreements on global warming mitigation and Egypt's National Climate Change Strategy 2050. The company works to achieve the following strategic objectives:

- Establishing and implementing a robust risk management framework to adapt to and mitigate climate-related risks.
- Investing in research and the development of production technologies that enhance cost efficiency and conserve natural resources.
- Collaborating with research institutions and industry experts to contribute to petroleum sector modernization projects and align with the Sustainable Development Goals (SDGs).

In addition:

- The company identifies and evaluates environmental risks arising from its economic activities in line with its Environmental Register.

GRI 102-6: Activities, value chain and other business relationships

- AMOC adopts specific policies for waste recycling, including paper waste, petroleum waste, and water reuse/recycling.
- The company conducts quarterly emissions assessments through the National Center for Environmental Services.
- AMOC applies continuous self-monitoring of gas emissions at Units 300 and 550, with expansion underway. This system helps reduce greenhouse gas (GHG) emissions.
- AMOC is certified with ISO 14001, which validates its environmental management practices.

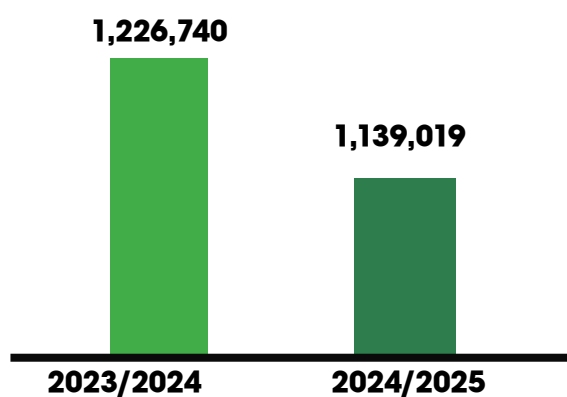


Water Consumption

The general policy of AMOC in the use of water is based on the need to rationalize consumption to preserve the resources of the Egyptian state, through several axes, starting from reducing wasted water, optimal use of water and recycling industrial wastewater in accordance with environmental requirements and energy saving strategies in the company, and this strategy is evident through the steps taken by the company as follows:

Water (M3/y)

GRI 303-5



Water Drainage m3/year

GRI 303-4

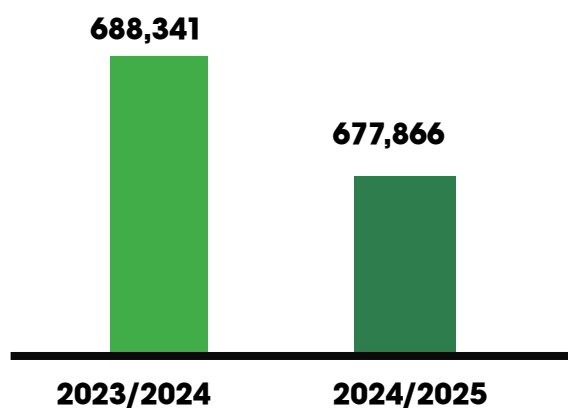
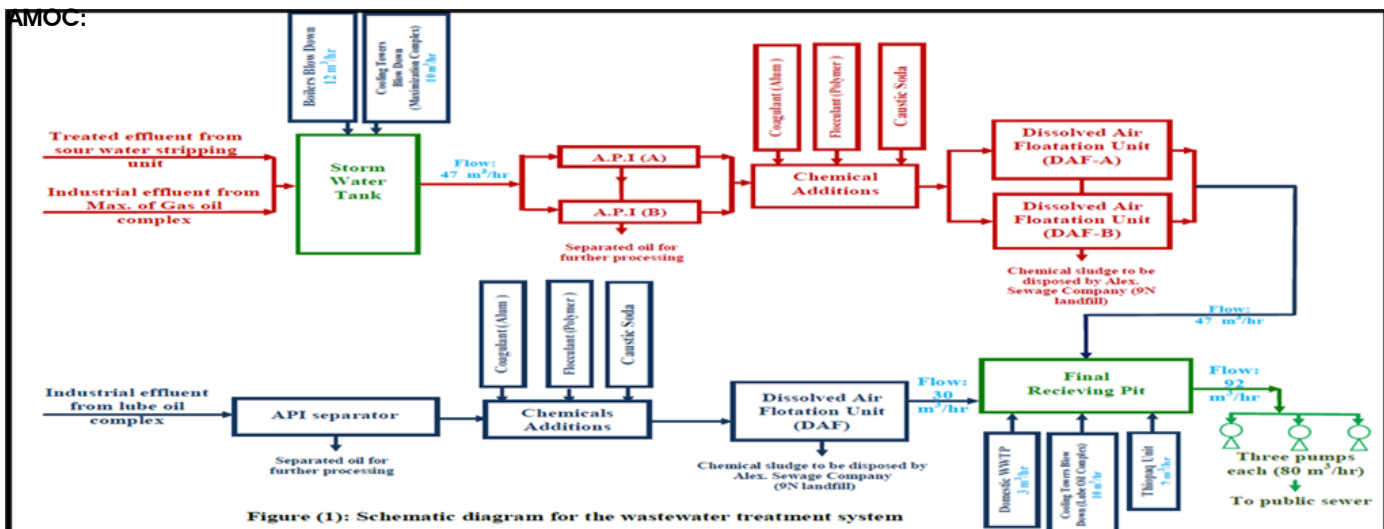


Diagram of the Industrial Wastewater Treatment Unit inside



• Phenol Treatment Unit

A unit was established to treat phenol contaminants with a capacity of 18 m²/hour in compliance with environmental regulations and the discharge limits of Law No. 93 of 1962 and its Executive Regulation No. 44 of 2000. The project was implemented under the umbrella of the Industrial Pollution Abatement Program (EPAP III), affiliated with the Egyptian Environmental Affairs Agency, during the period from March 2023 to December 2023.

- Total Investment Cost: USD 1,663,822 plus EGP 5,316,912.
- EPAP III Contribution: A soft loan facility provided by the European Bank for Reconstruction and Development (via the National Bank of Egypt) amounting to USD 850,982 plus EGP 4,557,353.
- Company's Own Contribution: USD 812,839 (external supplies) plus EGP 759,559 (operational chemicals).
- Project Grant: A grant provided by the European Bank for Reconstruction and Development equivalent to 21.8% of the soft loan facility, disbursed after project completion and compliance verification.

Project Implementation:

- Project execution began in August 2023 and was completed in February 2024.
- Final compliance verification and project acceptance were achieved in May 2024.
- The company received the grant from the European Bank for Reconstruction and Development (21.8% of the soft loan facility) in June 2025, after successful project implementation and compliance with the required outcomes.

- **Reverse Osmosis (RO) project:**

Objective: To produce demineralized water using the Reverse Osmosis (R.O) system to replace the currently used high-salinity softened water in boiler feed. This will reduce boiler blowdown from the current level of about 10 tons/hour to 2 tons/hour, achieving an 80% reduction. The expected annual savings are approximately USD 173,750, resulting from reductions in water, chemicals, and energy consumption.

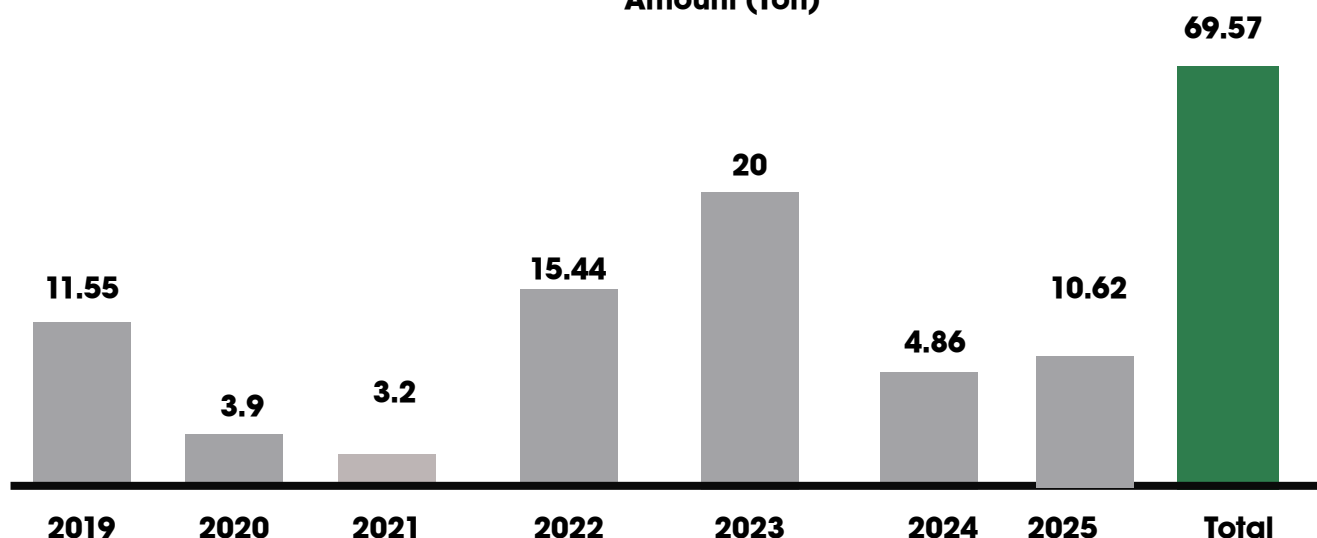
A feasibility study is being conducted in collaboration with the Faculty of Engineering, Alexandria University, with results expected in early 2026.



GRI 301-1: Materials used by weight or volume

Material consumption

Get rid of expired records from 2019
Amount (Ton)



Reducing paper consumption rates and digital transformation within the company:

AMOC has adopted a company-wide digital transformation strategy, introducing a comprehensive digital platform that covers all employee services, including leave requests, business trips, permits, warehouse withdrawals, and more.

- Over 450,000 visits to the platform were recorded during the past year, significantly contributing to reducing paper consumption across the company.

In addition, AMOC applies an environmentally safe and secure process for the disposal of expired records. This is carried out through contracts with specialized companies in paper waste recycling, ensuring both environmental protection and the confidentiality of sensitive information.

The company has obtained ISO certifications, including:

- ISO 9001:2015 for Quality Management Systems
- ISO 45001:2018 for Occupational Health & Safety Management Systems
- ISO 14001:2015 for Environmental Management Systems
- ISO 50001:2018 for Energy Management Systems
- ISO 26001:2010 for Social Responsibility
- ISO 37001:2016 for Anti-Bribery Management Systems
- ISO 17025:2017 for Laboratory Management
- ISO 14064 for Greenhouse Gas Emissions
- ISO 14067 for Product Carbon Footprint

ISO 14067 Certification for Product Carbon Footprint

In a pioneering achievement within the petroleum sector, AMOC obtained the ISO 14067 certification for product carbon footprint in October 2024.

- ISO 14067 is an international standard that defines the principles, requirements, and guidelines for quantifying and documenting the carbon footprint of products.
- The standard focuses on calculating greenhouse gas emissions associated with the product life cycle, enabling organizations to better understand and evaluate their environmental impact.
- By obtaining the ISO 14067 certification, AMOC has successfully completed the first phase of its Decarbonization Strategic Plan: establishing baseline carbon footprint calculations for its products.
- This milestone sets the stage for the second phase, which involves implementing energy efficiency improvement projects, ultimately leading to the third phase: leveraging decarbonization through generating carbon credits

Greenhouse Gas Emissions within AMOC

- **Direct greenhouse gas emissions (Scope 1): GRI 305-1**
- **Indirect greenhouse gas emissions (Scope 2): GRI 305-2**

The company calculates the total annual carbon emissions resulting from energy consumption.

- The amount of CO₂ equivalent emissions from electricity consumption is calculated based on the emission factor published bi-monthly by the Electricity Observatory.
- The amount of CO₂ equivalent emissions from thermal energy consumption is calculated based on:
 - The heat content calculation file provided by the Ministry of Petroleum.
 - Simulation program calculations.
 - According to the IPCC3 report.



Gas emissions - carbon dioxide

Its source

Energy consumption, both thermal and electrical

2023/2024

225,499

tons of carbon dioxide equivalent

2024-2025

213,810

tons of carbon dioxide equivalent

Reducing greenhouse gas emissions: GRI 5-305

The company's General Department of Energy has developed an integrated strategic plan aimed at improving energy efficiency and reducing emissions, through the application of international standards and the implementation of qualitative projects that contribute to supporting institutional sustainability.

This includes reducing the total specific energy consumption rate (thermal and electrical) by 3.5%, which contributes to reducing greenhouse gas emissions.

Updating flare emission measuring devices

Reducing emissions and reducing the carbon footprint by monitoring the quantities of gases emitted by production units and discharged to the flare by installing exhaust gas measuring devices and identifying and studying possible reduction methods.

procedures :

The first stage of installations on the solar complex flame:

Installation work on the first burner began on 7/2/2025. It involved installing devices to measure temperature, pressure, and the number of gases sent to the burner for combustion, as well as the same on the steam line for atomizing the fire exhaust, in addition to adjusting the steam control valve.

Mechanical installation work was completed on 8/5/2025, and electrical work and automatic control devices are in progress.

Stage 2: Installations on the oil collector burner: It will be implemented after the completion of the first phase.

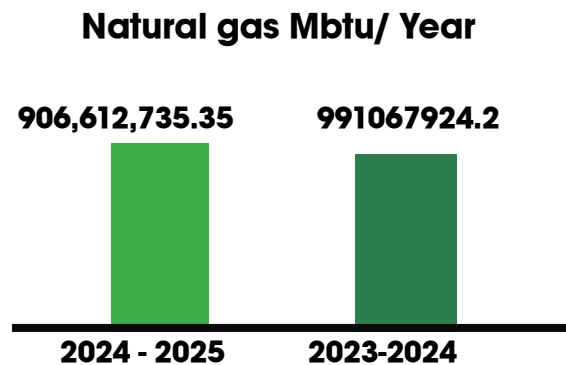
Sour gas treatment project

Treating acid gases produced from the MDDU unit using amine to reduce carbon emissions and to use the treated gases as fire extinguishers.

The study has been completed, and we are awaiting the delivery of the necessary equipment and devices to begin project implementation. Savings: \$2 million/year. Environmental return: Reducing carbon emissions by 28,000 tons/year.

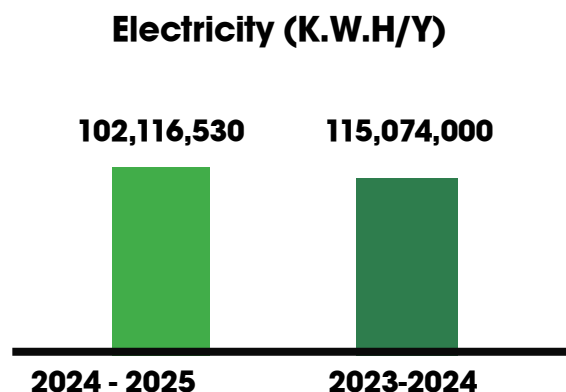
Use and diversity of energy sources

Energy consumption within the organization: (GRI 1-302)



Analysis of thermal energy consumption and costs for the fiscal year 2024-2025

- Gas costs in 2024/2025 amounted to EGP 735.5 million, compared to EGP 586.9 million in 2023/2024, an increase of 25.3%, due to a 36.7% increase in gas tariffs compared to the previous fiscal year.
- Gas consumption was reduced by 8.52% compared to the previous year. If consumption had continued without reduction, the estimated bill would have reached 791.4 million pounds, meaning a financial savings of 56.86 million pounds.
- This savings represents 7.18 of the expected bill without any savings.
- This performance confirms the success of energy efficiency programs in mitigating the financial impact of increased gas tariffs.
- Steam production was reduced by 9.4%, achieving direct financial savings in gas costs estimated at approximately EGP 39.7 million during the fiscal year 2024-2025 compared to the previous fiscal year 2023-2024.



Analysis of electricity consumption and costs for the fiscal year 2024-2025

- The cost of electricity during 2024/2025 amounted to 173.1 million pounds, compared to 137.1 million pounds in 2023/2024, an increase of 26%, due to a 36% increase in electricity tariffs compared to the previous fiscal year.
- A reduction in consumption of 11.26% compared to the previous year was achieved. If consumption had continued without a reduction, the estimated bill would have reached 186.8 million pounds, meaning a financial savings of 13.7 million pounds.
- The water savings is equivalent to 7.3% of the estimated bill.
- This saving is due to the implementation of effective energy efficiency measures within the company.

Reduction of Energy Consumption Initiatives and Projects: GRI 302-4

Saving electrical energy

Improving and raising the efficiency of cooling towers

Maintaining, improving, and enhancing the efficiency of the utility's cooling towers will contribute to reducing electricity consumption, which in turn will help reduce carbon emissions.

• Innovation and technology

Launching a competition for creative ideas and innovation to create ideas that improve energy efficiency. The competition produced a number of proposed opportunities that resulted in a reduction in electrical energy consumption by 13,858,383 kilowatt-hours/year and a reduction in carbon emissions of 7,609 tons of carbon dioxide equivalent.

Other initiatives

Thermal energy saving

Improving the efficiency of the steam and condensate network in the diesel and oil complex units

Installation of a new condensate pump to maximize condensate returns, replacement of several steam traps, and some network modifications to reduce boiler steam consumption. The total cost of supplies and modifications on site was approximately \$400,000. This amount is being covered by the project revenue and is expected to be recovered in approximately one year, according to the report and study by Forbes Marshall India.

**Also, a saving of 2.4 tons/hour of steam condensate (price per ton \$2), as well as a saving of 3.1 tons/hour of steam (price per ton \$15)
Total savings of about \$410,000/year.**

Updating the boiler operating system to work with the SCADA system

The boiler operating system has been upgraded to SCADA by the Spanish company WOOD to ensure a sustainable steam supply to the units. This ensures continuous production through rapid fault diagnosis and reduced boiler downtime. Studying opportunities to improve boiler energy efficiency after stabilizing boiler operation according to the SCADA system.

The goal: to reduce the consumption of natural gas used as a fire in boiler furnaces to produce steam by operating (2) boilers instead of (3) boilers, as it aims to reduce the heat loss resulting from operating the third boiler, which will contribute to reducing the consumption of natural gas, which leads to reducing emissions and reducing the carbon footprint.

Procedures: Implementation began in July 2025, and operational and consumption data are being monitored to determine and study the expected savings, which amount to EGP 5 million per year, according to the company's calculations.

Climate Intelligence Project

The Climate Intelligence project was studied with Nalco, which reported that it, in conjunction with Siemens, manages the company's resources of cooling water, steam, and natural gas through a "Digital Twin" to achieve optimal operation. This balances operational efficiency and sustainability while reducing operating costs, lowering emissions, and rationalizing energy. The project consists of three phases: Phase Assess, Phase Blueprint, and Commissioning.

The first phase was completed at no cost to AMOC, and the second phase has begun. Expected savings: \$2.7 million.

Waste Management

GRI306-4: Waste carried from disposal

GRI306-5: Waste destined for disposal

The company's strategy in the waste management file depends on the need to comply with environmental laws and requirements.

Solid

2024 - 2025

20 Tons

2023/2024

15 Tons

Liquid

2024 - 2025

30,000 Liters

2023/2024

25,000 Liters

Global health and safety standards(GRI 400)



7 AFFORDABLE AND
CLEAN ENERGY



11 SUSTAINABLE CITIES
AND COMMUNITIES



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



4 QUALITY
EDUCATION



3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



2 ZERO
HUNGER



1 NO
POVERTY



Management approach and its components: (2-103 GRI)

Occupational Health and Safety Management System: (GRI 1-403)

AMOC pays great attention to implementing local and international occupational health and safety standards to preserve manufacturing elements (human resources, equipment, and investment), as they are the most important pillars of the manufacturing cycle.

Amoc the standards and principles upon which AMOC relies to implement occupational health and safety management systems is Egyptian Labor Law No. 12 of 2003, which is considered the primary legislation regulating relations between workers and employers in Egypt. This law aims to regulate the rights and duties of both parties and achieve a balance between them to ensure a fair and equitable work environment.

Egyptian Labor Law No. 12 of 2003 represents a comprehensive legal framework that aims to achieve a balance between the interests of workers and employers, ensuring a stable and fair work environment that helps promote economic and social growth.

GRI 403-9: Work-related injuries

Achieving safe working hours

2,768,796
An hour for company
employees

1,505,148hour
For contractors

4,273,944 hours
During the current fiscal
year



Occupational Safety and Health Department plays a pivotal role in achieving sustainable development and is an integral part of the company's development to create a safe and healthy work environment, which enhances productivity and reduces occupational accidents and injuries.

GRI 403-2: Hazard Identification, Risk Assessment and Incident Investigation

Based on the risk analysis and risk assessment of the high-risk units, these units were:

- Hydrogen production unit and hydrogenation units
- Butane and propylene warehouses
- Boilers

And the extent of its danger to workers: explosion and fires. Its degree of danger: high.

Occupational Health Services: GRI 403-3

AMOC's occupational health services play a vital role in ensuring the safety and health of workers in a potentially hazardous work environment. These services include numerous procedures and measures designed to protect workers and improve the work environment. Here are some key aspects of these services:

- Periodic medical examination for workers over 45 years of age.
- Annual screening of workers exposed to risks
- Medical examination for new employees
- Measuring and monitoring work environment conditions

The presence of a medical clinic operating 24 hours a day, a medical staff and a nursing staff, and two ambulances present on site.

Training and Awareness

Employee Training on Occupational Health and Safety: GRI 403-5

• The General Department of Occupational Health and Safety designs and delivers a wide range of theoretical and practical training programs, conducted both internally and externally, tailored to the needs and job requirements of employees. These programs aim to raise awareness, enhance skills, and improve competencies in coordination with the General Department of Training and Human Resources Development.

• In FY 2024/2025, a total of 20 training hours were delivered on environmental and occupational safety topics.

• The number of employees trained reached 157 staff members this year.

• Training programs included:

- Safe driving campaigns

- Safety rule violations awareness

- Office and home safety awareness

- Working at heights

- Work permit system

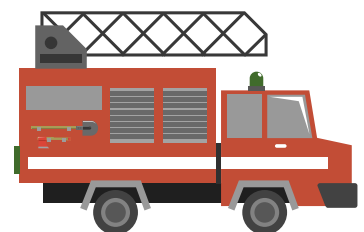
- Noise awareness

- Courses also cover the proper use of personal protective equipment (PPE) and response to emergency situations.

• Develop a detailed emergency plan that includes various scenarios for potential accidents

Preventive measures:

Preventive measures within AMOC are essential to ensure the safety of workers and to preserve the surrounding environment.



Develop a detailed emergency plan that includes various scenarios for potential accidents and conduct periodic training on how to deal with these emergencies.

- Providing personal protective equipment such as helmets, goggles, gloves, and protective shoes to workers, and ensuring that they are used correctly.
- Encourage employees to immediately report any accident or potential hazard and analyze these accidents to take appropriate preventive measures to prevent their recurrence.

Engineering measures

- Implement engineering solutions to reduce workers' exposure to hazards such as indoor ventilation and installation of automated safety systems.
- Improve workplace design to reduce physical stress and prevent accidents.

GRI 403-4: Worker Engagement, Counseling and Communication on Occupational Health and Safety

slogan, which AMOC has established to become the primary driver of all operations within the company, all available financial and technical resources have been mobilized to work on achieving and developing a clear strategy that is known to all and receives full follow-up, support and accountability from the Chairman of the Board of Directors, which in turn contributes to providing a safe working environment for both the workplace and the workers. Worker participation, consultation and communication with them regarding occupational health and safety are essential aspects to ensure a safe and sustainable working environment in the petroleum sector.

Occupational Safety and Health Committee (GRI 102-22)

Formation of occupational safety and health committees

Committee name: Occupational Safety, Health and Environmental Protection Committee.

Number of times it is held: 12 times annually and in cases of serious accidents. **Level at which the committee/company operates.**

Chairman of the Committee / Chairman and Managing Director.

Specialties: It is a committee to discuss work accidents and near-accidents - occupational diseases related to work - work injuries - follow up on corrective actions that have been taken

Implementation - Results of the senior management tour review.

The percentage of representation of workers concerned with occupational safety and health to the company's representation is 50%

About the firefighting sector within AMOC

- Contracting with a fire consultant to update all fire protection systems.
- Carrying out comprehensive maintenance for (5) fire engines to maintain their performance in dealing with events and emergencies.
- Supporting firefighting capabilities by installing a 750 m/h diesel pump and connecting it to the company's water warehouses as a backup source to feed the firefighting network.

AMOC's site is secured from fire hazards by:

- 1- Fixed fire-fighting systems to secure all assets and ensure rapid containment of emergencies.
- 2- Mobile systems to intervene in critical situations inside and outside the company.
- 3- The installation of lightning protection systems for all company buildings has been completed.

There is also a plan to confront all possible emergency scenarios as follows:

- General emergency plan: for emergencies within the company.
- Plan to confront Corona: the emergence of cases of epidemics and diseases.
- Flood and rainy season response plan: to confront severe rain and floods.
- Linking with companies in the geographical area to enhance community participation and support sister companies to respond to various emergency situations.



Process Safety Management (PSM)

To protect the company, its employees, and production facilities from any major accidents, explosions, or dangerous leaks, and in accordance with the directives of the Ministry of Petroleum and the instructions of the Egyptian General Petroleum Corporation, a department and administrative structure have been established to implement the Operations Safety Management System.

Completing the implementation of the Process Safety Management System procedures in accordance with the CCPS Standard, in line with the Petroleum Authority's vision to complete the Hazard Analysis of Operational Risks (HAZOP) study for the utility units, boilers, and all company warehouses.

Within the framework of implementing the Operations Safety Management System, the following was done:

Specify basic information:

- Collect and analyze information about chemicals used in refining, such as chemical properties and potential reactions.
- Ensure that there is accurate data about the equipment and engineering designs used in the operations.

Operation and maintenance procedures:

- Establish detailed operating procedures covering all aspects of the process, from start-up to shut down, to ensure the safety of operations.
- Implement periodic maintenance programs and inspect equipment to ensure it works efficiently and safely.

Training and Education:

- Provide continuous training to workers on safe procedures and how to deal with emergencies.
- Train workers in the use of personal protective equipment and identify potential hazards in the work environment.

Emergency Response:

- Develop contingency plans and train their implementation to ensure an effective response in the event of an accident.

Collaborate with local emergency response teams and coordinate efforts to protect workers and the surrounding community.

Accident Investigation:

- Conduct comprehensive investigations in the event of incidents to identify root causes and develop procedures to prevent their recurrence.
- Share investigation results with employees to ensure learning from previous incidents and improving preventive.

Review and audit:

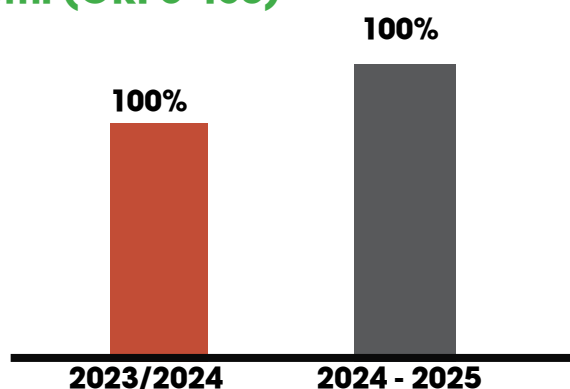
- Conduct periodic reviews and audits to ensure compliance with established procedures and standards.
- Evaluate the effectiveness of the PSM system and make the necessary improvements.

Effectively implement the PMS system, reducing the likelihood of accidents, contributing to the protection of workers, society and the environment, and achieving the sustainability of industrial processes.

GRI 403-7: Preventing and Mitigating Occupational Health and Safety Effects

AMOC is a member of the Alexandria Geographical Committee, which includes all petroleum companies in the region. These committees develop a strategy for the implementation of occupational health, safety and environmental measures for the area surrounding the oil park and port and charitable work for community development. Such as paving roads, developing the petroleum port, the presence of a fire team from all oil companies to face any emergency, as well as the adoption of modern technologies to detect and control risks such as environmental monitoring systems and automated systems to control operations. Cooperating with government agencies and non-governmental organizations to exchange experiences and best practices in the field of occupational safety and health.

Workers covered by the occupational health and safety management system: (GRI 8-403)



Community Development (GRI 400)



A clear policy on community investment:

Social Responsibility Policy:

The company adopts a clear policy towards its social responsibility that expresses its continuous commitment to contribute to economic and community development and the company undertakes many initiatives in the field of social and environmental development, stemming from the United Nations Sustainable Development Goals (SDGs), Egypt's Vision 2030 and the Ministry of Petroleum's plan for social responsibility.

The company is also certified, which aims ISO 26000:2010 to:

- Design and build a corporate social responsibility strategy.
- Modify this strategy to operate in all legal, cultural and political environments.
- Manage the company's social and environmental issues.
- Engage employees, communities, and business partners in the company's strategy.
- Gain higher trust and credibility as a socially responsible organization

Processes involving community participation, impact assessments, and development programmers (GRI 413-1)

Community contributions

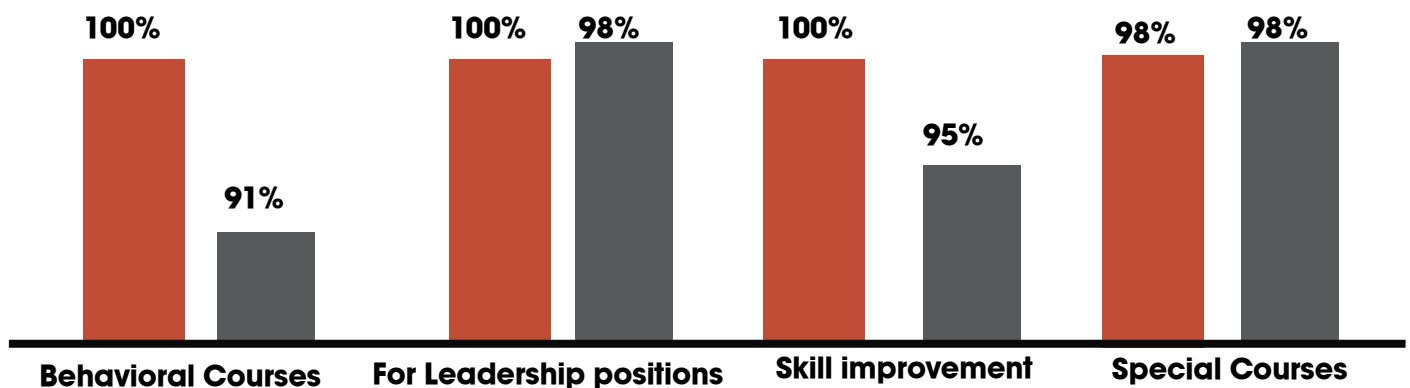
- Contributing an amount of 2,035,000 pounds with the Nile Petroleum Marketing Company to the project of constructing a building for critical cases and emergencies.
- An amount of 11,564.95 pounds to cover the expenses of students unable to pay in the Ajami and Amiriya districts.
- An amount of 225,000 pounds to purchase supplies for the Alexandria Association for the Blind.
- Supply and replacement of the Alexandria Civil Defense Power Station at a cost of 70,309.5 pounds.
- Inside the campus of Al-Iman Hospital, Assiut Governorate
- Purchasing supplies for Karmouz Hospital in Alexandria for 48,336 pounds.
- A contribution of 250,000 pounds to the Housing and Social Services Fund for Petroleum Sector Workers
- A private water unit for the artificial kidney unit at the Petroleum Hospital in Alexandria, at a cost of 530,000 pounds.
- Contributing 250,000 pounds to the Supreme Medical Council for Petroleum Sector Workers.
- An amount of 200,000 to participate in the activities of the World Cities Day Conference.
- An amount of 72,800 to prepare and distribute dry food cartons as part of the work of the Alexandria Petroleum Region Geographical Committee. .
- An amount of 155,000 to purchase and supply a 22-K thermal fog machine.
- An amount of 750,000 from the Housing and Services Fund in the Petroleum Sector
- An amount of 1,000,000 to equip the bone marrow transplant unit, blood bank, and physiotherapy for cancer patients at the Sohag Oncology Center.

Training & Development:

Human resources are one of the most important success factors in AMOC, as it is responsible for implementing organizational strategies and objectives, so developing it and creating a work environment that does not exclude anyone is an essential part of this plan.

Amoc Training and Human Resources Development Strategy (GRI 404-2)

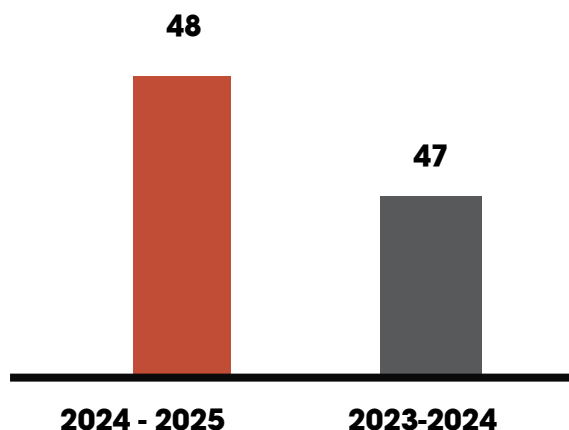
We are interested in providing many training courses in various disciplines (behavioral courses - improving skills - specialized courses - qualifying for leadership positions) in order to raise the efficiency of workers and provide them with the skills required to perform



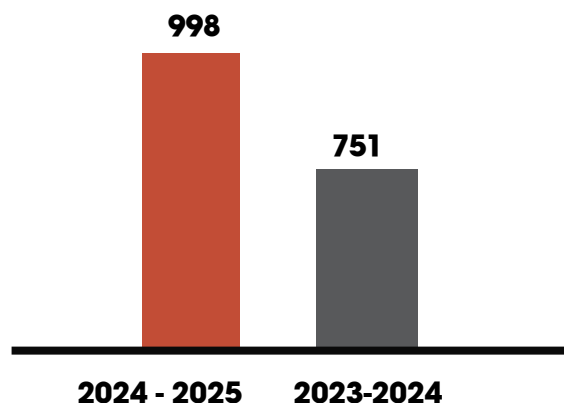
The attendance rate for training courses for workers in all disciplines in the current fiscal year 2024/2025 increased from the previous fiscal year.



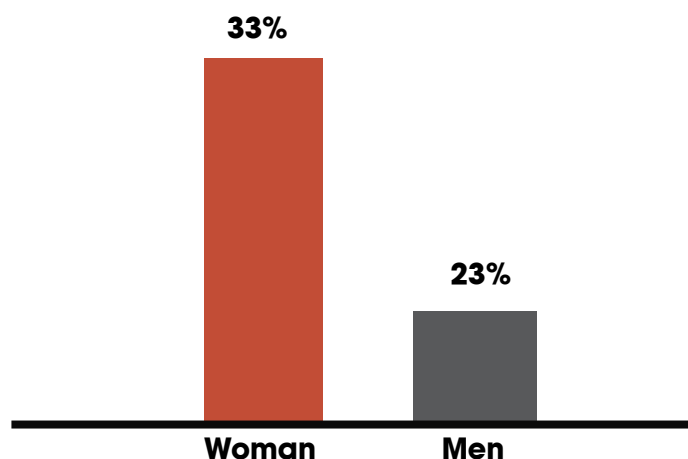
Average number of training hours for trainees



Number of training opportunities for female trainees



Percentage increase in training opportunities for male and female employees



In the interest of AMOC Company in activating the role of women in the field of work and paying attention to developing the skills of women working in the company and raising their capabilities,

The percentage of training opportunities for the company's employees, especially women, increased by 33% compared to the previous fiscal year.

Providing full-time trainees while ensuring a return to work

Full time is provided to all trainees and their full dues are paid in accordance with the regulations in force emanating from the Unified Labor Law No. (12) of 2003 and its amendments, as well as the training regulations have been amended to attend high-cost programs and official missions in the company to ensure their rights and to ensure the benefit from the experiences gained by the trainees.

Six employees at AMOC have obtained postgraduate studies, including Masters and PhDs, in various administrative and scientific specializations, which confirms the employees' keenness on professional and scientific development, which increases their efficiency in carrying out their duties in the company.

Training programs on human rights policies (GRI 412-2):

AMOC is concerned with raising awareness among health workers about the rights that health represents, as stipulated in international covenants on economic, social, and cultural rights. Many internal seminars and courses have been presented, such as the rules for preserving life, such as high blood pressure and diabetes, methods of treatment and prevention, and annual training in first aid. It also includes several programs that discuss issues of women's rights and empowerment, as well as programs on mental health and its impact on work performance, work injuries and the rights resulting from them, in addition to programs on combating corruption, gender equality and its impact on improving the work environment.

Work is underway to develop more comprehensive plans for programs that discuss human rights issues.

Training courses on anti-corruption policies and procedures (2-205 GRI):

In cooperation with the National Anti- Corruption Academy and the Egyptian General Petroleum Corporation, it was implemented.

4 courses during the year for 11 trainees at the Academy's headquarters in Cairo.

Number of training hours related to environmental, social and occupational safety issues for employees (GRI 102-2):

The workers were trained in several internal and external programs and seminars in the field of occupational safety, health, and process safety, with a total number of (518) trainees, amounting to (3228) hours.

Interest in technology and development in the field of training

- The training needs system for employees has been implemented, covering all segments of the company, noting that the General Administration for Training and Human Resources Development at AMOC is in the process of moving to work with the training matrix system for the company's jobs (MATRIX) for each career path.

- 4,081 training opportunities were provided, with 8,640 training hours delivered via online training (Mentor platform) for 160 workers, enabling the implementation of more flexible and ready-made training programs to raise and develop their personal, practical, and administrative capabilities.

Number of Programs Provided by the Company to the Local Community (GRI 413 – 1):

As part of its commitment to fulfilling its role toward the local community surrounding its workplace, AMOC's General Department of Training and Human Resources Development provides both practical and theoretical training during the summer vacation for students from various disciplines. During the current fiscal year, the company offered summer training programs to 450 students.



Human Resources Development “Creating a work environment that does not exclude anyone

Staff diversity (GRI 405 – 1)

Ratio of basic salary and basic wage for women to men (GRI 405-2)

Percentage of employees who undergo periodic performance and career development reviews (GRI 404 – 3)

Human resources are one of the most important factors of success in AMOC, as they are responsible for implementing organizational strategies and objectives , so developing them and creating a work environment that does not exclude anyone is an essential part of this plan.

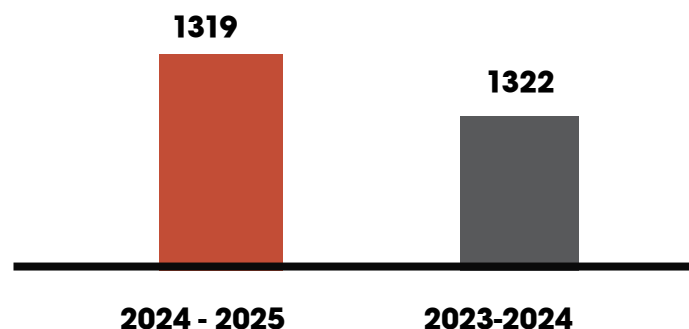
AMOC follows many international frameworks and standards related to workers' rights, in addition to the requirements of the Egyptian labor law,

where the code of professional conduct and work ethics followed by the company stipulates compatibility with its strategic objectives and Egyptian and international laws through the various principles and values included in the code regarding the rights of workers and working conditions

and commitment to the company's core values, namely:

(Safety standards - innovation - commitment to work ethics of transparency, efficiency and integrity)

Total number of employees



Participation in international petroleum conferences to enhance energy efficiency.

Alexandria Mineral Oils Company (AMOC) continued to enhance its scientific presence and support its sustainability efforts by participating in a number of specialized conferences and events, both locally and internationally. The company presented research papers on sustainability in energy at the Egypt International Petroleum Show (EGYPS) in 2023 and 2024, and at the MOC Mediterranean Offshore Conference in October 2024. It also attended the “Global Trends Towards Energy Efficiency” symposium, organized by the Organization of Arab Petroleum Exporting Countries (OAPEC) in cooperation with ENPPI, in Cairo in November 2024.

The company concluded its activities during this period by participating in the 2025 Egypt Solar & Storage Live conference, held under the auspices of the Ministry of Electricity and in cooperation with the Ministry of Petroleum in April 2025. This reflects AMOC's ongoing commitment to supporting sustainability issues, enhancing energy efficiency, and keeping pace with the latest global trends in the fields of petroleum and new and renewable energy.

Employee Care GRI 401-2

- There is no difference between permanent or temporary workers, comprehensive bonus, workers with a deduction system of hours or half time in insurance benefits, as for health care, health care for the treatment of workers and their families is provided to permanent and temporary workers only.
- There is no difference between permanent or temporary workers, comprehensive bonus, workers with a deduction system of hours or half time in covering disability and work accidents.

- There is an integrated medical clinic, two reservation rooms that include four beds, an emergency room, an emergency pharmacy, and three ambulances.

- The medical sector is contracted with clinics and hospitals in all specialties, as well as specialized laboratories and radiology centers, and the worker is liquefied with an integrated therapeutic umbrella.

Information on employees and other workers: (GRI 102-8)

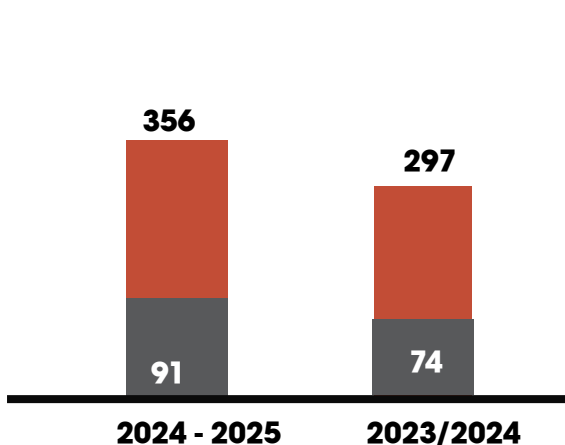
Medical services provided to the families of employees

- A new breakthrough was made in the treatment of families and the benefits provided to the worker's family and the approval of the Board of Directors to add parents to the treatment system.
 - AMOC follows many international frameworks and standards related to workers' rights, in addition to the requirements of the Egyptian labor law, where the code of job conduct and work ethics followed by the company stipulates compliance with its strategic objectives and Egyptian and international laws through the various principles and values included in the code regarding workers' rights and working conditions.
- Based on the above, the company operates in accordance not only with the requirements of the Egyptian labor law, but also with the standards and principles of the International Labour Organization and other international frameworks related to workers' rights, reflecting its commitment to responsible and sustainable labor practices.

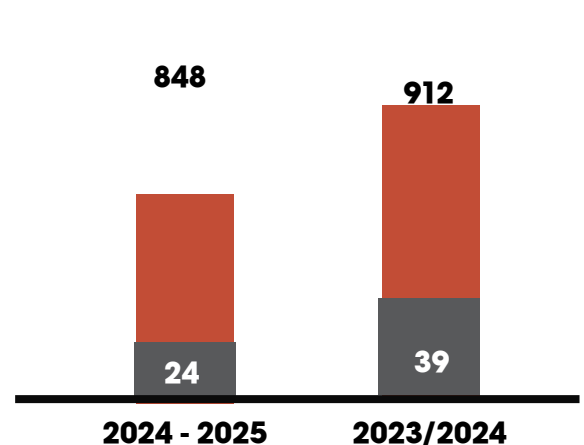
Gender Representation Ratios in 2024-2025 at the Company's Higher Levels were as follows:

- Entry Level: 57% male employees and 43% female employees
- Middle Level: 91% male employees and 9% female employees
- Senior Level: 84% male employees and 16% female employees
- The ratio of technical staff to administrative staff was 195%.

Administrators



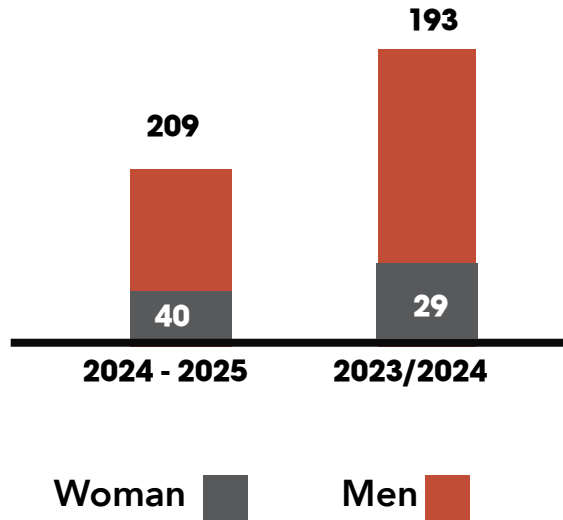
Technicians



Woman  Men 

Woman  Men 

Senior Management



Non-discrimination performance

The company adopts a policy of criminalizing sexual harassment and a policy of non-discrimination on any ethnic, religious or gender basis.

The company has updated the Code of Conduct and gave great importance to the topics of sexual harassment and non-discrimination policy in terms of awareness, definition of the act and methods of reporting it with methods of protecting the whistleblower and ending with accountability for the act.

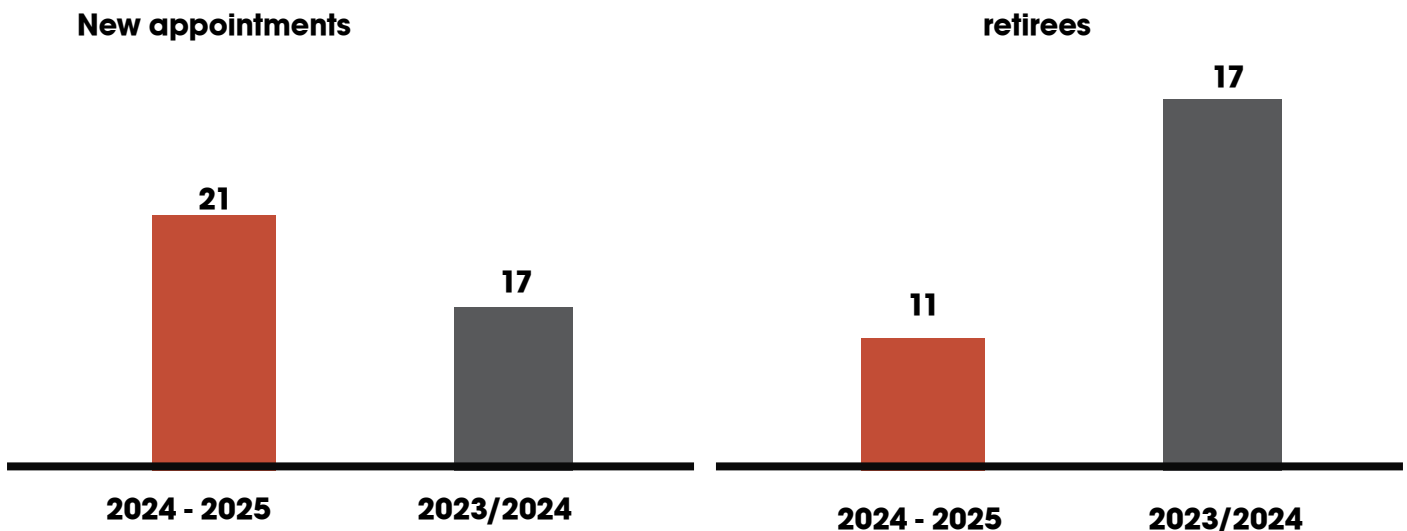
Training and Development: Provide continuous training and development opportunities for employees to enable them to acquire the skills and knowledge necessary to advance in their careers.

Work flexibility: Provide flexible work options that suit different employee needs, such as remote work or flexible working hours.

Wellbeing and support: Establish support and wellbeing programs aimed at improving the mental and physical health of employees, including health and psychological support.

Diverse Leadership: Foster diverse leadership by encouraging and empowering individuals from diverse backgrounds to assume leadership positions within the company.

Explanatory statement on new appointments and retirees



Turnover rate of workers

We are proud to reach a labor turnover rate of 0.83% for the current fiscal year, which is from the lowest turnover rate compared to the labor market

About GRI 401-3 Child Care Leave

The female worker shall have the right to special leave without pay to care for her child for a period not exceeding two years and for 3 times throughout her period of service.

- Number of female employees who took a childcare leave in 2025 Number (5)
- The number of employees who returned from childcare leave in 2024 is (1)

Minimum notice periods for operational changes GRI 402-1

According to the nature of the job, employees are notified for sufficient periods in accordance with the policies approved by the personnel system regulations.

Percentage of employees undergoing periodic performance and career development reviews GRI 404-3

All employees are subject to a job performance evaluation at each monthly level., quarterly and Yearly

Ratio of basic salary and basic wage for women to men (GRI 405 – 2)

There is no difference between men's salaries and bonuses compared to women or the beginning of appointment, and the factors that determine the wage of the beginning of the appointment are the level of employment and the duration of experience

Operations and suppliers at high risk related to child labor incidents GRI 408-1

There is no child labor either within the company or through the saying



Creating shared values in supply chains:

The supply policy in petroleum companies is one of the most important factors that ensure the continuity of operations and the achievement of the company's strategic objectives. Procurement operations are carried out in accordance with the Auctions and Tenders Law, which aims to ensure transparency and fairness in the supplier selection and pricing process.

Tenders and bids are publicly announced, and the bids submitted by the competing companies are carefully examined to ensure the best bids in terms of quality and cost. This policy contributes to enhancing integrity and avoiding monopoly and ensures the availability of the necessary materials and equipment with the highest quality standards and the best possible prices, which enhances the efficiency of operations and reduces potential risks.

Moreover, AMOC has been keen to implement fair procurement practices that are transparent and fair and ensure the fight against corruption and bribery in all its forms as follows:

- The company obtained ISO 37001:2016 management of anti-corruption and bribery systems.
- A committee has been formed to look into and track anti-bribery and corruption matters to ensure strict standards are applied.
- Awareness is made to all employees and dealers with AMOC about the code of professional conduct and work ethics in the company, and then awareness and methods of reporting them with methods of protecting the whistleblower and ending with accountability for these acts.

Social Disclosures (GRI 400)

Human Rights (GRI 406-1)

Respect for human rights is a core value of a company because it recognizes the significant impact that business has towards the realization of fundamental human rights in society.

In this regard, the company has zero tolerance for human rights violations and expects everyone in its value chain to ensure the same strict compliance and respect for human rights.

In furtherance of this commitment, the company has adopted and implemented a human rights policy that focuses on protecting business-related values

, including the rights proclaimed by the United Nations and guaranteed by the Egyptian Constitution and derived from it all the laws and regulations in force

in the Egyptian petroleum companies, in order to achieve optimal utilization of all human resources and natural resources to contribute

to sustainable and comprehensive development.



Periodic Evaluation:

- Periodic performance evaluations of suppliers and partners are conducted to ensure their adherence to sustainable standards.
- AMOC's policy in the field of sustainable development practices includes suppliers and contractors dealing with the company, where AMOC works closely with suppliers to ensure that they adopt sustainable and environmentally responsible practices.
- All measures are taken, and periodic evaluations are made to ensure that the rights of all workers are protected.
- No supplier is registered except by submitting the official documents of his commercial entity and issuing official documents and taking into account that the suppliers follow this policy, and the company follows the policy of prohibiting child labor / or forced labor in accordance with the Egyptian Labor Law and international laws and regulations.
- It is stipulated in the contracts for insurance for the contractor's employees as well as the procedures for entering the company. No person who does not hold a national ID card is allowed to enter.
- In the drafting of workers' contracts, a fair wage is required for the worker to which the employer is committed.

Children and forced labor

AMOC adopts a policy prohibiting child labor or forced labor, and this policy applies to suppliers and sellers dealing with the company, as it stipulates in the contracts to insure all the contractor's workers as well as the procedures for entering the company who did not extract a national ID card or does not carry it.

Employee's rights

- In addition to the requirements of the Egyptian labor law, AMOC follows the laws and standards of the International Labor Organization and all frameworks, standards and other international laws related to workers' rights, and all contracts are subject to labor law issued based on international standards.
- This policy includes suppliers and vendors dealing with the company, where no supplier is registered except by submitting the official documents of its commercial entity and issuing the official documents.



Supplier Social Assessment (GRI 414-1)

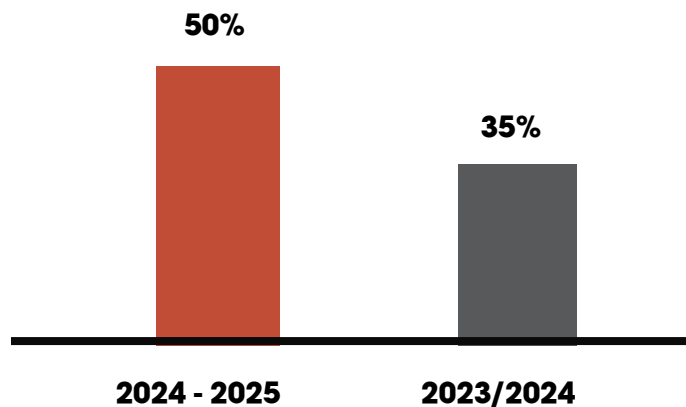
- We seek to continue our commitment to providing profitable employment opportunities for individuals, which positively affects the quality of life and reduces poverty as a responsible value chain.
- During the fiscal year 2023/2024, more time and resources have been devoted to ensuring the sustainability of our value chain, as the company relies heavily on its suppliers to ensure that it offers high-value products to all consumers, and in light of this, AMOC prioritizes its supply chain by ensuring that it is aligned with the highest social standards and monitoring current suppliers.

Percentage of expenditure in supply chains locally and globally

The percentage of what was spent on local suppliers out of the total spent during 2023/2024 was 35%, while for the year 2022/2023 it was 51%.

Climate Change • Pollution • Energy • Waste • Water

Percentage of what was spent on local suppliers of the total amount spent during the year



This strategy aims to enhance cooperation with partners in supply chains to achieve sustainable goals, and the company also received the ISO26000 for social responsibility and sustainable development.

Achieving transparency:

Enhance transparency in supply chains by sharing information and data on environmental, social and economic practices.

Suppliers within AMOC are evaluated in accordance with the following social criteria:

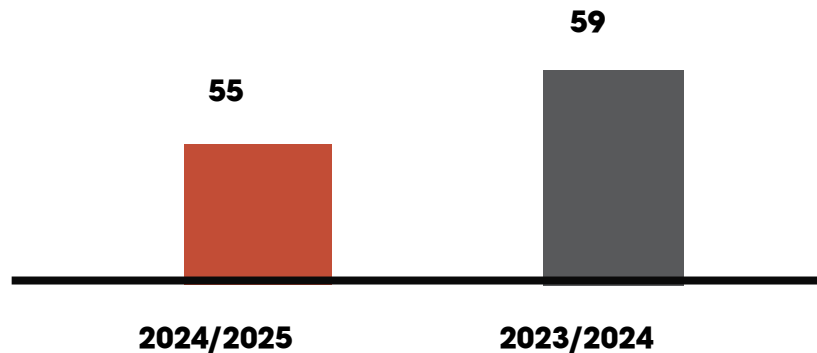
- Human rights (child labor, forced or forced labor)
- Occupational Health and Safety Practices
- Internal incidents such as abuse or coercion to work
- Wages and compensation
- working hours

Environmental assessment of suppliers (GRI 308)

New suppliers audited according to environmental standards (GRI 308-1)

AMOC provides due diligence to prevent, mitigate or counteract potential negative impacts in its supply chain, to reduce negative impacts that may cause, contribute to, or are directly related to its activities, products or services through its relationship with the supplier.

New suppliers that have been audited using environmental



The number of suppliers assessed for environmental impacts for the year 2024/2025 reached 55 suppliers

AMOC also carries out due diligence procedures as soon as possible when establishing a new relationship with a supplier, to be able to prevent or mitigate impacts at the stage of structuring contracts or agreements, as well as through continuous cooperation with suppliers.

Suppliers within AMOC are evaluated in accordance with the following environmental standards:

- Suppliers who have been found to have significant actual and potential adverse environmental impacts.
- Significant actual and potential negative environmental impacts found in the supply chain.
- Suppliers that were found to have significant actual and potential environmental impacts agreed to make improvements because of the assessment.
- Suppliers who were found to have significant environmental impacts and consequently severed relations.
- Suppliers who were found to have significant potential significant environmental impacts and consequently severed relations with them.



GRI Standards Content Index

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