



**TITAN**  
EGYPT

# 2024

## SUSTAINABILITY REPORT

TITAN EGYPT has been committed to non-financial disclosure for a decade, beginning with its inaugural CSR report in 2014.



## ABOUT THE REPORT

The 2024 Titan Egypt Sustainability Report has been prepared in accordance with guidance provided by Titan Group in specific with reference to sustainability reporting standards and the implementation of the UN Sustainable Development Goals (SDGs) 2030, the UN Global Compact Communication on Progress Guidelines, and the Charter and Guidelines of the Global Cement and Concrete Association (GCCA).

Titan Egypt has integrated the guidance of the United Nations Conference on Trade and Development (UNCTAD, latest publication in 2019) into its approach to link its reporting on environmental, social, and Governance (ESG) with SDG targets. In addition, Titan Egypt Incorporates in this report linkages between ESG performance KPIs, Global Reporting Initiative (GRI) standards, United Nations Global Compact (UNGC) and the Sustainability Accounting Standards Board (SASB). Standards.



This is the eleventh annual Sustainability Report to present a summary of financial along with environmental, social, and governance performance for "TITAN Egypt," including the cement plants in Beni Suef and Alexandria, TITAN Beton and aggregate Egypt (the ready-mix concrete plants), the quarry of Attaqa, and the alternative fuel operations in TITAN Egypt.

This report consistently uses "TITAN Egypt" to refer to our combined performance disclosures, except when a subsidiary's name is required for specific figures or other information.

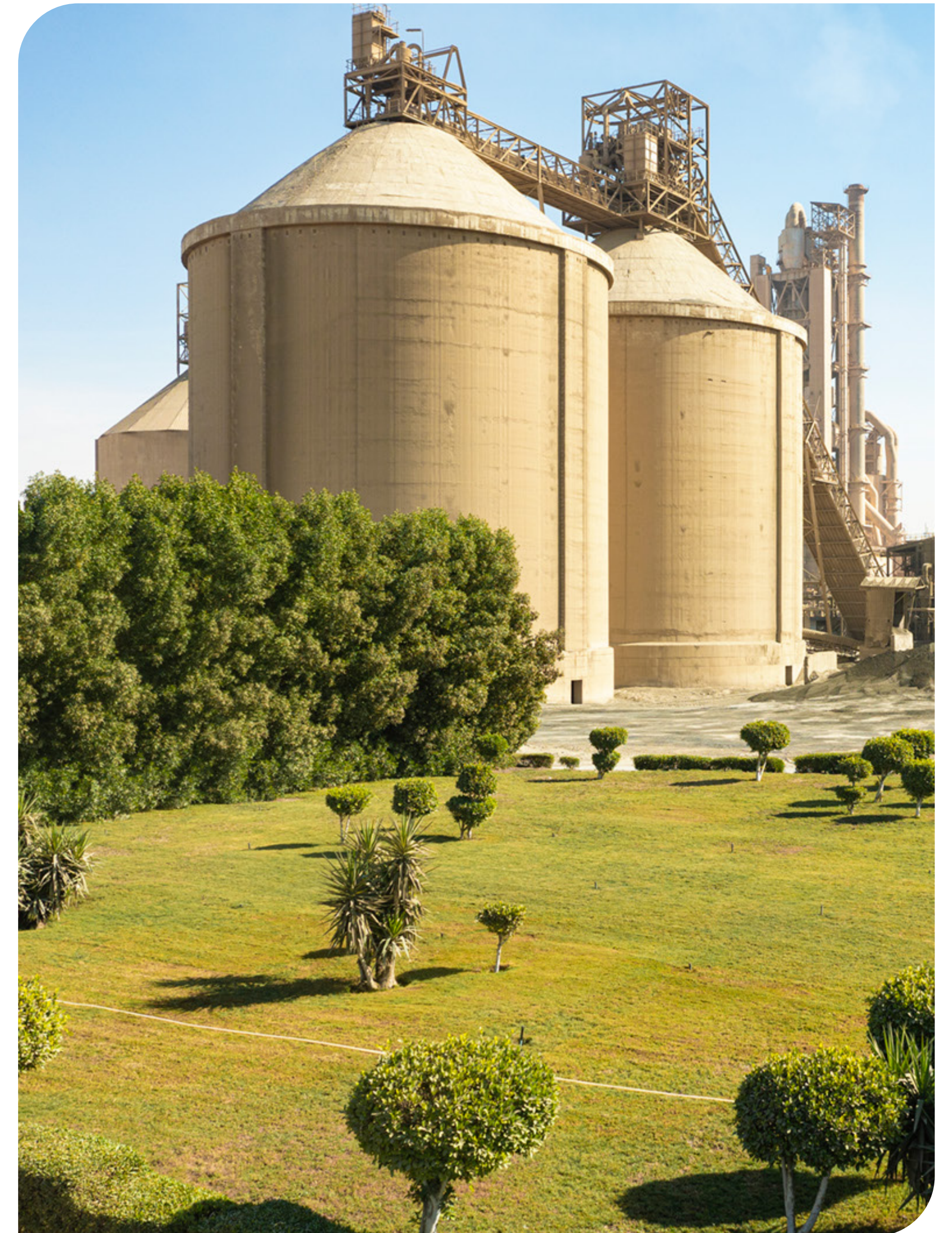
**Disclaimer:**

As of May 5, 2025, and following an EGM approval, "Titan Cement International S.A.," parent company of the Group, changed its Company name to "Titan SA", adopting a name that better reflects its broader and more-forward thinking vision, in line with its commitment to sustainability and the delivery of value-added products and solutions for a sustainable future. Furthermore, the Company's domain name was changed to [www.titanmaterials.com](http://www.titanmaterials.com).



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## UNDERSTANDING TITAN EGYPT SECTION

### 2024 HIGHLIGHTS



#### OUR FINANCIAL HIGHLIGHTS

APCC TURNOVER

**3.2** B. EGP

+39% VS 2023

APCC EBIT

**237**

M. EGP

BSCC TURNOVER

**4.3** B. EGP

+95% VS 2023

BSCC EBIT

**145**

M. EGP



#### OUR SOCIAL HIGHLIGHTS

EMPLOYEES

**511**

WOMEN REPRESENTATION  
IN THE MANAGEMENT  
COMMITTEE

**14%**

FATALITIES AND LOST  
TIME INJURIES  
FREQUENCY RATE (LTIFR)

**0.0**

EMPLOYEES AND  
CONTRACTORS

COMMUNITY  
ENGAGEMENT INITIATIVES

**11**



#### OUR ENVIRONMENTAL HIGHLIGHTS

INVESTMENTS IN  
ENVIRONMENTAL  
PROTECTION

**227.21** M. EGP

+48 % VS 2023

SPECIFIC NET DIRECT  
CO<sub>2</sub> EMISSIONS (SCOPE 1)  
(KG/T CEMENTITIOUS PRODUCT)

**685** KG/T

-3.65% VS 2020

LOWER CARBON PRODUCTS  
AS SHARE OF PRODUCTION

**8.40%**

0.20% IN 2020

ALTERNATIVE FUEL  
RATE

**21.3%**

11.5% IN 2020

## MESSAGE FROM THE CEO



Dear Valued Stakeholders,

The year 2024 reflects a meaningful progress and important milestones for TITAN Egypt. I extend my sincere appreciation to all our employees for their dedication and contributions, which have been instrumental in advancing our mission and delivering value across our operations.

Egypt continued to navigate a complex macroeconomic environment, shaped by the ongoing war in Ukraine and additional pressures from the conflict in Gaza. Despite these challenges, the national economy grew by 4%, with foreign reserves rising to \$46 billion by November 2024—up from \$35.3 billion the previous year—supported by International Monetary Fund financing and strategic investments from the United Arab Emirates. Inflation, however, reached approximately 28%.

Amid these conditions, the cement industry rebounded from a 7% contraction in 2023, with demand stabilizing at 47.5 million tonnes. TITAN Egypt's Domestic operations thrived due to private sector demand and small public projects, while exports increased significantly. The government's extension of the cement market regulation agreement, originally introduced in July 2021, helped maintain market balance and prices.

With regard to our Environmental, Social, and Governance (ESG) performance, we continued to align our practices with both national priorities and international standards while actively engaging with communities where we operate.

Health, safety, and employee well-being remained central to our operations. We advanced initiatives supporting financial, mental, social and physical wellness, and maintained a strong safety record through proactive risk identification and mitigation—particularly in subcontractor management.

A key milestone in our environmental strategy was the completion of the alternative fuels (AF) feeding unit project for Kiln 2 in Beni Suef, initiated in 2023. With an investment exceeding EGP 138 million, this project increased our Thermal Substitution Rate from 19.5% in 2023 to 21.3% in 2024, marking further improvement toward decarbonization.

Our people remain at the heart of our success, we deepened our efforts to promote cultural and operational transformation towards a more sustainable future. We implemented a variety of initiatives across all levels and locations to keep our people engaged, informed, inspired, and connected to our shared goals.

We maintained our dedication to community engagement focusing on community services, education, and health. We continued existing initiatives and launched new ones in Alexandria where we renovated a facility used by the neighborhood and supplied essential equipment for local medical units in Beni Suef.

As we continue to align our business with national priorities and global sustainability goals, we are committed to driving positive economic, social, and environmental impact. We look forward to the opportunities that lie ahead in 2025, and to collaborating with all TITAN Egypt stakeholders to shape a more sustainable and inclusive future.

**Amr Reda**  
**Chief Executive Officer**

## A PURPOSE-DRIVEN COMPANY WITH CORE VALUES



### TITAN'S PURPOSE STATEMENT

- ▶ Making the world around us a safe, sustainable, and enjoyable place to live.
- ▶ Our purpose underscores our capacity to contribute positively to Society and improve individual lives, and it embodies the essence of our mission.



### TITAN'S MISSION

- ▶ At Titan, our mission is to provide innovative construction materials, solutions, and services needed for safe and sustainable homes, buildings and infrastructure that enable people to enjoy life.



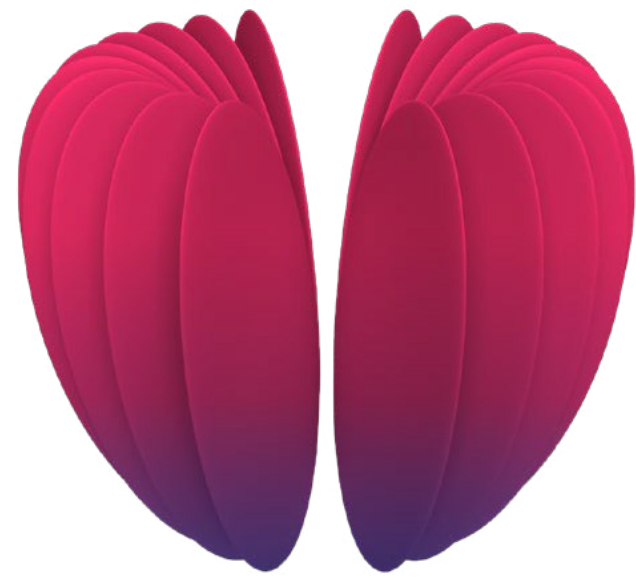
### TITAN EGYPT VISION

- ▶ A leading agile organization offering innovative, green and value-added construction materials, solutions and services.
- ▶ Driving sustainable growth in an enjoyable and safe environment engaging all stakeholders.

# TITAN'S VALUES

Our values are at the core of who we are at TITAN Group. They guide our strategy and provide the foundation for all our operations. They have provided our people with a strong bond and supported the growth that has sustained us for over a century, stemming directly from the principles, beliefs and vision of our Group's founders back in 1902. They remain the solid basis of our culture and family spirit.

The four core values that serve as the bedrock of our culture are:

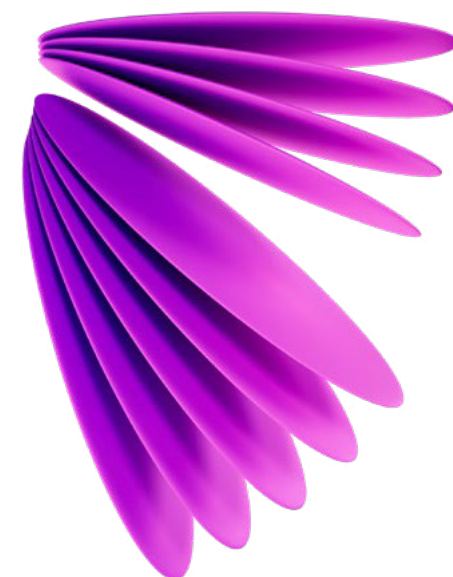


## We care

For Us, "Care" isn't just a word; It's a responsibility that shapes how we engage with the world around us and the ethos that guides our every action.

### We Care About:

- ▶ Our People
- ▶ Our Customers
- ▶ Our Communities and the Environment

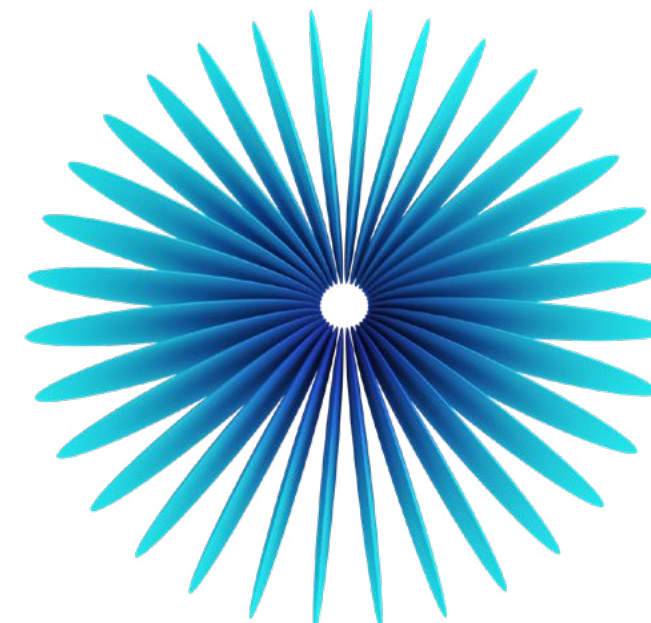


## We Dare

Challenges and ambitious goals don't daunt us; they energize us.

### We Dare to:

- ▶ Do challenging work
- ▶ Be candid
- ▶ Innovate
- ▶ Learn

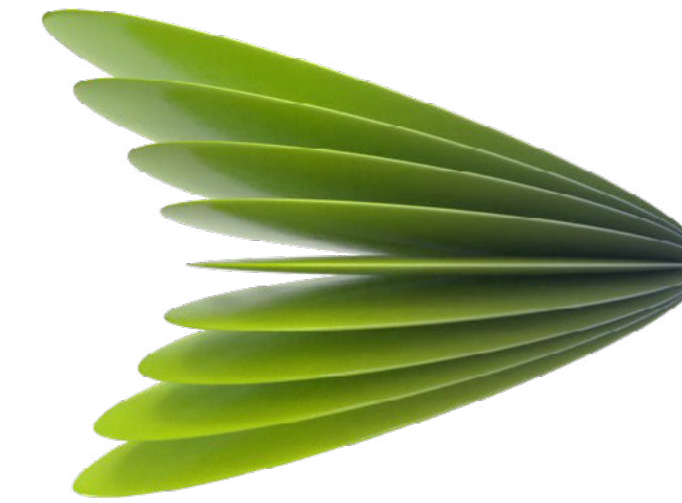


## We Build to Last

We believe that true success is built on a foundation of enduring value.

### Building to last comes with:

- ▶ A long-term, mid-term, and short-term perspective
- ▶ Teamwork and collaboration
- ▶ Continuous improvement



## We Walk the Talk

At the heart of everything we do lies a simple but powerful belief: actions speak louder than words.

### This value is underpinned by three elements:

- ▶ We deliver results
- ▶ We live our values
- ▶ We keep our promises

## STRATEGIC ALIGNMENT WITH TITAN GROUP'S GREEN GROWTH VISION:

TITAN Group's strategy is centered on driving sustainable, long-term growth by becoming a leader in low-carbon, high-performance building materials and solutions. The strategy is built around four key priorities: strengthening our presence in core markets, accelerating the development of green products, embracing digital transformation, and fostering a culture of performance, inclusion, and innovation. These priorities reflect the Group's deep commitment to climate action, operational excellence, and value creation for all stakeholders.

Our Strategy for 2026:

Growing and transforming our business while delivering on operational excellence and focusing on profitability.



## TITAN EGYPT: TRANSLATING GLOBAL AMBITION INTO LOCAL IMPACT

In Egypt, TITAN is actively implementing this vision through a focused sustainability agenda that addresses both global imperatives and local challenges. Efforts include increasing the use of alternative fuels, improving energy and resource efficiency, and introducing lower-carbon building solutions. At the same time, TITAN Egypt continues to invest in its people, strengthen partnerships, and engage with communities to support sustainable development.

By aligning with the Group's strategic direction while responding to national priorities, TITAN Egypt reinforces its role as a trusted partner in building a more sustainable and resilient future.

## ABOUT TITAN GROUP AND GLOBAL PRESENCE

With over 120 years of industry experience, TITAN is a global cement and building materials producer operating in 15 countries. TITAN Group's activities span four regions and joint ventures.



# Global presence

Activities across four regions

Countries

15

Units

264



### USA

**Integrated cement plants**

- 1 Roanoke, Virginia
- 2 Pennsuco, Florida

**Terminals**

- 2 Essex Port Newark
- 4 Tampa Port Complex
- 3 Norfolk Chesapeake

**In numbers**

- 2 integrated cement plants
- 88 ready-mix plants
- 8 concrete block plants
- 9 quarries
- 3 import terminals
- 8 fly-ash processing plants<sup>1</sup>

**Principal products/activities**

### Brazil (Joint Venture)

**Integrated cement plant**

- 1 Quixere

**Grinding plant**

- 1 Pecem

**In numbers**

- 1 integrated cement plant
- 1 cement grinding plant
- 4 quarries
- 5 ready-mix plants

**Principal products/activities**

### Greece & Western Europe

**Integrated cement plants**

- 3 Thessaloniki
- 1 Kamari
- 1 Patras

**Grinding plant**

- 1 Elefsina

**Terminals**

- 2 Marseille, France
- 1 Venice, Italy
- 1 Hull, UK
- 1 Ortona, Italy

**In numbers**

- 3 integrated cement plants
- 1 cement grinding plant
- 28 quarries<sup>2</sup>
- 34 ready-mix plants
- 4 import terminals
- 1 dry mortar plant
- 1 processed engineered fuel facility
- 1 waste management facility (C&DW)

**Principal products/activities**

### Southeastern Europe

**Integrated cement plants**

- 1 Kosjerić, Serbia
- 1 Zlatna Panega, Bulgaria
- 1 Sharr, Kosovo
- 1 Usje, North Macedonia
- 1 Antea, Albania

**In numbers**

- 5 integrated cement plants
- 19 quarries
- 7 ready-mix plants
- 1 processed engineered fuel facility

**Principal products/activities**

### Eastern Mediterranean

**Integrated cement plants**

- 2 Alexandria, Egypt
- 2 Beni Suef, Egypt

**Grinding plant**

- 2 Marmara, Türkiye

**In numbers**

- 2 integrated cement plants
- 1 cement grinding plant
- 8 quarries
- 4 ready-mix plants
- 2 processed engineered fuel facilities

**Principal products/activities**

### India (joint venture)

In early 2025, TITAN Group entered the South Asian market through a new joint venture in India focused on sourcing, processing, marketing and distributing supplementary cementitious materials (SCMs) globally.

**Principal products/activities**

**Principal products / activities key:**

- Cement
- Ready-mix concrete
- Aggregates
- Dry mortars
- Building blocks
- Fly ash
- Waste management and alternative fuels
- Cementitious manufacturing and technologies

<sup>1</sup> Includes 1 facility in Canada

<sup>2</sup> Includes Aegean Perites S.A. in Greece

## ABOUT TITAN EGYPT OPERATIONS

TITAN Egypt produces cement and concrete to provide the country with essential building materials that are durable, long-lasting, and match the needs of modern society.

We operate two cement plants: Beni Suef Cement Plant in Beni Suef Governorate and Alexandria Portland Cement Plant in Alexandria Governorate. TITAN Beton and Aggregates Egypt (TBAE) has one facility in Upper Egypt (Fayoum Governorate) and three in West Cairo (6th of October City, Giza Governorate), including one aggregate plant in Attaka (Suez Governorate). Green Alternative Energy Assets (GAEA) is the alternative fuel vehicle of TITAN Egypt.

TITAN Egypt has grown significantly over the years. A key growth strategy is vertical integration, aligning with TITAN Group's strategic direction.

## GREEN ALTERNATIVE ENERGY ASSETS (GAEA)

By converting waste into fuel for cement kilns, emissions are reduced, contributing to Egypt's circular economy. After excluding recyclable materials and organic matter from MSW, the residuals are processed into RDF, an alternative fuel. This fuel substitutes traditional fossil fuels in industrial applications, helping to lower greenhouse gas emissions.

Our current strategy in alternative fuel (AF) focuses on backward integration, creating alliances with AF producers to address market challenges. TITAN Egypt aims to meet AF substitution targets by maximizing GAEA's production capacity for the Alexandria and Beni Suef Cement Plants and expanding sales to other market leaders. During 2024 and inaugurated in February 2025, we took a giant step forward in green energy production through GAEA's groundbreaking 10-year renewable contract in Greater Cairo "Khanka Refused Derived Fuel (RDF) Concession".

## TITAN BETON AND AGGREGATES EGYPT (TBAE)

As a subsidiary of TITAN Egypt, TBAE produces, distributes, and sells ready-mix concrete and aggregates. We cater to residential and commercial developers, industrial complexes, factories, infrastructure projects, and governmental housing. Our quarry in Attaqa, Suez Governorate supplies aggregates for our ready-mix plants and the local market.



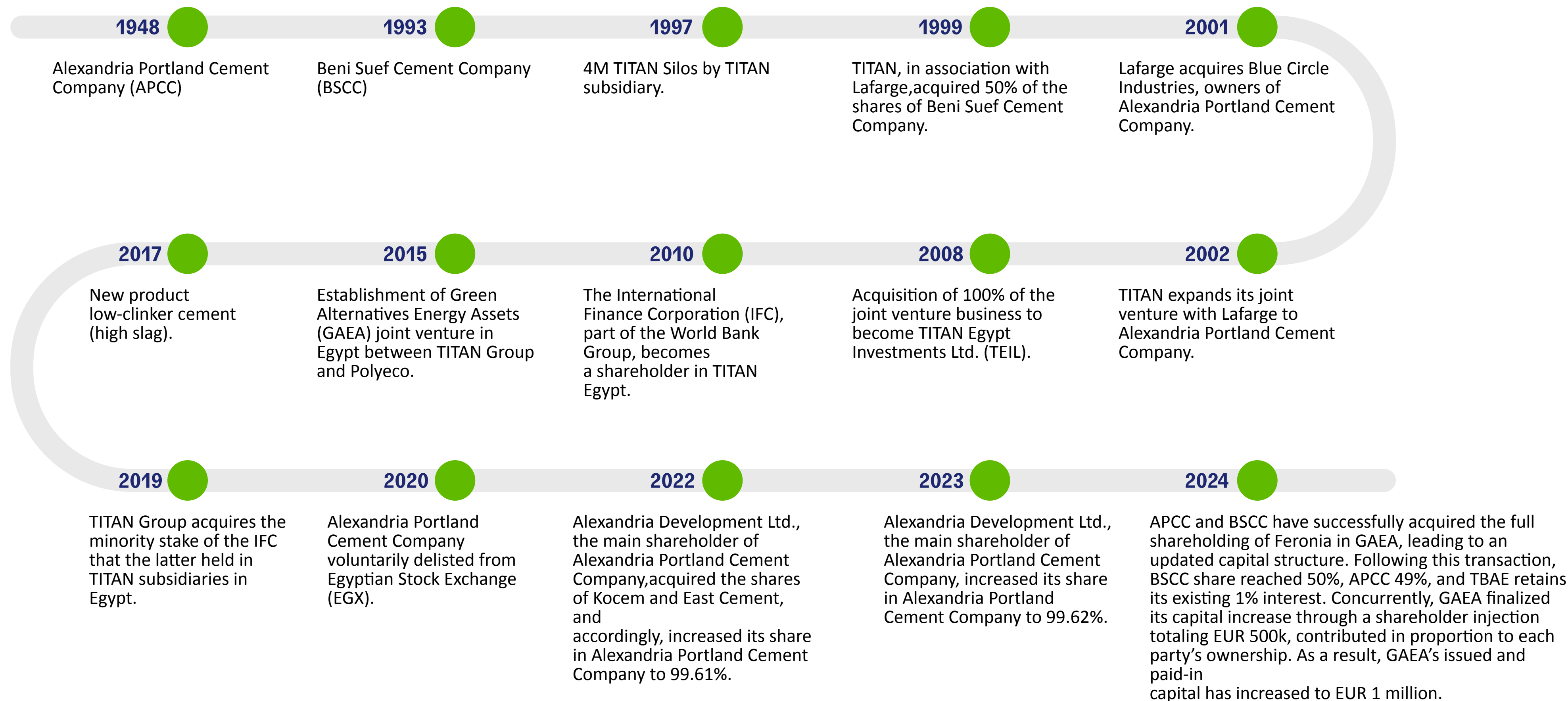
Senior management, along with the Minister of Environment, Local Development, and the Governor of Qalyubia, emphasized the project's national significance



Facility equipped with state-of-the-art sorting lines installed in collaboration with GIZ



## OUR HISTORY OF SUSTAINABLE GROWTH



# OUR PRODUCTS

As customer expectations grow and construction challenges evolve, TITAN Egypt remains focused on staying one step ahead—offering smart, responsible solutions that help build a more sustainable future for Egypt.



Cement



Ready-mix concrete



Aggregates



Alternative fuel and waste management services

# SOME OF OUR KEY MEGA PROJECTS

## SOME RECENT PROJECTS:

Residential and high-rise buildings



New Alamein Marina Towers  
CEMIII, SRC & OPC

Ports and Canals



Dekhela Port and breakwater  
APCC CEMIII

Railways



Cairo Monorail  
APCC CEMIII & SRC

## SOME KEY ELDER PROJECTS:



Bibliotheca Alexandrina








Stanley Bridge Alexandria



July 3rd Tunnel  
Port Said

# DELIVERING VALUE FOR ALL

To make the world around us a safe, sustainable and enjoyable place to live, we create and share value through the efficient utilization of our capital. We are focused on addressing global and local societal and environmental challenges and contributing to the attainment of the UN SDGs 2030.

WE DRAW ON OUR CAPITAL		VALUE CREATION HIGHLIGHTS	
 <b>FINANCIAL CAPITAL</b>	We efficiently use resources to grow the business and safeguard our global competitiveness.	Taxes to national and local authorities	<b>EGP 943 M</b>
		Other payments to government	<b>EGP 223.7 M</b>
 <b>MANUFACTURED CAPITAL</b>	We use the best technologies to manufacture and reliably distribute our products.	Capital expenditures (Capex)	<b>EGP 277.64 M</b>
 <b>INTELLECTUAL &amp; HUMAN CAPITAL</b>	We collaborate with the TITAN Group network to leverage our R&D capabilities, core competencies, innovative, and expertise aiming to improve our offerings and performance.	Investment in health and safety	<b>EGP 15.84 M</b>
		Salaries including in contributions to pensions, and social benefits, including additional benefits beyond those provided by law	<b>EGP 474 M</b>
	We value our employees and support their professional development in a safe, inclusive, and growth-oriented environment.	Investing in employee development	<b>EGP 0.833 M</b>
 <b>SOCIAL AND RELATIONSHIP CAPITAL</b>	We engage in collaborative initiatives and build trustable long-term relationships with our stakeholders to make a positive impact within society and local communities.	Internships	<b>109</b>
		Social Investment for community initiatives	<b>EGP 2.58 M</b>
		Total Procurement amount spent on suppliers, local, national and international for goods and services	<b>EGP 6.37 B</b>
 <b>NATURAL CAPITAL</b>	We responsibly source materials, contribute to the circular economy, and protect local natural resources and biodiversity in the areas where we operate.	Local Spend	<b>66%</b>
		Waste Utilization	<b>&gt;190 KTONS</b>
		Environmental Protection investment (Capex & Opex)	<b>EGP 277.7 M</b>

SDGs: 1,3, 4, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17

## TITAN GROUP PARTNERSHIPS FOR SUSTAINABLE DEVELOPMENT

By actively engaging in global collaborative efforts and aligning with international organizations, TITAN Group is contributing to the development of a world that is both safer and more sustainable for future generations.

**WE SUPPORT**



In support of

**WOMEN'S  
EMPOWERMENT  
PRINCIPLES**

Established by UN Women and the  
UN Global Compact Office

TITAN Egypt, a subsidiary of TITAN SA (a UN Global Compact signatory since 2002) supports the Ten Principles, SDGs, and broader UN goals. supports the Ten Principles, SDGs, and broader UN goals. We aim to enhance disclosure transparency and contribute to relevant SDGs by 2030.

Disclaimer for the use of the UNGC Logo: Further to the above statement, we also state that, as TITAN Egypt, we consolidate our support for this initiative fully under our parent company's commitment. As such, we do not participate in UN Global Compact activities directly, nor do we participate in activities of a Global Compact Local Network.

Participating actively in different workstreams in the fields of Health and Safety, Policy, Net Zero, Innovation and ESG, TITAN Group is working with the Global Cement and Concrete Association (GCCA) and the GCCA Research Network Innovandi to implement the 2050 Roadmap to Net Zero.

TITAN Group has been a CSR Europe member since 2004 and a founding member of national partner organizations.

In March 2023, TITAN Group became a signatory of the United Nations Women's Empowerment Principles (WEPs). Established by UN Women and the UN Global Compact, the principles will help enhance and expedite TITAN's efforts for the advancement of gender equality and women's empowerment in the workplace.

# STAKEHOLDER ENGAGEMENT

Since 2023, TITAN Group collaborated with management and experts at each business unit to promote the implementation of TITAN’s Framework Guidance for Stakeholder Engagement. This framework offers guiding principles to manage regular feedback from stakeholders. Various communication channels are used through a customized approach based on the characteristics and needs of different stakeholder groups, including the TITAN Egypt LinkedIn page and the TITAN Egypt Annual Sustainability Report.

Additionally, our Stakeholders Engagement Framework provides practical guidance on grievance management for business units, in alignment with the whistleblowing policy to address individual incidents.

Group Policies and Code of Conduct for Procurement, Qualification based on ESG Criteria, Bilateral meetings, communication events, seminars and workshops, Health, safety and environmental management training to our contractors

Community Engagement Plans, Open door policy, Volunteering and collaborative actions within communities, ISO Complaints management, Bilateral / multi-stakeholder meetings, Socioeconomic studies, Onsite visits and Events participation/sponsorship

Participation in local campaigns, forums and conferences and bilateral / multi-stakeholder meetings



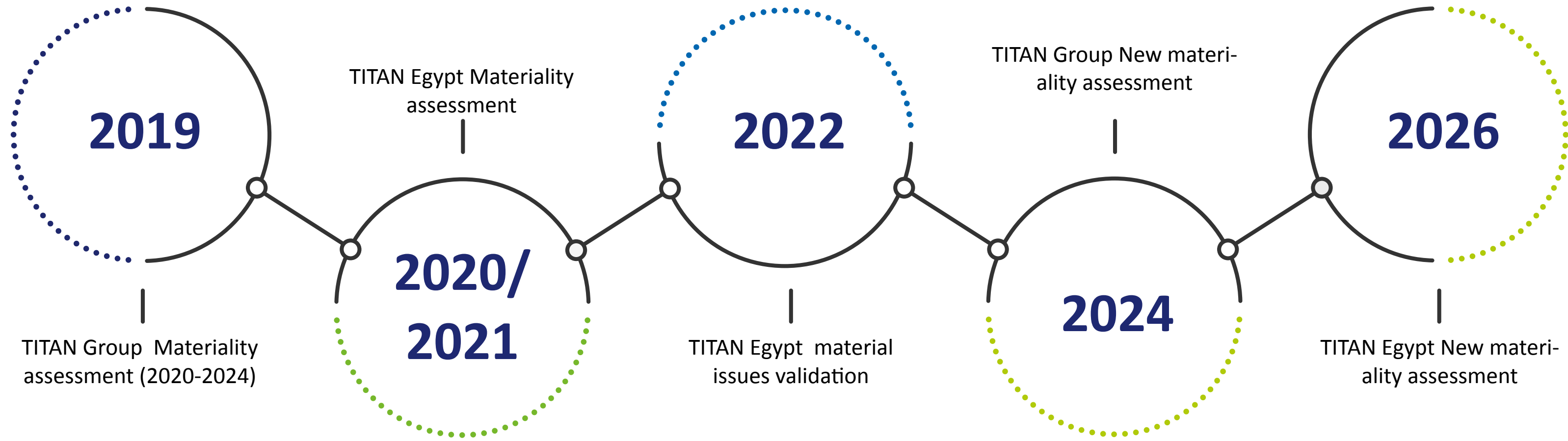
Training on Group Policies, continuous upskilling and reskilling, Health, safety and environmental management training, Employee performance evaluation and engagement surveys, Group intranet (connections), group and local communication events and local regular meetings, Labor union meetings with local management, Employee Opinion Survey, Complaints boxes in locations, and EthicsPoint

Customer satisfaction surveys, Marketing and technical consultations, ISO complaints management, Digitalized complaints tracking system, Bilateral meetings, new product launch events, seminars and workshops

Cooperation for research and academic programs and bilateral / multi-stakeholder meetings

Collaborative actions bilaterally or through associations, Bilateral / multi-stakeholder regular meetings, Formal letters, press releases and public seminars

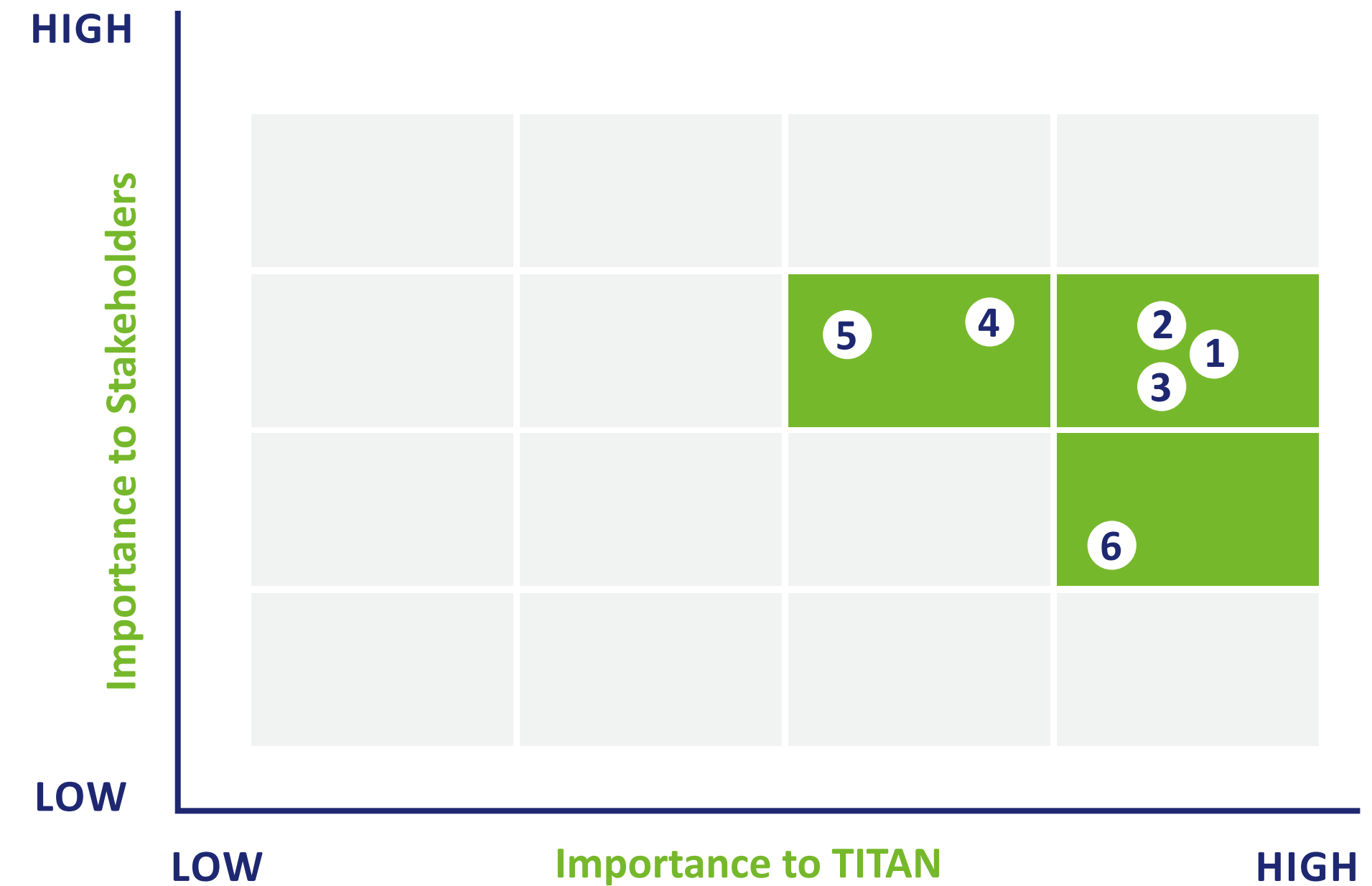
# MATERIAL ISSUES FOR TITAN EGYPT AND ITS STAKEHOLDERS



We adhere to the principles of double and dynamic materiality assessment, integrating them into our business strategies to foster long-term sustainability. These approaches enhance stakeholder trust, improve strategic planning, and support efficient resource allocation.

Aligned with the United Nations Sustainable Development Goals (SDGs), as part of the TITAN Group process, and utilizing the global standards of the Sustainability Accounting Standards Board (SASB) Materiality Map® for Construction Materials, we are committed to aligning our sustainability strategy and business plans with the six high priority material issues identified by our stakeholders as defined during the 2020–2021 materiality cycle and subsequently validated with stakeholders in 2022.

All data shared in the “ESG Performance Statement” section is structured and aligned with the outcomes of this materiality assessment.

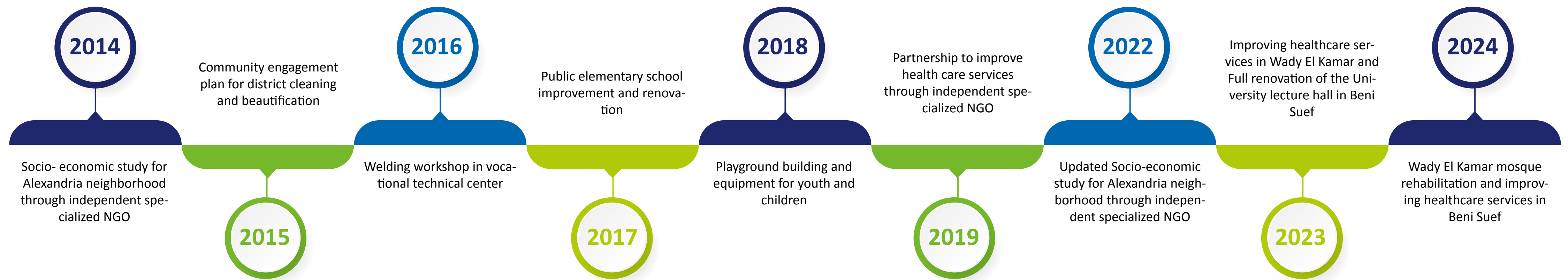






## ONGOING POSITIVE IMPACT AND STAKEHOLDER RESPONSE

Since 2014, TITAN Egypt has voluntarily committed to annually disclose the company’s sustainability performance and address the stakeholders’ material issues. All TITAN Egypt sustainability reports are available online at TITAN Cement Egypt’s website: <http://titancementegypt.com/>. Below are some of our key initiatives and actions offered to our local communities based on their needs.





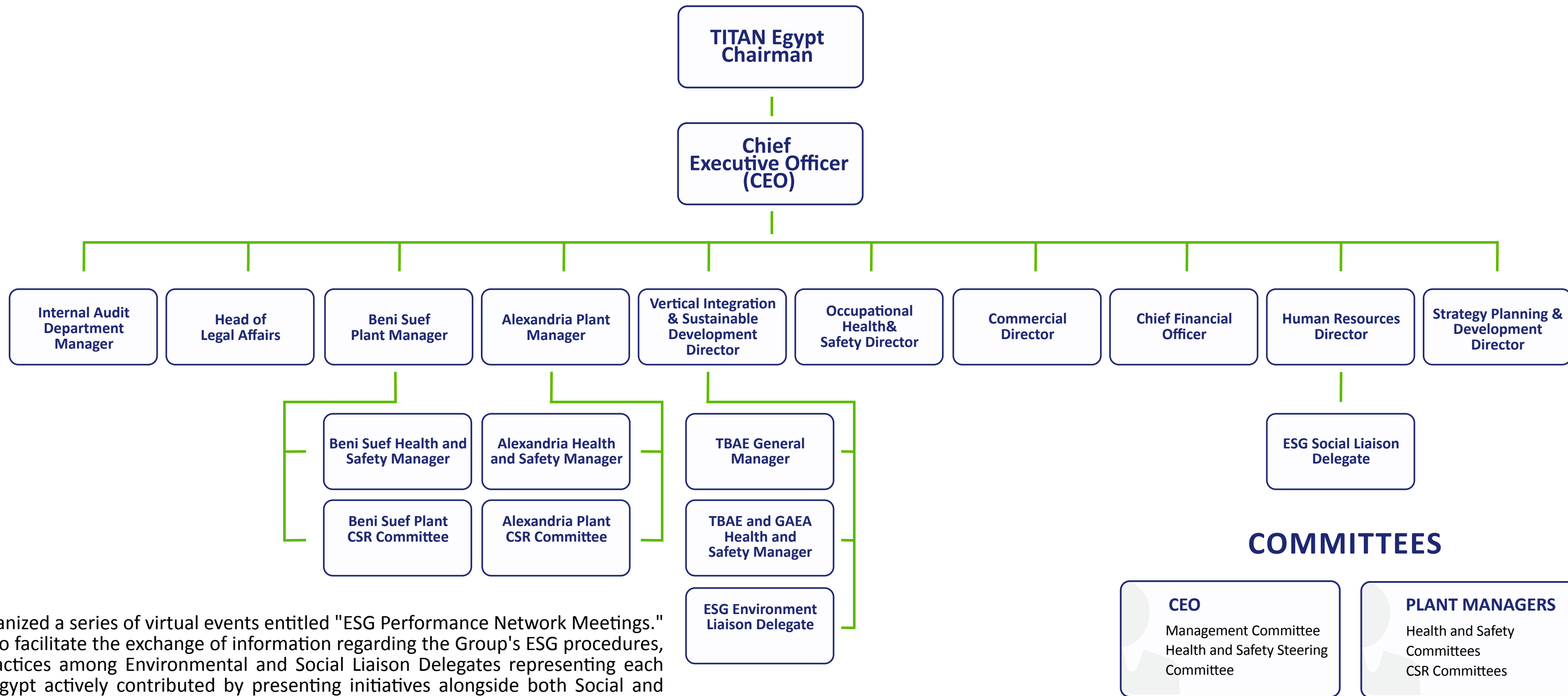
**MANAGEMENT REPORT SECTION**

# CORPORATE GOVERNANCE AND CONNECTION TO SUSTAINABILITY

The Governance Information and ESG Key Performance Statements Sections encompasses all governance, key performance indicators and additional information pertaining to our governance.

Titan Egypt’s compliance program incorporates policies and practices to align with legal standards and stakeholder interests. Guided by corporate governance principles, ethical practices, and transparency, the governance system not only meets but often exceeds local legal requirements, reflecting our commitment to accountability and sustainable development.

## ORGANIZATION CHART



In 2024, the Group organized a series of virtual events entitled "ESG Performance Network Meetings." These sessions aimed to facilitate the exchange of information regarding the Group's ESG procedures, activities, and best practices among Environmental and Social Liaison Delegates representing each business unit. TITAN Egypt actively contributed by presenting initiatives alongside both Social and Environment Liaison Delegates during these meetings.

## TITAN EGYPT MANAGEMENT SYSTEMS

TITAN Egypt has been following ISO international standards in its cement operations since 2004 and continues to work on upgrading, enhancing, implementing, and institutionalizing ISO-certified management systems.

MANAGEMENT SYSTEM / OPERATIONS	ALEXANDRIA CEMENT PLANT	BENI SUEF CEMENT PLANT	READY-MIX PLANTS	WASTE MANAGEMENT LABORATORY
SOCIAL GHRMS / SAP SUCCESSFACTORS	✓	✓	✓	✓
ISO 45001 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	✓	✓	✓	
ISO 9001 QUALITY MANAGEMENT SYSTEM	✓	✓	✓	✓
ISO 14001 ENVIRONMENT MANAGEMENT SYSTEM	✓	✓	✓	
ISO 50001 ENERGY MANAGEMENT SYSTEM	✓	✓		

## RISK MANAGEMENT

Effective risk management allows TITAN Group and TITAN Egypt to adapt to changes in the business environment. Our strategy includes management systems, strategic objectives, corporate governance, policies, reporting, stakeholder communication, and performance measurement across operations.

RISKS COVERED	RISK MANAGEMENT APPROACH ADDRESSED AND MANAGED BY
STRATEGIC RISKS	TITAN Egypt management committee under an annual strategy process
FINANCIAL RISKS	Finance Division as part of the day-to-day operations and embedded into business processes
OPERATIONAL RISKS	Business unit management team of concerned divisions
ESG RISKS (ENVIRONMENTAL, SOCIAL, AND GOVERNANCE)	Business unit management team of concerned divisions
LEGAL RISKS	Legal division with the assistance of specialized external consultants when needed
NATURAL HAZARDS & BUSINESS INTERRUPTION RISKS	A comprehensive insurance policy
<b>EGYPT LOCAL INTERNAL AUDIT - TITAN GROUP AUDIT AND COMPLIANCE - EXTERNAL AUDITS</b>	



**SUSTAINABILITY AND FINANCIAL  
INFORMATION SECTION**

# TEN YEARS OF SUSTAINABILITY REPORTING



TITAN Egypt has been committed to non-financial disclosure for a decade, beginning with its inaugural CSR report in 2014. By prioritizing ongoing development and building capacity, the company leverages sustainability reporting to uphold responsible governance and maintain transparent communication with stakeholders, focusing on key material issues of shared relevance.

This section highlights TITAN Egypt's achievements for 2024. Despite the financial pressures, we sustained our voluntary efforts by actively collaborating with impacted communities to address priority concerns, including environmental protection, community development, occupational health and safety, employment opportunities and open dialogue.

# TITAN EGYPT JOINS TITAN GROUP 2024 SUSTAINABILITY SUMMITS IN ATHENS



ALTERNATIVE FUELS SUMMIT 2024

The three-day summit on sustainable energy and alternative fuels in the cement industry gathered attendees from various plants, business units, and corporate functions to share knowledge, best practices, and explore advancements in alternative fuel technologies.



ESG SUMMIT 2024

A two-day summit gathered individuals from around the world, including external stakeholders, to discuss insights on ESG-related issues. Collaboration is necessary to achieve our ESG targets for 2025 and beyond, aligning with our sustainability strategy and core purpose: "Making the world a safe, sustainable, and enjoyable place to live."

# ENVIRONMENTAL, CLIMATE & ENERGY MANAGEMENT

## MATERIAL ISSUE: ENVIRONMENT & ENERGY MANAGEMENT

The Governance and ESG Key Performance Statements Sections encompasses all governance, key performance indicators and additional information pertaining to environmental and energy management



Environmental Protection Investments  
EGP **227.2** M



Alternative Fuel Rate  
**21.3%**



Cement Mix Portfolio Clinker Contribution  
**80.9%**

# CEMENT PRODUCTION USES NATURAL RESOURCES AND ENERGY

## CONTINUOUS MONITORING AND REPORTING

We assess our environmental impact to minimize the usage of thermal and electrical energy along with raw materials and water as essential natural resources.

### WE ARE COMMITTED TO

- ▶ Compliance with local regulations, ISO standards, and TITAN Group Climate Change and Environmental policies.
- ▶ Publish indicators on our website <http://titacementegypt.com/>

### WE ARE RESPONSIBLE FOR

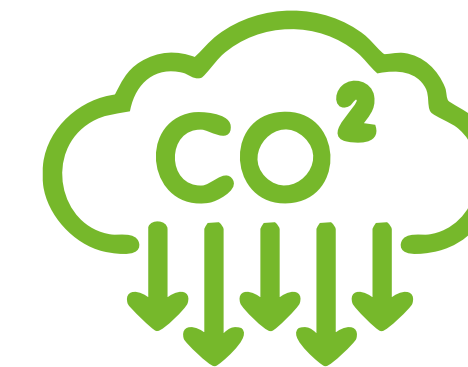
- ▶ Reducing our environmental footprint.
- ▶ Adopting best practices for emission control, energy efficiency, and waste management.



## ENVIRONMENTAL PROTECTION INVESTMENTS

### HEAVY INVESTMENTS TO IMPROVE THE ENVIRONMENTAL CONTROLS AND EFFICIENCY

It is noteworthy that in 2024, investments in environmental protection (CAPEX & OPEX) amount to EGP 227.2 million, representing an approximate increase of 48% compared to the expenses in 2023.



## TOWARDS REDUCING CARBON EMISSIONS IN LINE WITH THE 1.5°C SCENARIO

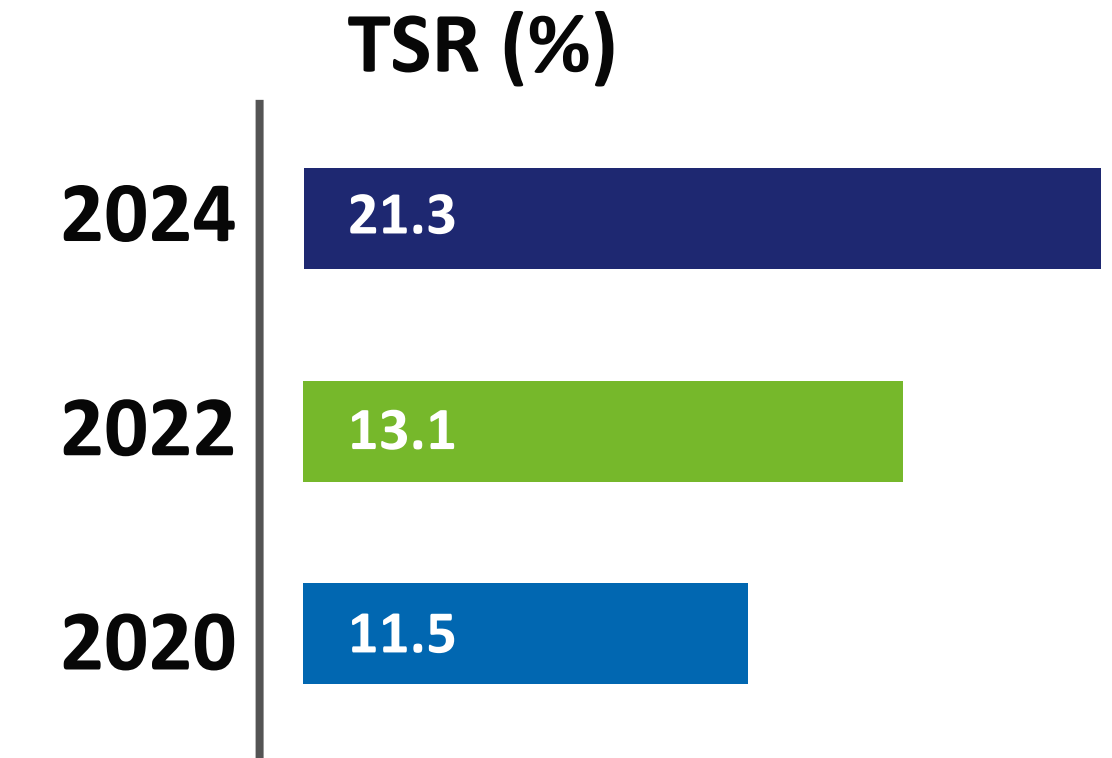
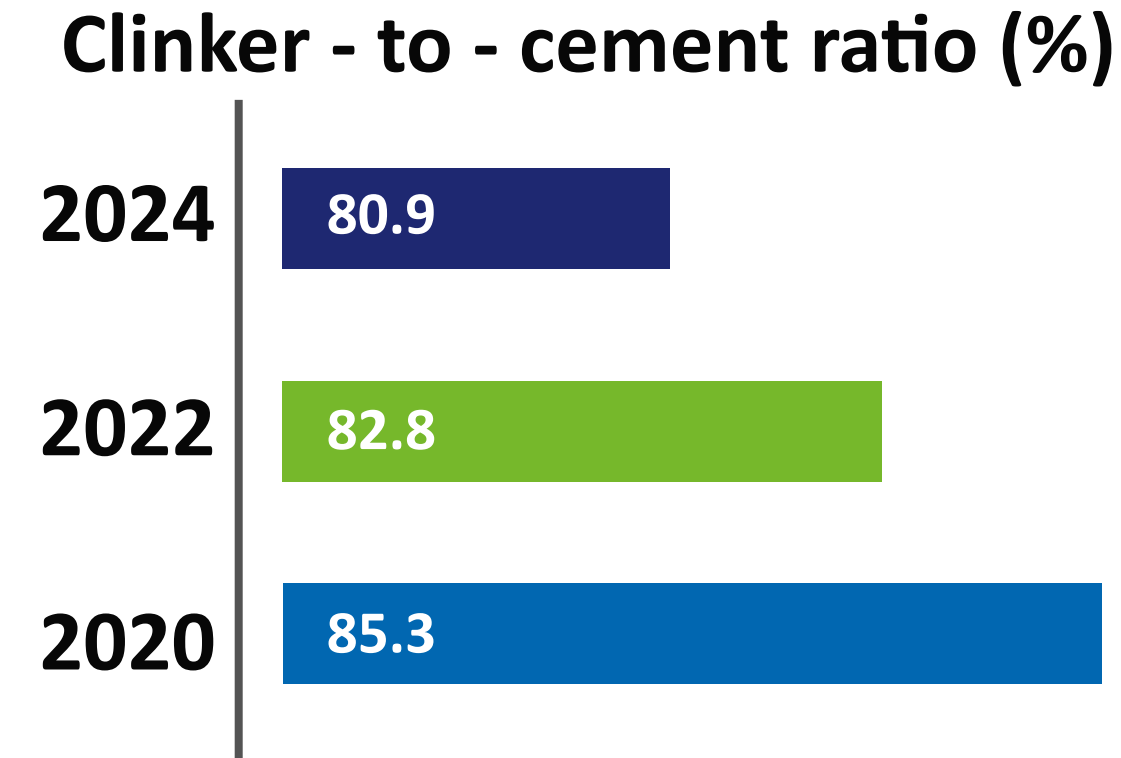
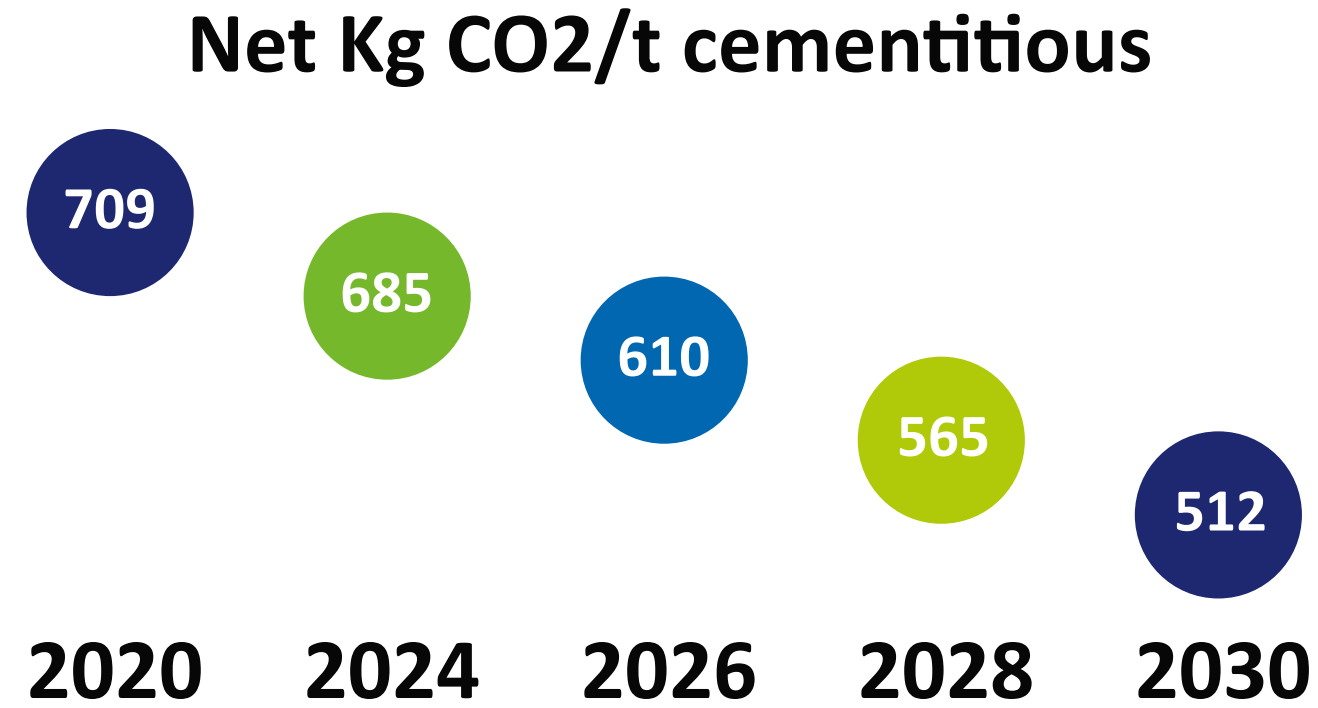
### CONTINUOUS LEADERSHIP IN CLIMATE ACTION

TITAN Group and its subsidiaries commit to the COP 21 Paris Agreement goal of limiting global temperature rise to below 2°C, with a target of 1.5°C above pre-industrial levels. TITAN was among the first cement companies to have its CO2 reduction targets validated by the Science-Based Targets initiative (SBTi) as aligning with the 1.5°C pathway.



# SCOPE 1 CO2 EMISSIONS PERFORMANCE

In 2024, we achieved 685.1 compared to 708.9 in 2020 kg/t cementitious specific net CO2 emission. This positive impact was affected by the improvement towards green cement portfolio and the high achieved Thermal Substitution Rate (TSR).



## CEMENT MIX PORTFOLIO

A pivotal aspect of our decarbonization roadmap involves decreasing the proportion of clinker in our cement mix portfolio. Our commitment to differentiating our offerings through green products are essential in this regard, providing sustainable alternatives with lower clinker content while delivering added value to our customers.

### CLINKER / CEMENT RATIO

In 2024, we reached 80.9% compared to 85.3% in 2020.

### GREEN PRODUCTS

Since 2020, we promoted green cement for environmentally friendly construction. In 2024, the usage increased to 8.40% from 0.20% in 2020.

## ENERGY CONSERVATION EFFICIENCY

An essential part of our decarbonization plan involves replacing fossil fuels with low-emission alternatives. We remain committed to reducing natural resource consumption in energy. We've incorporated alternative fuel (AF) use into our sustainability strategies, investing significantly and partnering through GAEA entity.

### NEW AF FEEDING SYSTEM

Initiated in 2023, Beni Suef AF project received emphasis with an investment exceeding EGP 138 m, boosting waste utilization 2024 onwards.

### THERMAL SUBSTITUTION RATE (TSR)

In 2024, the use of AF including RDF (refused derived fuel), biomass, TDF (Tire-Derived Fuel), and used oil rose to > 190 Ktons, resulting in an increase in the TSR to 21.3% from 19.5% in 2023.

## SCOPE 2 AND 3 CO2 EMISSIONS PERFORMANCE

### SCOPE 2 CO2 EMISSIONS

- ▶ Due to a 24% increase in production in 2024, these emissions rose from 0.16 M tons in 2023 to 0.25 M tons.
- ▶ There was a very limited room for improvement in energy efficiency related to equipment technology.

### SCOPE 3 CO2 EMISSIONS

- ▶ Under the current reporting system, this scope covers the life cycle of the product and production process, focusing on the supply chain cycle and all pre- and post-activities related to product manufacturing.
- ▶ Since 2020, TITAN Egypt reports this scope of emissions.

# TRANSFORMING WASTE INTO GREEN ENERGY: A SUCCESS STORY FROM BENI SUEF

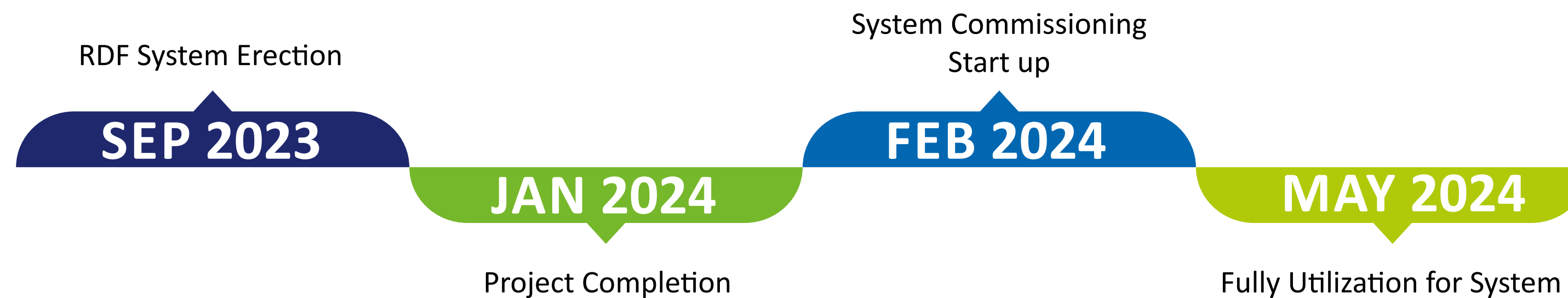
To address environmental concerns and the need for sustainable waste management, our organization has implemented an AF feeding system. This initiative aims to tackle waste accumulation and reduce reliance on fossil fuels by converting non-recyclable waste into an alternative energy source provided by our waste management entity GAEA.

The AF feeding system will process different types of considerable heat-value AF streams (RDF, Biomass, TDF, etc.). This AF will replace conventional fossil fuel, thereby reducing greenhouse gas emissions.

Safety remained a top priority during all project phases, resulting in zero Lost Time Injuries (LTI).

In addition to promoting sustainability, this AF project strengthens the circular economy by recovering energy from waste, reducing landfill dependency, and creating local job opportunities. Through innovation, partnerships, and community engagement, the AF system offers a practical step toward a cleaner and more resource-efficient future.

Supporting TITAN's sustainability goals, the AF project is completed, reaching major milestones in waste management and energy recovery.



## SAFETY

- ▶ Workforce
- ▶ Project contractors
- ▶ Surrounding community

## OBJECTIVES

- ▶ 35% saved landfilling of non-recyclable waste
- ▶ ~ 10% reduction in carbon emissions
- ▶ High quality RDF to replace fossil fuels

## GAINS

- ▶ 35% Thermal Substitution Rate
- ▶ ~ 150 Kton of CO2 saving per year
- ▶ Improve energy costs



AF Feeding System



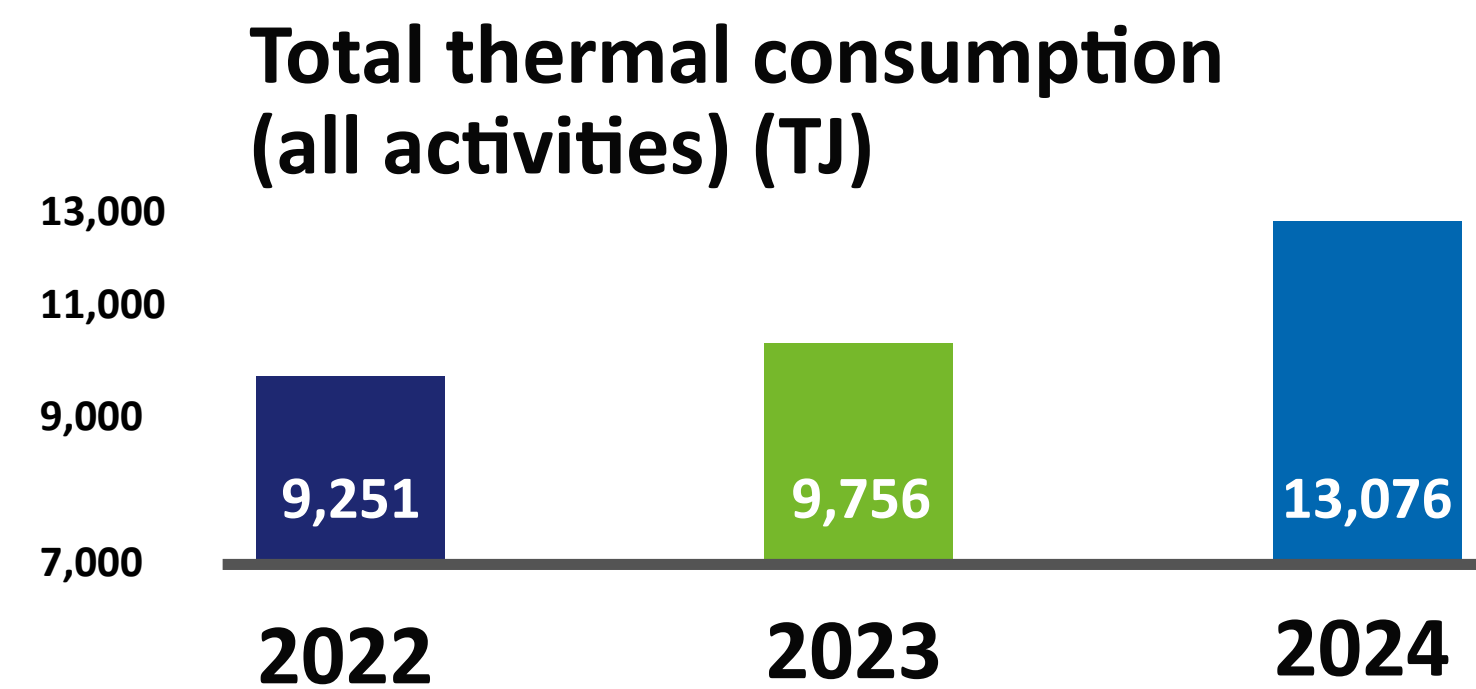
AF Storage Area

## THERMAL AND ELECTRICAL ENERGY

### ENERGY OPTIMIZATION

A machine learning tool, Real-Time Optimizer has been implemented to forecast and optimize electrical energy usage in the cement mills at the Alexandria and Beni Suef integrated cement plants. It helps optimizing the production process and improving energy efficiency.

In 2023, Beni Suef Line 1 was not operational. However, in 2024, it resumed operations for approximately half of the year. This led to an increase in both thermal and energy consumption, attributed to a 24% rise in production compared to 2023.

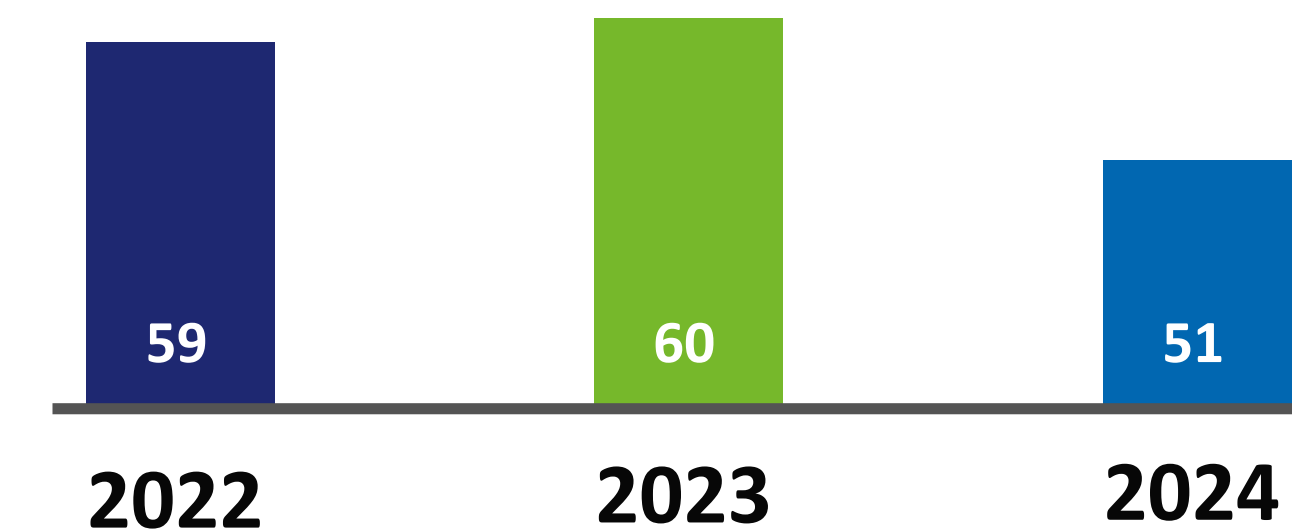


## CONTROLLING OUR EMISSIONS

### EMISSION MONITORING

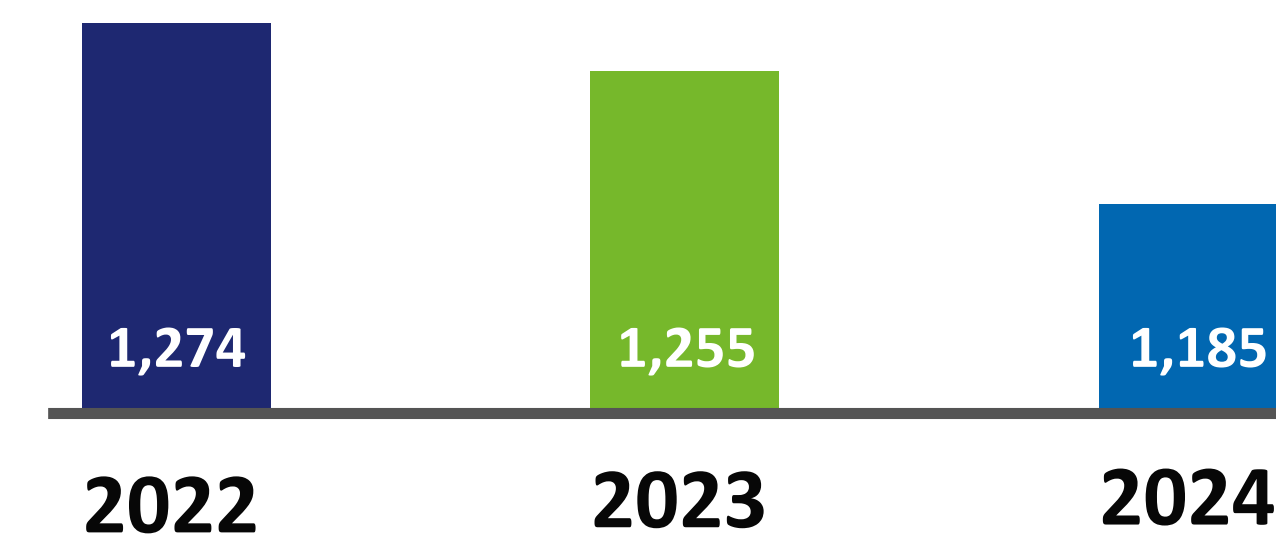
We ensure compliance with Egyptian law and the regulations set forth by the Egyptian Environmental Affairs Agency (EEAA) through Continuous Emission Monitoring System (CEMS). On the other hand, systematic monitoring of fugitive dust emissions not only lessens the impact on nearby areas but also prioritizes the health and wellbeing of our employees

#### Specific dust emission (g/tClinker)



Kiln stacks are a major source of dust emissions in cement factories.

#### Specific NOx emission (g/tClinker)



High temperatures during combustion might cause NOx emissions.

# RAW MATERIALS AND WATER CONSERVATION

## OUR NATURAL RESOURCE CONSUMPTION INITIATIVES

Our two cement plants are classified as areas of high-water stress (over 80%) according to the 2024 updated water risk assessment. Using the World Resources Institute's (WRI) Aqueduct tool, TITAN Group identified this status across all sites. In 2024, Alexandria Plant's technical team initiated a project to reduce water withdrawals, optimize consumption, and enhance wastewater recovery which demonstrated environmental advancements.

We improved raw material replacement, with ongoing efforts to optimize processes and conserve resources essential for sustainable production and environmental management. Actions are being taken to optimize water use by decreasing freshwater consumption, recycling, and encouraging the adoption of efficient practices.

As per the 2024 updated water risk assessment using the World Resources Institute's (WRI) Aqueduct tool, Alexandria and Beni Suef cement plants are in areas of high-water stress (over 80%). In 2024, Alexandria Plant initiated a targeted water management project focusing on reducing water withdrawals, optimizing consumption, and enhancing wastewater recovery, demonstrating our commitment to environmental stewardship.

Through an innovative pilot project utilizing refurbished spare parts, Alexandria Plant successfully implemented a system to collect condensate water from five air compressors. Given Alexandria's high humidity, significant moisture is generated during air compression. This collected condensate, previously discharged, is now being reused for on-site applications such as street watering. This endeavor has resulted in an estimated annual saving of 1,500 m<sup>3</sup>, with the potential to recover 4,000 to 5,000 m<sup>3</sup> annually (approximately 2-3% of total water withdrawal) by extending the collection to all compressors and water traps. The plant plans to conduct a comprehensive study for a plant-wide collection network and explore utilizing this recovered water in mechanical cooling systems, addressing minor oil contamination challenges.

# BIODIVERSITY, QUARRY REHABILITATION, AND LAND STEWARDSHIP

## THE CEMENT AND AGGREGATES INDUSTRIES INTERACT WITH BIODIVERSITY AND ECOSYSTEMS

Extraction of raw materials and modifications to the area's topography affect the surrounding environment and communities.

### BIODIVERSITY

The biodiversity risk assessment conducted in 2020, utilizing the Integrated Biodiversity Assessment Tool (IBAT, <https://ibatalliance.org/>), determined that none of the TITAN Egypt quarries are located near or within areas of high biodiversity value.

No specific biodiversity management plans are required for our sites.

### REHABILITATION

We have created rehabilitation plans for the quarries at the Alexandria and Beni Suef plants, collaborating with local experts and adhering to TITAN and international standards. The block modeling and mining plan for the new Beni Suef limestone quarries are currently being finalized. Following this, the necessary rehabilitation plan will be implemented through local consultancy.

### LAND STEWARDSHIP

TITAN Egypt has followed permits and implemented rehabilitation plans at quarries. Due to new regulations from late 2020, we cannot carry out long-term Biodiversity Management or Quarries Rehabilitation Plans. However, TITAN Egypt will continue promoting land stewardship and restoration in collaboration with stakeholders and authorities.

## SOCIAL– HEALTH AND SAFETY

### MATERIAL ISSUE: HEALTH AND SAFETY

The Governance and ESG Key Performance Statements Sections encompasses all governance, key performance indicators and additional information pertaining to health and safety.



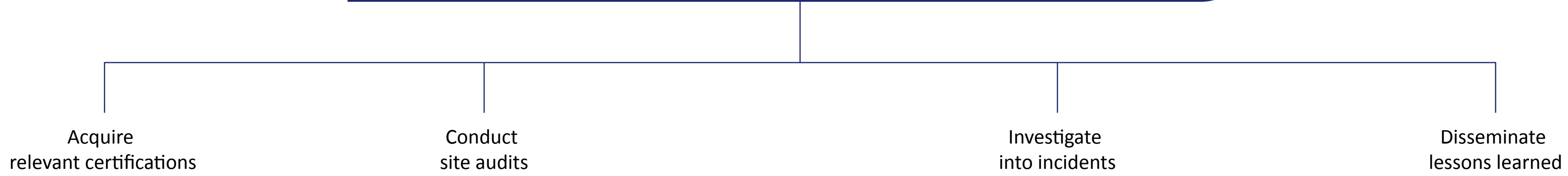
- ▶ All leading indicators remained on target accross workforce
- ▶ Health and Safety employees training target met
- ▶ Health and Safety expenditures EGP 15.84 m

## TITAN’S DEDICATION TO HEALTH AND SAFETY IS INTEGRAL TO OUR ORGANIZATION

**We strive to continuously enhance workplace health and safety for our personnel, contractors, and visitors**

The commitment to health and safety is a priority at all levels of our organization, from the Board and Group Executive Committee to field employees.

### To enhance safety and mitigate risk, we must



# SUPPORTING HOLISTIC EMPLOYEE WELLBEING

## 23 WELLBEING INITIATIVES FOR OUR PEOPLE

Remaining one of our top priorities, we actively contribute to well-being efforts and implement initiatives across the four dimensions of the TITAN Group Framework

<p><b>FINANCIAL 9</b></p> <ul style="list-style-type: none"> <li>▶ Family medical insurance</li> <li>▶ Extended medical coverage for severe illnesses</li> <li>▶ Life insurance</li> <li>▶ Saving Plan</li> <li>▶ Overseas travel insurance</li> <li>▶ Workplace free beverages and mineral water</li> <li>▶ Free-safety supermarket coupon</li> <li>▶ Transportation expenses</li> <li>▶ Emergency interest-free loans</li> </ul>	<p><b>SOCIAL 7</b></p> <ul style="list-style-type: none"> <li>▶ Community-based CSR initiatives</li> <li>▶ Sweets distribution during holy occasions</li> <li>▶ Ramadan Iftar Gatherings</li> <li>▶ Communication meetings</li> <li>▶ Religious Pilgrimage lottery</li> <li>▶ Subsidized summer resorts via installments</li> <li>▶ Key events celebration New year, Ramadan, International Women's Day</li> </ul>	<p><b>MENTAL 5</b></p> <ul style="list-style-type: none"> <li>▶ Group Employee Assistance Program</li> <li>▶ Celebratin World Mental Health Day</li> <li>▶ Access to mental health resources</li> <li>▶ Employees Intranet mental health Corner</li> <li>▶ Stress relief gifts distribution</li> </ul>	<p><b>PHYSICAL 2</b></p> <ul style="list-style-type: none"> <li>▶ Football Tournaments</li> <li>▶ Medical insurance Doctors</li> </ul>
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# HEALTH AND SAFETY ACTIONS

## ELEVATING WORKPLACE SAFETY IN 2024

Several important initiatives and actions have led to notable progress in workplace safety.

### Enhancing and unifying Safety Culture

#### Improved safety performance

We promoted safety through leadership, training, hazard identification, communication, near-miss reporting, and recognition programs to ensure accountability and collaboration at all levels.

### Safe Management of high-risk Projects

#### Safety integration into operational planning and execution

We ensured the successful and incident-free execution of several high-risk improvement projects. Each project was managed under strict safety protocols, with thorough risk assessments, contractor oversight, and continuous health and safety supervision.

### Enhancing Contractor Safety Guidelines

#### Enabling safer operations

In 2023, we began an alignment with Group Contractor guidelines to improve compliance and localization. By 2024, we enhanced onboarding, increased inspections, had detailed performance reviews, and roles communication.

### Improvement in Ready-Mix Fleet & Equipment Safety

#### Improving safety for everyone involved

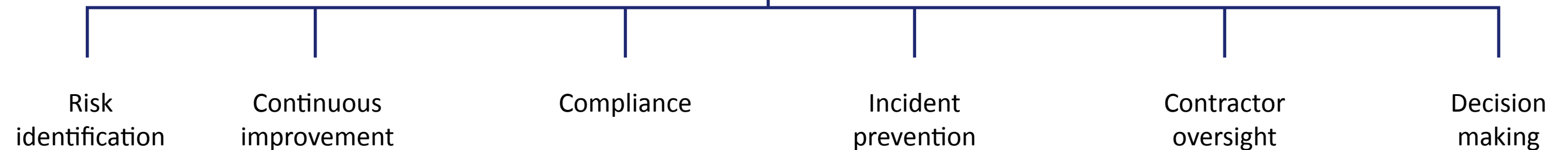
Advanced safety features, preventive maintenance, and driver monitoring improved the ready-mix fleet's safety and efficiency, leading to safer driving, fewer incidents, and more reliable equipment.

# SAFETY AUDITS

## BOOSTING SAFETY WITH ENHANCED INTERNAL AUDITING

We significantly enhanced our internal auditing processes by implementing monthly safety audits. Additionally, we completed Group and external audits, including government inspections. All audit and incident findings were documented, responsibilities assigned, deadlines set, and progress tracked electronically for effective follow-up and evaluation.

### NOTABLE ADVANCEMENTS DUE TO INTERNAL SAFETY AUDITS



# SAFETY PERFORMANCE

## NO FATALITIES NOR LOST TIME INJURIES (LTIS) RECORDED IN 2024

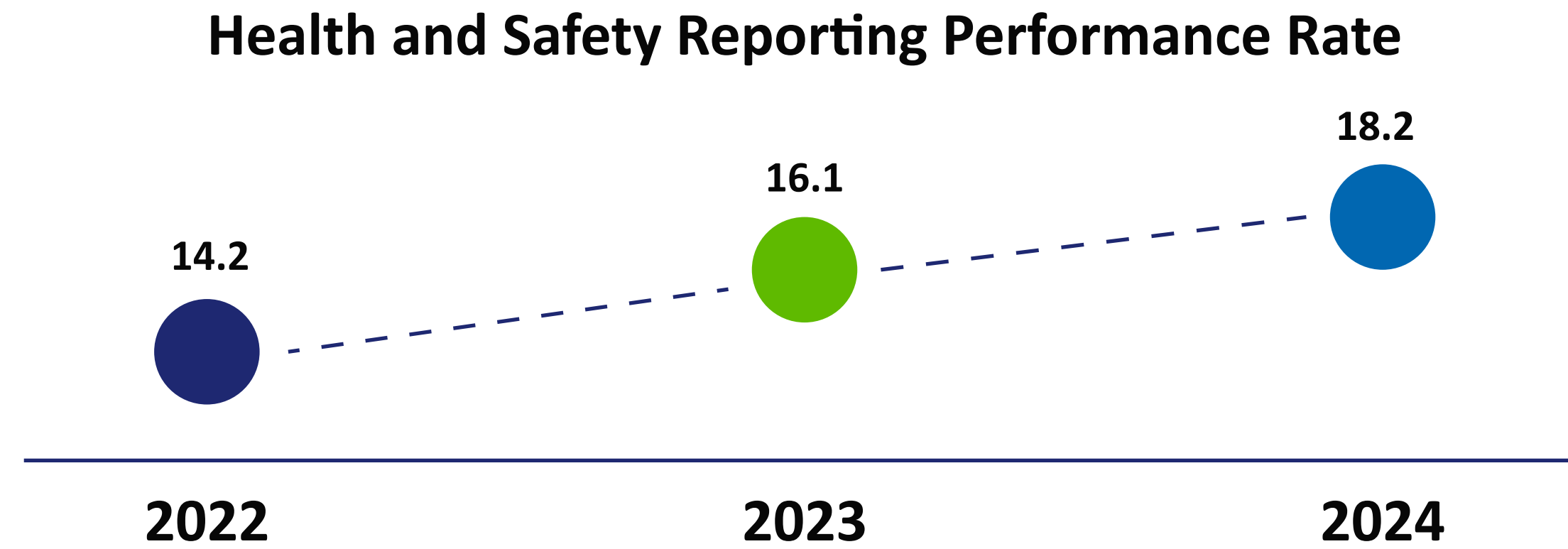
For the seventh year in a row, no LTIs were recorded for employees. Highlighting efforts made since 2023, contractors also had no LTIs in 2024. We made significant upgrades and modifications to prevent similar LTI accidents from recurring.

TITAN Egypt significantly raised awareness and encouraged contractors to report unsafe acts or conditions. By 2024, we aligned over 90% of our contractors with TITAN safety guidelines, though this requires ongoing follow-up.

# SAFETY REPORTING

## UPWARD TREND OF REPORTING PERFORMANCE RATE

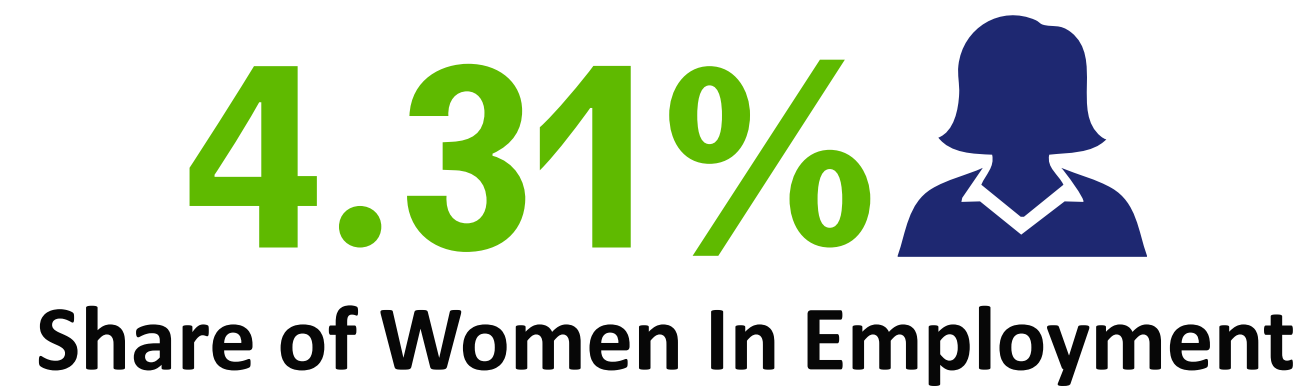
In 2024, reported unsafe conditions, hazards, and near-miss incidents increased compared to previous years, reflecting progress in safety culture which is attributed to heightened awareness, enhanced accountability, and the increased involvement of our workforce in risk identification and reporting.



**SOCIAL— OUR PEOPLE**

**MATERIAL ISSUE:  
EMPLOYEE ENGAGEMENT AND DEVELOPMENT**

The Governance and ESG Key Performance Statements Sections encompasses all governance, key performance indicators and additional information pertaining to our people



**MORE ENGAGING AND OPEN COMMUNICATION APPROACH**

**REINFORCING TRANSPARENCY AND TRUST**

Our commitment to strategic alignment, transparent communication, and the creation of a common vision is demonstrated through our consistent actions and engagement across various channels.

In 2024, we deepened our efforts to promote cultural and operational transformation towards a more sustainable future. We implemented a variety of initiatives across all levels and locations to keep our people informed, inspired, and connected to our shared goals.



1 TOWNHALL MEETINGS ACROSS ALL LOCATIONS

## VOICES ACKNOWLEDGED AT EVERY LEVEL

These meetings at Alexandria Plant, Beni Suef Plant, TITAN Beton & Aggregates, and our Head Office provided an open forum to share insights, celebrate wins, and discuss TITAN Egypt future vision. Employees questions, ideas, and feedback during these sessions reinforced the shared commitment to collaboration and innovation.



2 TOP 60 LEADERS FORUMS

## EMPOWERING OUR LEADERS AND FUTURE LEADERS

We brought together 60 of TITAN Egypt’s top leaders for two workshops focusing on our core values and their role in guiding our strategy. Through discussions and collaborative activities, we examined how to align our strengths and address challenges. These workshops demonstrated the importance of teamwork and the potential that can be achieved through collaboration.



3 RAMADAN IFTAR GATHERINGS FOR ALL EMPLOYEES

## BUILDING BONDS AT EVERY LEVEL

With accessible leadership, the team united to celebrate shared values and unveil a rebranded logo, reflecting our evolving identity and future vision. It wasn’t just about sharing a meal they were evenings filled with heartfelt conversations, cherished moments, and meaningful activities that highlighted our revitalized corporate values: We Care, We Dare, We Build to Last, and We Walk the Talk.



2 TITAN GROUP MANAGEMENT WEBCASTS

## DIRECT ACCESS TO GLOBAL LEADERSHIP

Hear firsthand about group-wide updates, strategic direction and key initiatives

# DIVERSITY, EQUITY AND INCLUSION (DE&I)

## TOWARD A TRULY EQUITABLE AND INCLUSIVE ORGANIZATION

We reaffirm our dedication to a workplace where all employees are respected and have equal opportunities.

**14%** Management Committee  
Women representation rise in 2025



# RESPECT IN THE WORKPLACE POLICY:

## A CULTURE OF INCLUSIVITY AND PSYCHOLOGICAL SAFETY

We reinforce our commitment to a dignified, fair, and respectful workplace.

In March 2024, TITAN introduced Respect in the Workplace Group Policy that complements the Group Human Rights and Diversity, Equity & Inclusion Policies. This initiative underscores our zero-tolerance stance on workplace violence and harassment, providing clear principles for identification, prevention, and response. An e-learning experience was also launched to empower employees with practical tools to recognize and address inappropriate behaviors. This policy and training are integral to fostering a culture of respect and accountability, ensuring all employees feel safe, valued, and empowered to thrive.

# EMPLOYEE ENGAGEMENT SURVEY IS MORE THAN A MOMENT, IT'S A CONTINUOUS JOURNEY

## ENGAGEMENT IS MORE THAN A MOMENT, IT'S A CONTINUOUS JOURNEY

Employee engagement is at the heart of how we grow as individuals, as teams, and as organization.

In 2024, we took significant strides to ensure that all voices are heard, all contributions are valued, and every colleague has the opportunity to thrive through continuous feedback and development.

## PERFORMANCE EVALUATION

### We ensure all employees receive fair and constructive feedback

In 2024, 96% of eligible employees completed the annual e-PDP, showcasing strong engagement. The remaining 4% were new hires not yet eligible.

In the absence of a formal HRMS profile for blue collars, we apply a local performance review.

## UPSKILLING AND RESKILLING OPPORTUNITIES

### We are dedicated to ensuring our employees are equipped to lead and adapt as TITAN continues to evolve in an ever-changing environment

We are dedicated to ensuring our employees are equipped to lead and adapt as TITAN continues to evolve in an ever-changing environment.

## EMPLOYEE ENGAGEMENT SURVEY

### We capture insights on what truly matters to our people

In 2024, we had the Group-wide digitalized Employee Engagement Survey.

In true TITAN spirit, we didn't stop at data. We activated focus groups through the Top60 Forum, our dynamic assembly of senior leaders and key influencers who synergized their efforts to design and implement targeted action plans.

## 2024 GROUP INITIATIVES

### YOUNG LEADERS DIALOGUE WITH GROUP CEO

3 early-career leaders from Egypt participated in the informal Group virtual gatherings with the Group CEO , to amplify diverse perspectives and foster inclusive dialogue

### RISING LEADERS TRAINING FOR MIDDLE MANAGEMENT

3 managers from Egypt participated in this leadership Group training program designed to refine leadership skills, cultivate strategic thinking, and foster the ability to inspire and motivate teams

### SWIFT TRAINING FOR MIDDLE MANAGEMENT

1 senior manager from Egypt participated in this comprehensive , blended seven-month learning experience, designed to empower new people managers with the essential skills to guide and lead their teams effectively

2024 LOCAL INITIATIVES			VERUS 2023
<b>TOP60 LEADERS EVENTS</b> <ul style="list-style-type: none"> <li>▶ Two mega events</li> <li>▶ 56 employees</li> <li>▶ 504 training hours</li> </ul>	<b>TITAN EAST MED LEADERSHIP WORKSHOP</b> <ul style="list-style-type: none"> <li>▶ 1 session</li> <li>▶ 15 Top leaders for Egypt and Turkey</li> <li>▶ 120 training hours</li> </ul>	<b>ARTIFICIAL INTELLIGENCE SESSIONS</b> <ul style="list-style-type: none"> <li>▶ 4 sessions</li> <li>▶ 29 employees</li> <li>▶ 376 training hours</li> </ul>	<ul style="list-style-type: none"> <li>▶ <b>Digitalization</b> +37% Versus 2023</li> <li>▶ <b>Decarbonization and Environmental</b> +74% Versus 2023</li> <li>▶ <b>Foreign Languages</b> +100% Versus 2023</li> </ul>



AI Session



Top 60 Meeting

## EMPLOYEES COMPENSATION

### KEEP UP WITH MARKET DYNAMICS AND ENHANCE EMPLOYEE RETENTION

As Human capital is the most valuable resource, a compensation review was conducted with the right benchmark based on market data.

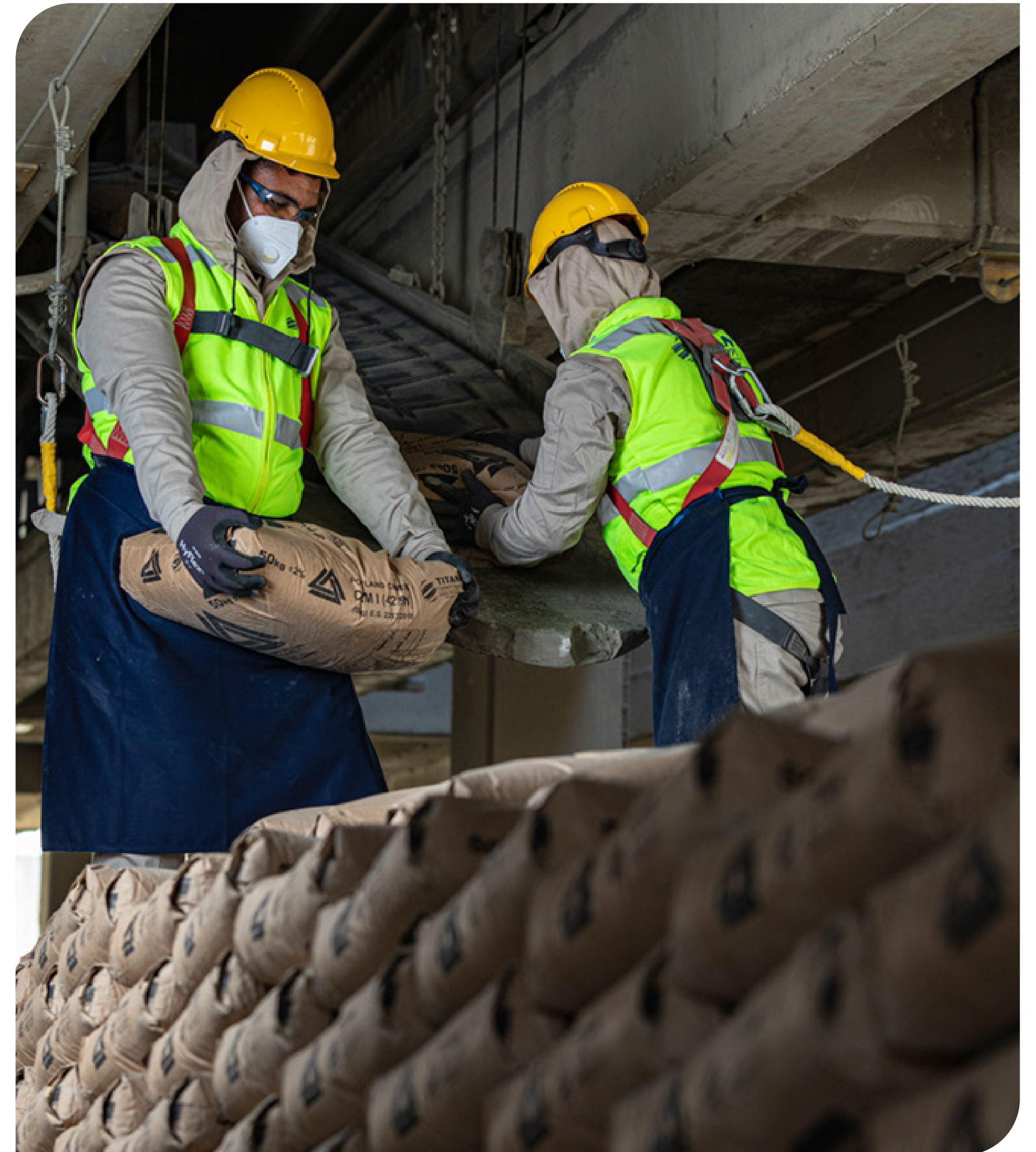
In TITAN, the collective agreements in place strive to strike a balance that meets the needs of both employees and the company. In 2024, a new collective agreement between the company and representatives of labor unions, has been established to demonstrate the dedication to enhancing the workplace environment, promoting employee well-being, and cultivating a collaborative and productive community.

## ENHANCING THE GROUP HUMAN RESOURCES MANAGEMENT SYSTEM (GHRMS)

### PEOPLE STORIES

In 2024, TITAN Group focused on further developing People Stories, an interactive dashboard for people managers, offering real-time insights into key areas.

By continuously enhancing our tools, we aim to further empower people managers to take even greater ownership of their teams' outcomes and make more informed, data-driven decisions.





# SOCIAL— OUR COMMUNITIES



## MATERIAL ISSUE: POSITIVE LOCAL IMPACT

The Governance and ESG Key Performance Statements Sections encompasses all governance, key performance indicators and additional information pertaining to our communities.



Local Spend



Employees from Local Community



Key operations with Community Engagement Plans

# OUR UNWAVERING COMMITMENT TO SUPPORTING THE COMMUNITIES WE SERVE RECONFIRMING OUR ROLE AS A RESPONSIBLE NEIGHBOR

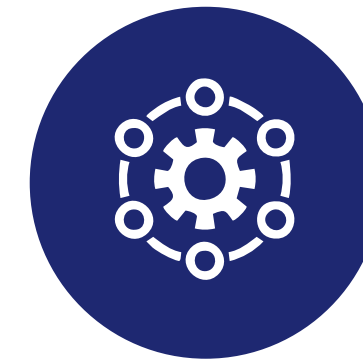
Our purpose is to contribute to the sustainable development of our local communities.

## IN ACCORDANCE WITH THE GROUP'S



### PROACTIVE APPROACH

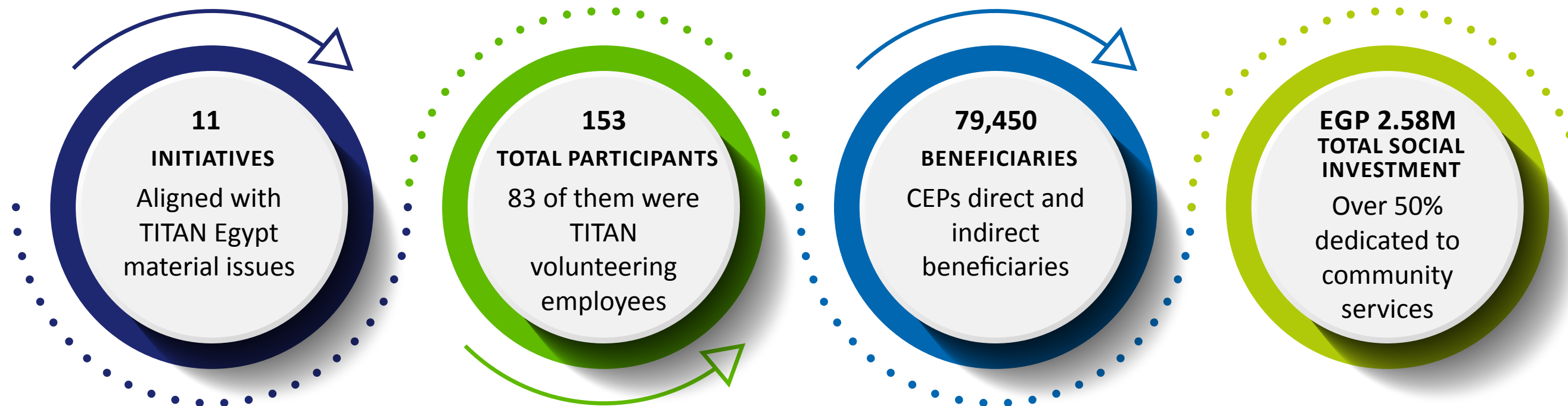
We ensure that community concerns are heard and addressed, fostering positive relationships and contributing to the development of our local communities.



### FRAMEWORK GUIDANCE

We implement an initiative framework leveraging opportunities to promote open dialogue and collaborative actions with its stakeholders.

In 2024, we supported education, health, community services, and environmental and social issues through various initiatives.





## SINCE 2015

The partnership established in Wady El Kamar, the residential area adjacent to the Alexandria Plant with more than 50,000 residents, marked its tenth year. We have continued our collaboration with NGOs, stakeholders, and experts on initiatives aimed at improving living and health conditions. The workers employed through the local NGO are residents of WEK. Preventive measures are also implemented to prevent rainwater accumulation in the streets.

To properly address community and neighborhood needs, we conducted socio-economic studies in the Alexandria Plant neighborhood in 2015 and 2022.



As part of a project initiated by one of our engineers “TITAN Green Power: Aero Waste to Watts”, Alexandria Plant supported mechanical engineering students working on their final graduation project in optimizing waste gas kinetic energy conversion into electrical power for lighting purposes.

(1) DISTRICT CLEANING AND BEAUTIFICATION FOR THE ALEXANDRIA PLANT’S 50,000 NEIGHBORHOOD RESIDENTS

(2) GREEN POWER GRADUATION PROJECT FOR 7 ENGINEERS



## SINCE 2019

We have pursued academic-industry collaborations with Alexandria University Center for Career Development (UCCD) aiming to undertake cutting edge in youth development as part of their readiness for professional competing market. Our Hybrid Student Development Program (H-SDP), using both; virtual and face-to-face classes targeting undergraduates (2023/2024), from faculties of engineering and sciences. The program covers the key required technical and soft skills fully delivered by our internal trainers / experts.

Over the past five years, this program has delivered 30,000 training hours to 750 students, equipping them with essential skills for their future careers.



## SINCE 2015

We pursued demonstrating our commitment to education and professional development and hosted summer interns. Combining the theoretical and practical parts in Alexandria, Beni Suef and Cairo Head Office, we enriched our talented interns- the universities undergraduate students- functional and soft skills during their two-month annual summer internship intensive program through internal trainers and experts.

(3) ALEXANDRIA UNIVERSITY 62 STUDENTS DEVELOPMENT PROGRAM (SDP)

(4) HOSTING 47 INTERNS IN OUR LOCATIONS



As a response to Alexandria Plant neighborhood residents request, we had a full rehabilitation and repair of the Wady El Kamar Mosque.



We continued our commitment to community engagement in Beni Suef by providing much needed equipment and supplies for a public health unit in the East Nile area aiming to enhance service offering and emergency response.

(5) MOSQUE REHABILITATION IN THE ALEXANDRIA PLANT'S NEIGHBORHOOD

(6) IMPROVING HEALTHCARE SERVICES IN BENI SUEF PLANT NEIGHBORHOOD



As a form of humanitarian aid and relief, TITAN Egypt continues to support the local communities of the Alexandria and Beni Suef Plants in collaboration with the local authorities and NGOs by focusing on hunger, covering the basic needs of the needy families and cultural activities. Accordingly, we pursued actions of distributing Ramadan food bags to families, funding the scholastic and university fees for underprivileged students and orphans marriage expenses. We also sponsored the Ramadan Quran competition.



Reaffirming our focus on innovation and sustainability in the cement industry, the conference convened global experts to discuss advancements such as low-carbon cement, alternative fuels, and carbon capture technologies. By supporting these initiatives, we aim to connect research with practical implementation, enabling future engineers and researchers to make progress. This collaboration emphasizes the significance of industry-academia partnerships in developing a more sustainable future for cement and concrete.

(7) IMPROVING THE WELLBEING AND LIVING CONDITIONS OF OUR LOCAL COMMUNITIES

(8) SPONSORSHIP OF HELWAN UNIVERSITY 2nd INTERNATIONAL CONFERENCE ON CEMENT AND CONCRETE RESEARCH

## SPENDING ON LOCAL COMMUNITIES THROUGH LOCAL SUPPLIERS

### LOCAL SPEND IN TOTAL PROCUREMENT FOR 2024 AMOUNTED TO 66%\*

TITAN Egypt contributes to a positive, direct, and indirect economic impact on the domestic economy. We report about “local spend”, i.e. the share of domestic suppliers in total procurement, according to TITAN standards and UNCTAD Guidelines. As per TITAN’s 2025 ESG targets, at least 2/3 of the total spend is directed to local suppliers and communities.

\* 66% was impacted by the introduction of a new export business in 2024+. Furthermore, the above figure considered the switching of two previously international suppliers to local ones.

By prioritizing local suppliers, TITAN boosts community economic growth, creates jobs, and supports business development. This approach reduces CO2 Scope 3 emissions from transportation, contributing to environmental sustainability, and helps mitigate risks associated with global supply chain disruptions.

TITAN’s focused approach toward spending on local suppliers, continuous engagement with local communities, and support for local suppliers are key strategies that ensure a continued contribution to shared economic value, benefiting both the Company and communities.

## SOCIAL—OUR SUPPLIERS AND CUSTOMERS

### MATERIAL ISSUE: POSITIVE LOCAL IMPACT

### MATERIAL ISSUE: COMPETITIVENESS AND BUSINESS MODEL RESILIENCE

The Governance and ESG Key Performance Statements Sections encompasses all governance, key performance indicators and additional information pertaining to our suppliers.

**24** Key Suppliers

**999** Jobs of Full Time Permanent Contractors

**+400%**  
versus 2023

Spare parts local manufacturing

## RELIABLE AND SUSTAINABLE SUPPLY CHAIN

### AIMING TO BUILD LASTING, MUTUALLY BENEFICIAL PARTNERSHIPS WITH OUR SUPPLIERS

TITAN Egypt’s supply chain consists of numerous commercial partners including suppliers and contractors who play a crucial role in delivering goods and services.

Our key objective through the procurement of goods and services is to meet all the needs of our operations with a view to optimizing the cost, improving the competitiveness of TITAN Group, and enhancing our commitment of being a socially responsible, ethical and environmentally sensitive business organization.

Since 2022, we are committed to complying with the TITAN Group Code of Conduct and the TITAN Group Procurement Policy that align with the Ten Principles of the UN Global Compact and form the basis of TITAN's ESG supplier’s certification requirements. By 2025, it is expected that 70% of our key suppliers will meet TITAN ESG supplier standards.



## SUPPLIERS LOCALIZATION ACHIEVEMENTS

### THIS COMMITMENT BENEFITS LOCAL ECONOMIES AND ADDS SUBSTANTIAL VALUE TO STAKEHOLDERS

We successfully secured 50% of the annual solid fuel volume through a local supplier and achieved a 400% increase in the local manufacturing of spare parts compared to 2023.

## CUSTOMER CENTERED TRANSFORMATION

TITAN is achieving success by transforming internal operations to prioritize sustainability and customer focus. Central to this transformation is the **EVERGREEN** program, designed to gather insights, anticipate trends, and adapt offerings. This initiative emphasizes enhancing commercial capabilities and market presence, aligning with TITAN's goals of strengthening core business and fostering green growth.

**EVERGREEN**, driven by “The Voice of the Customer,” focuses on improving market presence and equipping teams with advanced tools in sales, marketing, and digital platforms. These strategies aim to secure TITAN's position in the building ecosystem while promoting innovation and sustainable practices.

The **EVERGREEN** project highlights TITAN's commitment to becoming a leading brand in the building ecosystem while promoting innovation and sustainability in its operations.

In Titan Egypt, this transformation is helping us to better understand local market needs, improve how we respond to them, and gradually shift towards more sustainable and innovative offerings.



## CONTINUING TO SUPPORT OUR CUSTOMERS' CHANGING NEEDS

### AS THE EVERGREEN PROJECT PROGRESSES

**TITAN Egypt remains focused on contributing to the company's vision of a stronger, greener future for all.**

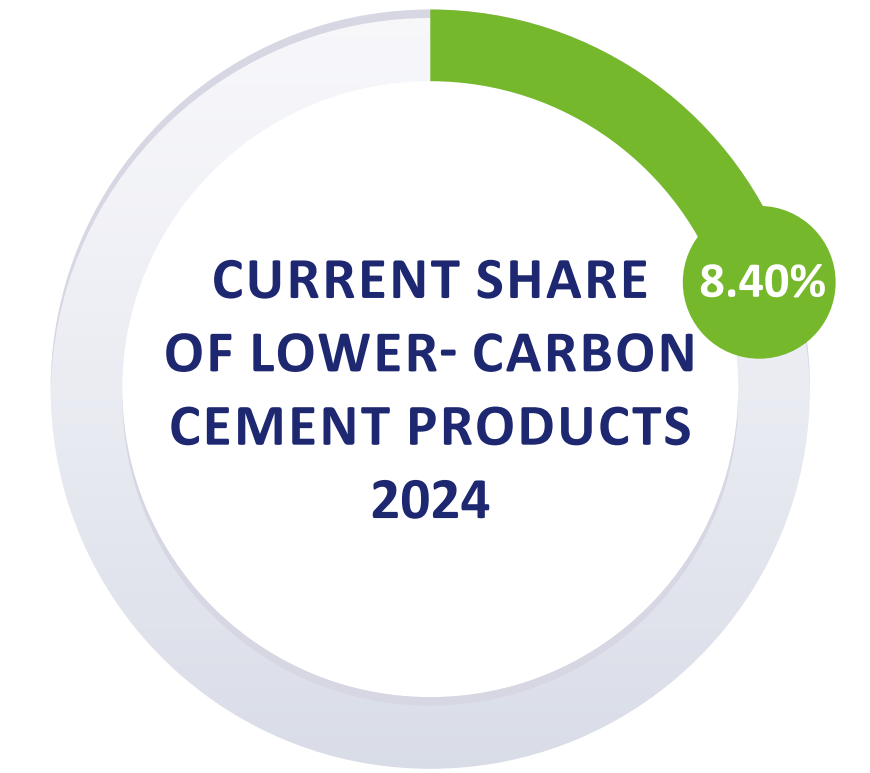
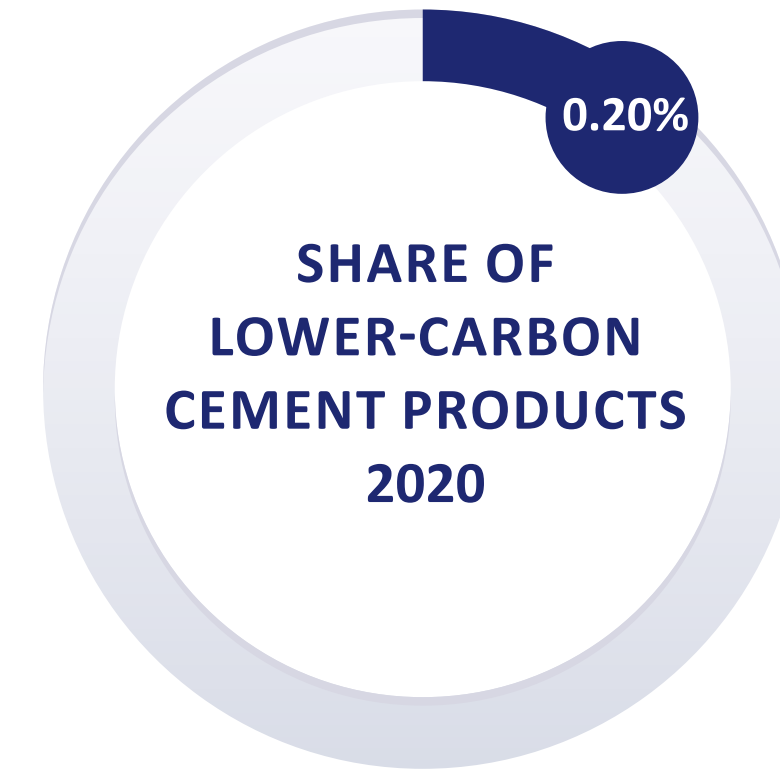
At TITAN Egypt, we continue to play a key role in building the foundations of Egypt's development—from essential infrastructure to residential and commercial projects. Our commitment is to provide dependable, high-quality building materials that meet the evolving needs of our customers and the demands of a rapidly changing market.

We are expanding our product portfolio to include more sustainable and lower-carbon solutions, in line with Egypt's environmental goals and our Group's global sustainability commitments. By doing so, we aim to support our customers as they adopt greener practices, while continuing to deliver materials that are strong, reliable, and cost-effective.

As customer expectations grow and construction challenges evolve, TITAN Egypt remains focused on staying one step ahead—offering smart, responsible solutions that help build a more sustainable future for Egypt.

## OUR SUSTAINABLE PRODUCT PORTFOLIO

In 2024, TITAN Egypt focused on advancing its portfolio of environmentally conscious cement, aligning with sustainability priorities and market demand. Efforts centered on integrating lower-carbon cement types to reduce environmental impact and support customers in delivering durable, resource-efficient projects.



## OTHER INFORMATION - DIGITALIZATION

### MATERIAL ISSUE: COMPETITIVENESS AND BUSINESS MODEL RESILIENCE

#### DIGITALIZATION AND INNOVATION ARE CONTRIBUTING TO TITAN’S SUCCESS AND GROWTH DIGITALIZATION AND INNOVATION ARE CHANGING INDUSTRIES

Digitalization is a key strategic objective for TITAN, as Industry 4.0 offers major opportunities. Utilizing big data, analytics, and artificial intelligence (AI) can transform the cement industry and create significant value. As digitalization grows, TITAN is also enhancing our cybersecurity strategy to safeguard our expanding digital infrastructure.



## DIGITALIZATION INITIATIVES

### PRECOGNIZE

Three years ago, Precognize maintenance project, a machine learning-based failure prediction system carried out in collaboration with the TITAN Group Digital Center of Competence, was deployed in our cement plants enhancing operational reliability and efficiency.

### REAL-TIME OPTIMIZER

As part of the TITAN Group's target to digitalize 100% of its cement manufacturing by 2026, they launched the Artificial Intelligence-based Real-Time Optimizer solutions in our cement manufacturing lines. Sourced from both external partners and developed in-house in TITAN Group digital center, these optimizers allow for increased output per production equipment and reduced energy consumption.

### SAP S/4HANA

Significant step to embrace digital transformation is the modernizing of our systems and improving integration across all business functions. This new platform will enable faster decision-making, optimize processes, and position TITAN Egypt to better serve our customers and stakeholders.

### UPSKILLING EMPLOYEES

Enhancing our employees skills is a key priority, particularly in critical areas for sustainable development, including health and safety, digitalization, and decarbonization.

## IDEATION CHALLENGE

### TITANOVATORS EMPOWERED BY THE SLOGAN "EVERYONE CAN INNOVATE"

Our second ideation challenge has fostered a new wave of internal entrepreneurship and creativity, attracting innovative ideas from numerous colleagues across the Group. In 2024, the TITANovators showcased innovations in customer experience, manufacturing, and employee engagement at a group-wide event. Seven finalist teams were selected, and their ideas will be developed in 2025, highlighting our employees' creativity and dedication.





## 2024 TITAN EGYPT TITANOVATOR: TITAN GREEN POWER AERO WASTE TO WATTS

Reached the finals of the TITAN Group Ideaation Challenge in 2024 with his idea, Mostafa Zakaria, Alexandria Senior Inspection Engineer at TITAN Egypt, participated by TITAN Green Power: Aero Waste to Watts, a smart, simple and sustainable solution that turns wasted exhaust air from cement plant chimneys into clean electricity. Inspired by automotive turbocharger technology, Mostafa designed and built a prototype using recycled materials. The system captures high-velocity air and converts it into energy, contributing to cost savings and CO<sub>2</sub> reduction.

The prototype was fabricated using recycled materials and installed with minimal disruption to plant operations. The generated electricity contributes directly to energy savings and supports TITAN's commitment to reducing its carbon footprint.

Partnering with Alexandria University Engineering Faculty, five mechanical engineering students worked on this as their final-year project. They received industrial exposure, skill development, and mentorship from the Plant's technical and HR teams. Their modifications could increase the recovery ratio from 18% to 40%, with potential replication in 50% of plant filters and financial payback a year.

## 2023 TITAN EGYPT TITANOVATOR: TITANUP CUSTOMER APPLICATION

In 2023, Mohamed El Helw, National Logistics & Dispatch Manager for TITAN Egypt, won an award for his Customer Loyalty Application concept, showcasing digital tools to boost customer experience and brand loyalty.

Facing local cement manufacturing challenges, Mohamed partnered with colleagues in 2024 to develop the TITANUP Customer Application. This platform includes a loyalty program, customer feedback, a complaint system, support services, and points redemption, enhancing customer engagement.

The application is designed to meet diverse market trends at all TITAN locations and integrates with the OneERP4All SAP S/4HANA rollout. The first-phase launch of the TITANUP Portal is set for July 1, 2025, with application release soon after.



### KEY OUTCOMES

Supporting a fully digital market transition	Building customer relationships and offering sales support	Enhancing customer satisfaction and engagement	Enhancing customer satisfaction and engagement	Transitioning fully to low-carbon green products.	Expanding into new markets and targeting all customer segments, including end-users	Expanding into new markets and targeting all customers	Enhancing revenue and profitability
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## GOVERNANCE INFORMATION

### **MATERIAL ISSUE: GOOD GOVERNANCE, TRANSPARENCY, AND BUSINESS ETHICS**

The Governance and ESG Key Performance Statements Sections encompasses all governance, key performance indicators and additional information pertaining to our governance

#### **TITAN EGYPT COMPLIANCE PROGRAM**

#### **GOOD GOVERNANCE IS VITAL FOR ENSURING ETHICAL OPERATIONS AND SUSTAINABILITY**

At TITAN Egypt, our compliance program integrates detailed policies, procedures, and practices aimed at aligning our activities with legal and regulatory standards while addressing the interests of our stakeholders.

#### **OUR COMMITMENT TO TRANSPARENCY, ACCOUNTABILITY AND RESPONSIBILITY**

#### **POLICIES FRAMEWORK AT TITAN EGYPT EXCEED LOCAL LEGISLATION AND MARKET STANDARDS**

Integrity and ethical business practices are embedded in TITAN's culture and are reflected in the way that we operate in all parts of the world. TITAN Egypt operates considering Group-wide policies set by TITAN Group and localized policies.

#### **TITAN GROUP CODE OF CONDUCT & POLICIES**

Our Code of Conduct and Group Policies outline principles and standards to ensure compliance in all strategic areas for employees and external business collaborators. Interactive e-learning courses are regularly launched for employees through the Group Human Resources Management System (GHRMS).

Directly and easily accessible by our employees in the corporate intranet and are also available on the Group's corporate website in English and Arabic (<https://www.titanmaterials.com/about-us/corporate-governance/group-policies/>).

#### **TITAN'S FRAMEWORK GUIDANCE FOR STAKEHOLDER ENGAGEMENT**

In 2023, TITAN Group collaborated with its management team and experts from various business units to promote the adoption of a framework that provides practical guidelines for effectively engaging stakeholders. This framework emphasizes recommended communication practices that are tailored to essential stakeholder interactions.

#### **TITAN EGYPT POLICIES**

In accordance with Group policies, our local policies are designed to address procedures specifically suited to the operational context in Egypt.

Directly and easily accessible by our employees in the TITAN Egypt intranet "TCE Portal".

## HUMAN RIGHTS

### STRUCTURED FRAMEWORK ENSURING DISCIPLINED AND THOROUGH OPERATIONS

Openness and accountability are essential for maintaining proper conduct within the Group. TITAN prioritizes respecting and supporting the human rights of all individuals and entities associated with the Group through the TITAN Group Human Rights Policy, which clearly outlines our commitments to uphold human rights.

### COMPREHENSIVE GRIEVANCE AND WHISTLEBLOWING MECHANISM

#### FOSTERING TRUST AND TRANSPARENCY

Aligned with stakeholder engagement and business integrity principles, we allow concerns to be raised and addressed in a responsible, effective, and confidential manner, without any fear of retaliation through several channels / mechanisms in place.

#### TITAN GROUP ACTIONS

- ▶ Whistleblowing system in place for all stakeholders to report concerns through EthicsPoint according to TITAN Group Whistleblowing Policy. In 2024 and early 2025, this policy was revised to strengthen the system for receiving and managing whistleblowing concerns, ensuring greater transparency and accountability.
- ▶ Employee Engagement Survey.
- ▶ Feedback is always welcomed through our website: <https://titancementegypt.com/contact-us/>.

#### TITAN EGYPT ACTIONS

- ▶ According to ISO, our operations record safety, environment, CSR, and product quality complaints.
- ▶ Digitalized complaints tracking system for customers.
- ▶ Complaints boxes in locations.

## PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

### CONSISTENT WITH OUR VALUES AND CULTURE

As clearly articulated in the TITAN’s Code of Conduct and relevant Group Policies, the Group follows a zero-tolerance approach towards bribery, fraud and any other corruptive practice.

The Anti-Bribery and Corruption Policy articulates the Company's commitment to preventing bribery and corruption. Coupled with the TITAN Group Code of Conduct, these documents establish the principles, rules, and responsibilities, offering specific guidance for both preventive and detective procedures aimed at mitigating risk.

Furthermore, our Stakeholders Engagement Framework for business units provides practical guidance on grievance management, aligning with the whistleblowing policy to address individual incidents.

The TITAN Group Anti-Fraud Program addresses business fraud risks through its comprehensive system encompassing risk assessment, proactive activities, and continuous monitoring.

The **EthicsPoint** platform includes complaints from all stakeholders, and anti-fraud analytics facilitate the early detection of potential occupational fraud.

In 2024					
No confirmed incidents of discrimination, including harassment, within our employees workforce	No identified cases of severe human rights incidents connected to our employees workforce	No significant fines, penalties, and compensation for damages as a result of incidents and complaints related to discrimination, including harassment, and other/ working conditions	No significant fines, penalties, and compensation for damages as a result of incidents for cases of severe human rights	No confirmed incidents of corruption/bribery	No significant fines for violation of anti-corruption and anti-bribery laws

## PROCUREMENT GOVERNANCE

### NEW SUPPLY CHAIN ORGANIZATION

Based on category management principles, the purpose of this new structure is to develop expertise within the organization and improve sourcing strategies for each category.

#### TITAN GROUP PROCUREMENT POLICY

The Procurement Policy sets forth the fundamental principles guiding procurement activities, which all TITAN Group employees are required to adhere to and which suppliers are expected to align with during their engagement in procurement processes.

#### TITAN GROUP CODE OF CONDUCT FOR PROCUREMENT

Supplementing TITAN Group’s Procurement Policy, this Code of Conduct for Procurement, establishes the principles and standards that govern the behavior, conduct, and actions of all individuals involved in any procurement process and related activities within TITAN Group. It affirms the Group’s commitments to sustainability and responsible supply chain management.

#### TITAN EGYPT PROCUREMENT POLICY

Updated simplified in 2024 to facilitate the Procure-to-Pay (P2P) process, TITAN Egypt follows the Group’s procurement framework but also implements localized practices tailored to the Egyptian context.

## AUDIT AND COMPLIANCE

### EFFECTIVE MANAGEMENT OF KEY COMPLIANCE RISKS

In 2024, by overseeing activities related to internal audit, compliance, and anti-fraud measures, TITAN Group Audit and Compliance Department efficiently managed key compliance risks. The Internal Audit Department is an independent department directly supervised by the Group Internal Audit.

#### Group Compliance

Conducted regulatory training sessions

#### Group ESG and External Audit Firm

Managed ESG audits

#### TITAN Egypt Internal Audit

Performed operational audits

#### Local and National Authorities

Conducted compliance audits with non-compliance issues or fines reported

#### External Audit Firm

Audited financials and verified the results

## CSRD ASSURANCE AUDIT TITAN ALEXANDRIA PLANT

The assurance process for the TITAN Group 2024 Integrated Annual Report (IAR) involved three plant audits, including the Alexandria plant in TITAN Egypt. PwC verified all information and data within the "Sustainability Statement" of the 2024 IAR in compliance with the Corporate Sustainability Reporting Directive (CSRD), as well as the Charter and Guidelines of the Global Cement and Concrete Association (GCCA). The independent auditor's reports by PwC are included in the IAR 2024 and can be accessed online at TITAN Group Newsroom.

Prior to PwC audit, in September 2024, the Group ESG had a preparatory internal audit at the plant for ESG information and data involving the concerned from TITAN Group ESG, the Alexandria Plant and Cairo Head Office Management Teams.

TITAN Group employs advanced systems for managing ESG data, ensuring reliable reporting through integration into operations. Two cloud-based platforms enhance data accuracy, timeliness, and efficiency. Assurance cycles include audits at key sites and the corporate center, involving both experts and employees.





# TRANSPARENCY IN ACTION

## UNDERSCORING AN UNWAVERING COMMITMENT TO TRANSPARENCY

We are fostering a culture of respect, transparency, and accountability with all our stakeholders.

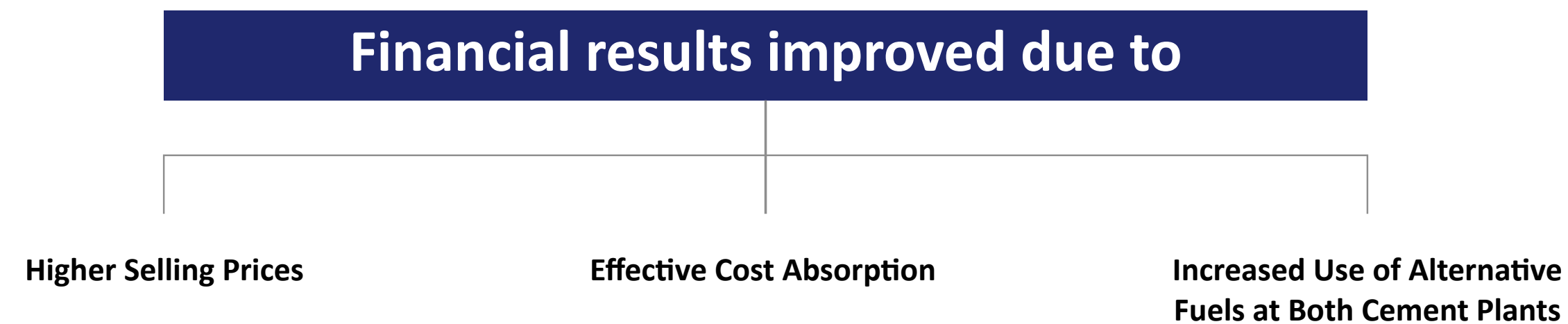


## FINANCIAL PERFORMANCE HIGHLIGHTS

### EGYPTIAN CEMENT MARKET OVERVIEW

In 2024, the Egyptian cement market showed signs of stabilization with total consumption estimated at around 47.5 million tonnes. Activity was mainly supported by private housing and smaller-scale public works, while large national projects remained limited. Despite a challenging economic environment—marked by inflation and currency pressures, market conditions remained relatively balanced, supported by ongoing government regulation of production levels implemented by the Egyptian Competition Authority (ECA) since July 2021.

Export volumes improved during the year, providing an additional outlet for local producers. There is also a gradual shift in the market toward more sustainable and blended cement types, in line with evolving construction needs and broader environmental goals.



### EXPORTING OVER ONE MILLION TONNES OF CLINKER AND CEMENT

Titan Egypt operations outperformed the market and leveraged export opportunities, successfully exporting substantial volumes of clinker and cement, which positively contributed to its profitability.



## FINANCIAL PERFORMANCE

As per the standalone financial statements for each of Alexandria Portland Cement Company (APCC) and Beni Suef Cement Company (BSCC) for the fiscal year ending 31 December 2024:

KEY FINANCIAL INDICATORS (IN EGP MILLIONS)	ALEXANDRIA PORTLAND CEMENT (APCC)			BENI SUEF CEMENT (BSCC)		
	2024	2023	2022	2024	2023	2022
TOTAL ASSETS	4,636	3,940	3,152	3,897	2,443	2,161
SHAREHOLDER EQUITY	1,879	1,947	1,809	147	40	367
TURNOVER / NET SALES	3,210	2,254	1,686	4,333	2,247	1,893
TURNOVER RATIO	↑ 42%	34%		↑ 93%	19%	
EBIT/OPERATING PROFIT	237	228	91	145	-33	-69
EARNINGS BEFORE TAX AND MINORITY INTEREST	-171	189	-39	-426	-338	-275
EARNINGS AFTER TAX AND MINORITY INTEREST	-136	206	9	-408	-327	-265
	DUE TO INTEREST EXPENSE AND EGP DEVALUATION					
SHAREHOLDER EQUITY RATIO	41%	49%	57%	4%	2%	17%



**ESG PERFORMANCE KPIS**

## TITAN’S APPROACH FOR ESG PERFORMANCE REPORTING

In this section, TITAN Egypt presents its sustainability performance data in the subsequent tables. Our approach to Environmental, Social, and Governance (ESG) performance reporting is consistent with the voluntary commitments of TITAN to :

1. The International Integrated Reporting Council (IIRC) principles.
2. The United Nations Global Compact (UNGC) Ten Principles.
3. The Global Cement and Concrete Association (GCCA) Sustainability Charter and Guidelines.
4. The Task Force on Climate-related Financial Disclosures (TCFD) recommendations.
5. Global Reporting Initiative (GRI) Standards.

Additionally, we provide connections to KPIs with Sustainability Accounting Standards Board (SASB) Framework and Global Reporting Initiatives (GRI) Standards for the period from 1 January 2024 to 31 December 2024. For guidelines on KPIs and other disclosures, the Table “Sector and Other Standards for Non-financial Disclosures in 2024” offers detailed references to guidance documents from the sector (GCCA) and other global institutions (UNCTAD and UNGC) that are incorporated into our reporting approach.

ESG INFORMATION	MATERIAL ISSUES
1- Environmental Information	Environment and Energy Management
2- Social Information	<ul style="list-style-type: none"> <li>▶ Health and safety</li> <li>▶ Employee engagement and development</li> <li>▶ Positive impact for our communities</li> <li>▶ Competitiveness and business model resilience</li> </ul>
3- Governance Information	Good governance, transparency, and business ethics
4- Standards and other standards for the Non-financial disclosures in 2024	

# ESG KEY PERFORMANCE STATEMENTS

## 1- Environmental Information

### 1.1- Environmental Performance Indicators

Code	ESG Performance Indicators	Notes	Unit	2024	2023	2022	TITAN Reporting Standards						SDGs and Targets
							GCCA	UNGC	UNCTAD	TCFD	SASB	GRI	
Cement and cementitious production activities													
1.1	Scope 1 gross CO2 emissions	1	million t	2.8	2.2	2.1	●	●	●	●	EM-CM-110a.1	305-1	SDG 9.4
1.2	Scope 1 specific gross CO2 emissions		kg/t cementitious product	726.5	685.0	707.7	●	●		●		305-4	
1.3	Scope 1 gross CO2 emissions coverage rate		% clinker production	100.0	100.0	100.0						305-1	
1.4	Scope 1 gross CO2 emissions covered under limiting regulations		%	100.0	100.0	100.0		●	●		EM-CM-110a.1		
1.5	Scope 1 net CO2 emissions		million t	2.7	2.1	2.0	●	●	●	●			
1.6	Scope 1 specific net CO2 emissions		kg/t cementitious product	685.1	647.6	679.3	●	●		●		305-4	
1.7	Scope 1 net CO2 emissions coverage rate		% clinker production	100.0	100.0	100.0						305-1	
1.8	Scope 2 CO2 emissions - Location based	2	million t	0.25	0.161	0.137	●	●	●	●		305-2	
1.9	Scope 2 specific CO2 emissions	2	kg/t cementitious product	63.3	50.2	45.6	●	●		●			
1.10	Scope 2 CO2 emissions coverage rate		% clinker production	100.0	100.0	100.0						305-2	
1.11	Scope 3 CO2 emissions	3,7	kt	373.7	266.3	270.0	●			●		305-3	
1.12	Category 1 - Purchased goods and services	8	kt	34.5	26.2	31.3	●			●			
1.13	Category 3 - Fuel and energy related activities		kt	280.5	206.6	203.3	●			●			

Code	ESG Performance Indicators	Notes	Unit	2024	2023	2022	TITAN Reporting Standards						SDGs and Targets
							GCCA	UNGC	UNCTAD	TCFD	SASB	GRI	
Cement and cementitious production activities													
1.14	Category 4 - Upstream transportation and distribution		kt	39.8	30.7	33.0	●			●			SDG 9.4
1.15	Category 6 - Business travels		kt	0.6	0.3	0.3	●			●			
1.16	Category 7 - Employee commuting		kt	1.8	1.0	0.9	●			●			
1.17	Category 9 - Downstream transportation and distribution		kt	16.4	1.4	1.2	●			●			
1.18	Scope 3 specific CO2 emissions	7	kg/t cementitious product	96.6	83.0	89.6	●			●		305-4	
1.19	Scope 3 CO2 emissions coverage rate		% clinker production	100.0	100.0	100.0						305-3	
1.20	Conventional fossil fuels substitution rate	10	% Heat	78.7	80.5	86.9	●	●	●	●		302-3	
1.21	Alternative fuel substitution rate	9	% Heat	21.3	19.5	13.1	●	●	●	●	EM-CM-130a.1		
1.22	Biomass in fuel mix	4,9	% Heat	8.5	6.7	2.5	●	●	●	●	EM-CM-130a.1		
1.23	Fuel mix, energy consumption for clinker and cement production	9,10	% Heat	100.0	100.0	100.0		●		●			SDG 7.2 SDG 12.2 SDG 13.1
1.24	Conventional fossil fuels	9	% Heat	78.7	80.5	86.9		●		●			
1.25	Coal, anthracite, and waste coal	9	% Heat	58.3	39.3	59.3		●		●			
1.26	Petroleum coke	9	% Heat	18.2	37.9	25.6		●		●			
1.27	Lignite	9	% Heat	0.0	0.0	0.0		●		●			
1.28	Other solid fossil fuel	9	% Heat	0.0	0.0	0.0		●		●			
1.29	Natural gas	9	% Heat	0.0	0.0	0.0		●		●			
1.30	Heavy fuel (ultra)	9	% Heat	1.6	2.5	1.5		●		●			
1.31	Diesel oil	9	% Heat	0.6	0.8	0.6		●		●			

Code	ESG Performance Indicators	Notes	Unit	2024	2023	2022	TITAN Reporting Standards						SDGs and Targets
							GCCA	UNGC	UNCTAD	TCFD	SASB	GRI	
<b>Cement and cementitious production activities</b>													
1.32	Gasoline, LPG (Liquified petroleum gas or liquid propane gas)	9	% Heat	0.0	0.0	0.0		●		●			SDG 7.2 SDG12.2 SDG 13.1
1.33	Alternative fossil and mixed fuels	9	% Heat	19.9	17.4	13.1	●	●	●	●			
1.34	Tires	9	% Heat	7.4	6.8	3.5	●	●	●	●			
1.35	RDF	9	% Heat	12.3	10.5	9.4	●	●	●	●			
1.36	Impregnated saw dust	9	% Heat	0.0	0.0	0.0	●	●	●	●			
1.37	Mixed industrial waste	9	% Heat	0.0	0.0	0.0	●	●	●	●			
1.38	Other fossil based and mixed wastes (solid)	9	% Heat	0.2	0.1	0.2	●	●	●	●			
1.39	Biomass fuels	9	% Heat	1.4	2.1	0.0	●	●	●	●			
1.40	Dried sewage sludge	9	% Heat	0.0	0.0	0.0	●	●	●	●			
1.41	Wood, non-impregnated saw dust	9	% Heat	0.0	0.0	0.0	●	●	●	●	302-3		
1.42	Agricultural, organic, diaper waste, charcoal	9	% Heat	1.4	0.0	0.0	●	●	●	●			
1.43	Other	9	% Heat	0.0	2.1	0.0	●	●	●	●			
1.44	Alternative fuels consumption (total)		t	190,153	118,978	74,900	●	●	●	●	EM-CM-130a.1	302	
1.45	Clinker to cement ratio		%	80.9	78.8	82.8	●	●		●			
1.46	Moderate carbon products	5	% cement production	46.1	70.7	48.5				●			
1.47	Green (lower carbon) products	6	% cement production	8.4	13.0	6.4				●			
1.48	Water consumption (total)		million m <sup>3</sup>	0.9	0.7	0.7	●	●				303-5	
1.49	Water withdrawal (total, by source)	11	million m <sup>3</sup>	0.9	0.7	0.7	●	●	●		EM-CM-140a.1	303-3	
1.50	Groundwater		million m <sup>3</sup>	0.0	0.0	0.0					EM-CM-140a.1		
1.51	Municipal water		million m <sup>3</sup>	0.3	0.3	0.3					EM-CM-140a.1		
1.52	Rainwater		million m <sup>3</sup>	0.0	0.0	0.0					EM-CM-140a.1		
1.53	Surface water		million m <sup>3</sup>	0.6	0.4	0.4					EM-CM-140a.1		



Code	ESG Performance Indicators	Notes	Unit	2024	2023	2022	TITAN Reporting Standards						SDGs and Targets
Cement and cementitious production activities							GCCA	UNGC	UNCTAD	TCFD	SASB	GRI	
1.54	Quarry water used (from quarry dewatering)		million m³	0.0	0.0	0.0							SDG6.3 SDG6.4 SDG6.5
1.55	Ocean or sea water		million m³	0.0	0.0	0.0							
1.56	Waste water		million m³	0.0	0.0	0.0							
1.57	Water discharge (total, by destination)	12	million m³	0.0	0.0	0.0	●	●	●			303-4	
1.58	Surface (river, lake)		million m³	0.0	0.0	0.0						303-4	
1.59	Sub-surface water (well)		million m³	0.0	0.0	0.0						303-4	
1.60	Ocean or sea		million m³	0.0	0.0	0.0						303-4	
1.61	Off-site treatment		million m³	0.0	0.0	0.0						303-4	
1.62	Other	13	million m³	0.0	0.0	0.0						303-4	
1.63	Water recycled (total)		million m³	6.4	6.2	6.2							
		14	%	87.6	89.8	89.7							
Cement and cementitious production activities													
1.65	Water consumption (total)		million m³	0.9	0.6	0.6	●	●				303-5	SDG 6.3
1.66	Water withdrawal (total)	11	million m³	0.9	0.6	0.7				EM-CM-140a.1			
1.67	Water discharge (total)	12	million m³	0.0	0.0	0.0							
1.68	Water recycled (total)		million m³	6.4	6.2	6.2	●	●	●	EM-CM-140a.1			
1.69	Specific water consumption		l/t cementitious product	222.7	195.6	210.4	●	●	●			303-5	
1.70	Specific water consumption		l/t cement	248.5	212.5	207.0	●	●	●			303-5	
1.71	Water demand covered with recycled water	14	%	88.1	90.5	90.4							
All Activities													
1.72	Thermal energy consumption		TJ	13,076	9,756	9,251	●	●	●		EM-CM-130a.1	302-1	SDG 7 SDG 12
1.73	Thermal energy consumption		% of total	89.4	88.8	88.5						302-1	
1.74	Electrical energy consumption		TJ	1,550	1,235	1,199	●	●	●		EM-CM-130a.1	302-1	
1.75	Electrical energy consumption		% of total	10.6	11.2	11.5						302-1	
1.76	Total energy consumption		TJ	14,626	10,992	10,449						302-1	

Code	ESG Performance Indicators	Notes	Unit	2024	2023	2022	TITAN Reporting Standards						SDGs and Targets		
Cement and cementitious production activities							GCCA	UNGC	UNCTAD	TCFD	SASB	GRI			
<b>Cement production activities</b>															
1.77	Percentage of production covered by ISO50001 or energy audits		% clinker production	100.00	100.00	100.00		●		●		3-3	SDG7.2 SDG7.3 SDG9.4 SDG12.2		
1.78	Specific thermal energy consumption		kcal/kg clinker	972	902	885	●	●	●	●					
1.79	Specific electrical energy consumption		kWh/t cement	123.9	116.2	108.6		●		●		302-3			
1.80	Renewable energy as part of total electrical energy consumption		% Electrical energy consumed	11.8	11.2	11.4				●		302-1			
<b>All Activities</b>															
1.81	Natural raw materials extracted (total, wet)		million t	4.2	2.4	2.2		●				301-1	SDG12.2		
1.82	Raw materials extracted for clinker and cement production		million t	4.2	2.1	2.0		●							
1.83	Raw materials extracted for aggregates		million t	0.0	0.3	0.1		●							
<b>Cement production activities</b>															
1.84	Materials consumption (total, dry)		million t	5.7	4.6	4.4		●				301-1	SDG12.2 SDG12.4 SDG12.5		
1.85	Extracted (natural) raw materials consumption (dry)		million t	5.4	4.4	4.1									
1.86	Alternative raw materials consumption (dry)		million t	0.3	0.3	0.3						301-2			
1.87	Alternative raw materials use (of total raw materials consumed)		% Dry	5.1	6.4	6.3	●		●						
1.88	Alternative raw materials rate (based on clinker-to-cement equivalent factor)		% Dry	7.1	9.1	7.9	●	●	●						
<b>All Activities</b>															
1.89	Waste disposal (total, wet)		t	8,242	20,716	12,942		●	●		EM-CM-150a.1	306-3	SDG12.2 SDG12.4 SDG12.5		
1.90	Non-hazardous waste (total)		t	8,176	20,689	12,883		●	●		EM-CM-150a.1				
1.91	Hazardous waste (total)		t	66	27	59		●	●		EM-CM-150a.1				
1.92	Externally recycled waste materials (total, wet)		t	8,201	20,702	12,890		●	●			306-4			
1.93	Reused		t	0	14,946	6,522									
1.94	Recycled		t	8,201	5,733	5,725									
1.95	Recovered		t	0	24	643									

Code	ESG Performance Indicators	Notes	Unit	2024	2023	2022	TITAN Reporting Standards						SDGs and Targets
Cement and cementitious production activities							GCCA	UNGC	UNCTAD	TCFD	SASB	GRI	
1.96	Waste disposal, breakdown by destination-usage (wet)		% w/w	100.0	100.0	100.0		●	●		EM-CM-150a.1		SDG 12.2 SDG 12.5
1.97	Reuse		% w/w	0.0	72.1	50.4		●	●		EM-CM-150a.1	306-4	
1.98	Recycled		% w/w	99.5	27.7	44.2		●	●		EM-CM-150a.1		
1.99	Recovered (including energy recovery)		% w/w	0.0	0.1	5.0		●	●		EM-CM-150a.1		
1.100	Incineration		% w/w	0.0	0.0	0.0		●	●		EM-CM-150a.1	306-5	
1.101	Landfilled		% w/w	0.5	0.1	0.4		●	●		EM-CM-150a.1		
1.102	Composted		% w/w	0.0	0.0	0.0		●	●		EM-CM-150a.1	306-4	
1.103	Other (incl. storage)		% w/w	0.0	0.0	0.0		●	●		EM-CM-150a.1	306-5	
<b>Cement production activities</b>													
1.104	Percentage of production covered by “Zero Waste to Landfill” certification		% clinker production	0.0	0.0	0.0						3-3	SDG 12.2
<b>Air emissions</b>													
<b>Cement production activities</b>													
1.105	Coverage rate continuous measurement		%	100.0	100.0	100.0	●	●			EM-CM-120a.1		SDG 3.9 SDG 9.4
1.106	Specific dust emissions		g/t clinker	50.6	59.9	59.4	●	●			EM-CM-120a.1		
1.107	Specific NOx emissions		g/t clinker	1,185.2	1,254.8	1,274.3	●	●			EM-CM-120a.1		
1.108	Specific SOx emissions		g/t clinker	88.4	62.2	113.7	●	●			EM-CM-120a.1		
1.109	Integrated cement plants and cement grinding plants with certified Environmental Management System (ISO 14001 or similar)		% of plants	100.0	100.0	100.0		●				3-3	
<b>All activities</b>						50							
1.110	Environmental complaints		#	0	4	2						3-3	
<b>Rehabilitation</b>													
<b>Cement production and aggregates activities</b>													
1.111	Percentage of quarry sites with rehabilitation plans	15	%	-	-	-	●	●			EM-CM-160a.1	304-3	
1.112	Total land use	15	million m2	-	-	-					EM-CM-160a.2	304-1 aii	

Code	ESG Performance Indicators	Notes	Unit	2024	2023	2022	TITAN Reporting Standards						SDGs and Targets
Cement and cementitious production activities							GCCA	UNGC	UNCTAD	TCFD	SASB	GRI	
1.113	Percentage of affected quarry areas that have been rehabilitated (cumulative)	15,18	%	-	-	-		●			EM-CM-160a.2	304-1	SDG 15.3 SDG 15.4 SDG 15.9
1.114	Quarry sites with Environmental Management System (ISO 14001 or similar)	15	%	4	4	2		●			EM-CM-160a.1	3-3	
<b>Biodiversity</b>													
<b>Cement production and aggregates activities</b>													
1.115	Quarry sites in high biodiversity value areas	15,16	#	-	-	-	●	●			EM-CM-160a.1	304-1	
1.116	Quarry sites with biodiversity management plans	15,17	#	-	-	-	●	●			EM-CM-160a.1	304-3	
1.117	Percentage of quarry sites with biodiversity management plans		%	-	-	-	●	●			EM-CM-160a.1		
<b>All activities</b>													
1.118	Environmental protection expenditures and investments across all activities	19	million EGP	227.2	153.8	66.8	●	●				201-2a v	SDG 7b SDG 9.4
1.119	Environmental management		million EGP	85.4	42.7	36.5	●	●					
1.120	Reforestation		million EGP	1.5	1.3	1.4	●	●					
1.121	Rehabilitation		million EGP	5.1	0.0	2.4	●	●					
1.122	Environmental training and awareness building		million EGP	0.1	0.1	0.1	●	●					
1.123	Application of best available technologies		million EGP	116.8	113.2	22.8	●	●					
1.124	Waste management		million EGP	18.3	-3.5	3.7	●	●					

## ESG KEY PERFORMANCE STATEMENTS

### Notes- 1- Environmental Information

#### Notes for specific KPIs:

1. Direct CO2 emissions related to the operation of TITAN's clinker, cement, and cementitious production facilities.
2. Indirect CO2 emissions related to emissions released for the production of the electrical energy consumed at TITAN's clinker, cement and cementitious production facilities. For their calculation, we use emission factors provided by the supplier of the electrical energy (market based) or other publicly available data sources (location based).
3. Indirect CO2 emissions related to the emissions of the supply chain.
4. Percentage of energy originated from biomass over the total thermal energy consumption.
5. Moderate carbon products refer to produced cement types with a carbon footprint that is at least 10.0% lower than that of a typical OPC type as well as any cementitious product sold to be used as cement or concrete additive.
6. Green (lower-carbon) products refer to produced cement types with a carbon footprint that is at least 25.0% lower than that of a typical OPC type as well as any cementitious product sold to be used as cement or concrete additive.
7. Scope 3 analysis covers 6 (out of 15) categories, namely purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, business travel, employee commuting and downstream transportation and distribution, that are considered relevant to cement activities according to the GCCA analysis.
8. Scope 3 analysis covers 6 (out of 15) categories, namely purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, business travel, employee commuting, and downstream transportation and distribution, that are considered relevant to cement activities according to the GCCA analysis. Each one of the above categories cover emissions related to the:
  - Cat. 1 production of raw materials, own and purchased, packaging material like paper bags, foils, pallets, grinding aids, and other additives, etc.
  - Cat. 3 production and transportation of fuels and electrical energy, including losses in transmission
  - Cat. 4 transportation of materials accounted in Category 1
  - Cat. 6 business-related travel by our employees
  - Cat. 7 commuting of our employees
  - Cat. 9 transportation of all sold products sold that are transported under our responsibility.

For emissions related to production, the average-data method is used to calculate the corresponding emissions by multiplying the amount/quantity of materials/fuels and energy with a relevant emission factor. For emissions related to transportation, the distance-based method is used to calculate the corresponding emissions by multiplying the amount/quantity of materials/fuels, distance with a relevant emission factor. In most cases, emission factors are taken from the Ecoinvent database while that related to electrical energy production and transmission are taken from public sources.
9. Calculated based on the both kiln and non-kiln fuels.
10. Total biomass content of fuel mix including pure biomass and biomass portion of mixed alternative fuels.
11. Total withdrawal also includes quantities of water withdrawn by TITAN and supplied to third parties without being used in any of TITAN facilities.
12. Total discharge also includes quantities of water withdrawn by TITAN and supplied to third parties without being used in any of TITAN facilities plus quantities of water used by TITAN and supplied to facilities within TITAN for further beneficial use.
13. Refers to the quantities of water withdrawn by TITAN and supplied to third parties without being used in any of TITAN facilities plus quantities of water used by TITAN and supplied to facilities within TITAN for further beneficial use.
14. Water demand is defined as the sum of water withdrawal and water recycled.
15. Coverage includes all quarries attached to cement plants and quarries for aggregates production, which are wholly owned and under full management control of TITAN. Since 2021, all Titan Egypt quarries have been excluded from the baseline and the calculations of the respective local impact indicators, as they are no longer considered to be under full management control of TITAN due to changes in mining legislation in the country.
16. Active quarries within, containing or adjacent to areas designated for their high biodiversity value.
17. Active quarries with high biodiversity value where biodiversity management plans are actively implemented.
18. Calculated as the percentage of the impacted/disturbed quarry areas that have been rehabilitated (total and cumulative), aggregated at Group level. 2020 was the initial year for disclosing data for this indicator.
19. Total amount of expenditures (capital and operational) for those investments whose primary purpose is the prevention, reduction and elimination of pollution and other forms of degradation to the environment (UNCTAD Guidance, 2022). In 2023, TITAN incorporated in this disclosure the figure of total capital expenditures (Capex) which are aligned with the EU Taxonomy Regulation, in specific projects for meeting the Technical Screening Criteria for the environmental objectives of climate change mitigation.

## ESG KEY PERFORMANCE STATEMENTS

### Notes- 1- Environmental Information

#### Reference to SASB Standards:

- EM-CM-110a.1 under the topic “Greenhouse Gas Emissions” for gross global Scope 1 emissions, percentage covered under emissions-limiting regulations.
- EM-CM-130a.1 under the topic “Energy Management” for total energy consumed, percentage grid electricity, percentage alternative, and percentage renewable.
- EM-CM120-a.1 under the topic (area) “Air Quality” for air emissions of pollutants including NOx, SOx, particulate matter (PM10), dioxins/furans, volatile organic compounds (VOCs), polycyclic aromatic hydrocarbons (PAHs), and seven heavy metals.
- EM-CM160-a.1 and EM-CM160-a.1 under the topic (area) “Biodiversity Impacts” for the environmental management policies and practices for active sites, and terrestrial acreage disturbed, percentage of impacted area restored.
- EM-CM130-a.1 under the area “Energy Management” for total energy consumed, percentage grid electricity, percentage alternative, and percentage renewable.
- EM-CM140-a.1 under the area “Water Management” for total fresh water withdrawn, percentage recycled, percentage in regions with high or extremely high baseline water stress. See also Table «Water Stress Areas».
- EM-CM150-a.1 under the area “Waste Management” for amount of waste generated, percentage hazardous, percentage recycled.

# ESG KEY PERFORMANCE STATEMENTS

## 2- Social Information

### 2.1- Health and Safety Performance Indicators

Code	ESG Performance Indicators	Notes	Unit	2024	2023	2022	TITAN Reporting Standards						SDGs and Targets
							GCCA	UNGC	UNCTAD	TCFD	SASB	GRI	
<b>All activities</b>													
2.1.1	Employee fatalities		#	0	0	0		●	●	●		403-9	SDG 3.6 SDG 3.8 SDG 4.3 SDG 8.8
2.1.2	Employee fatality rate		#/10 persons	0	0.0	0.0		●	●	●			
2.1.3	Contractor fatalities		#	0	0	1		●	●	●			
2.1.4	Third-party fatalities		#	0	0	0		●	●	●		403-9	
2.1.5	Employee Lost Time Injuries (LTIs)		#	0	0	0		●	●	●			
2.1.6	Employee Lost Time Injuries Frequency Rate (LTIFR)		#/10 h	0	0.0	0.0		●	●	●		EM-CM-320a.1	
2.1.7	Employee lost working days		d	0	0	0		●	●				
2.1.8	Employee Lost Time Injuries Severity Rate		d/10 h	0	0.0	0.0		●	●	●			
2.1.9	Contractor Lost Time Injuries (LTIs)		#	0	1	6		●	●	●			
2.1.10	Contractor Lost Time Injuries Frequency Rate (LTIFR)		#/10 h	0	0.32	1.84		●	●	●		EM-CM-320a.1	
2.1.11	Employee covered by social protection		%	100%	100%	100%		●				401	
2.1.12	Wellbeing initiatives for employees		#	23	19	19						403-6	
2.1.13	Near misses		#	62	35	63			●			EM-CM-320a.1	
2.1.14	Training man-hours on health and safety / employee		1 h/person	11.69	12.99	9.13			●	●		403-5	
2.1.15	Training man-hours on health and safety / contractor		1 h/person	8.05	15.86	12.38			●	●			
2.1.16	Expenditures for Health and Safety, BU Total		million EGP	15.84	19.50	9.03			●	●		201-2	
<b>Cement production activities</b>													
2.1.17	Employee fatalities		#	0	0	0		●	●	●		403-9	
2.1.18	Employee fatality rate		#/10 persons	0	0.0	0.0		●	●	●			
2.1.19	Contractor fatalities		#	0	0	1		●	●	●			
2.1.20	Third-party fatalities		#	0	0	0		●	●	●			
2.1.21	Employee Lost Time Injuries (LTIs)		#	0	0	0		●	●	●			
2.1.22	Employee Lost Time Injuries Frequency Rate (LTIFR)		#/10 h	0	0.0	0.0		●	●	●		EM-CM-320a.1	
2.1.23	Employee lost working days		d	0	0	0		●	●				
2.1.24	Employee Lost Time Injuries Severity Rate		d/10 h	0	0.0	0.0		●	●	●			
2.1.25	Contractor Lost Time Injuries (LTIs)		#	0	0	5		●	●	●			

## ESG KEY PERFORMANCE STATEMENTS

### 2- Social Information

#### 2.2- Our people Performance Indicators

Code	KEY PERFORMANCE INDICATORS (KPIs)	Notes	Unit	2024	2023	2022	TITAN Reporting Standards					SDGs & TARGETS
							GCCA	UNGC	UNCTAD	SASB	GRI	
Employment							GCCA	UNGC	UNCTAD	SASB	GRI	SDG 5.4 SDG 8.5 SDG 8.6 SDG 8.8 SDG 10.3
2.2.1	Number of employees by year end		#	511	494	461		●			2-7b	
	Employment per gender							●				
2.2.2	Females		#	22	23	25		●				
2.2.3	Males		#	489	471	436		●				
	Employment per age group										2-7	
2.2.4	Under 30		#	23	26	20						
2.2.5	Between 30-50		#	268	245	227						
2.2.6	Over 50		#	220	223	214						
	Employment per contract type											
2.2.7	Permanent employees		#	511	494	461						
2.2.8	Temporary employees		#	0	0	0						



Code	KEY PERFORMANCE INDICATORS (KPIs)	Notes	Unit	2024	2023	2022	TITAN Reporting Standards					SDGs & TARGETS
Employment							GCCA	UNGC	UNCTAD	SASB	GRI	SDG 5.4 SDG 8.5 SDG 8.6 SDG 8.8 SDG 10.3
	Employment per full-time and part-time											
2.2.9	Full-time employees		#	511	494	461						
2.2.10	Part-time Employees		#	0	0	0						
	Employment per category										2-7	
2.2.11	Senior managers		#	9	8	8		●				
2.2.12	Managers		#	68	69	71		●				
2.2.13	Administration/technical		#	190	188	181		●				
2.2.14	Semi skilled/unskilled		#	244	229	201		●				
2.2.15	Employee new hires (%)		#	10.4%	14.17%	4.12%		●				
2.2.16	Employee new hires		#	53	70	19		●				
	New hires per gender										401-1	
2.2.17	Females		#		2	2		●				
2.2.18	Males		#	52	68	17		●				

Code	KEY PERFORMANCE INDICATORS (KPIs)	Notes	Unit	2024	2023	2022	TITAN Reporting Standards					SDGs & TARGETS
							GCCA	UNGC	UNCTAD	SASB	GRI	
Employment							GCCA	UNGC	UNCTAD	SASB	GRI	SDG 5.4 SDG 8.5 SDG 8.6 SDG 8.8 SDG 10.3
	New hires per age group							●			401-1	
2.2.19	Under 30		#	16	15	11		●				
2.2.20	Between 30-50		#	35	55	7		●				
2.2.21	Over 50		#	2	0	1		●				
2.2.22	Employee turnover (%)		%		7.49%	5.2%		●			401-1	
2.2.23	Employees left		#	36	37	24		●				
2.2.24	Male %		%	6.65%	6.68%	4.8%		●				
2.2.25	Female %		%	0.39%	0.81%	0.4%		●				
	Employee turnover per age group										401-1	
2.2.26	Under 30		#	8	6	7						
2.2.27	Between 30-50		#	11	18	14						
2.2.28	Over 50		#	17	13	3						
2.2.29	Share of women in employment (%)		%	4.31%	4.66%	5.42%		●			405-1	
2.2.30	Share of women in management (%)		%	11.76%	10.39%	12.66%		●	●			
2.2.31	Share of women in Senior Management (%)		%	0.0%	0.0%	0.0%		●	●			
2.2.32	Employees from local community (%)		%	90.2%	90.89%	89.8%						
2.2.33	Percentage of unionized employees (%)		%	49.5%	53.85%	60.5%						
2.2.34	Employees Differently Abled		#	13	31	32						

## PEOPLE DEVELOPMENT

Code	KEY PERFORMANCE INDICATORS (KPIs)	Notes	Unit	2024	2023	2022	TITAN Reporting Standards					SDGs & TARGETS
							GCCA	UNGC	UNCTAD	SASB	GRI	
Employment							GCCA	UNGC	UNCTAD	SASB	GRI	
2.2.35	Training investment (BU Total)		EGP	823,191	1,166,696	568,278		●	●			
2.2.36	Training investment per employee		EGP	1,837	2,536	1,480		●	●			404-1
	Training investment per gender											404-1
2.2.37	Females		EGP	29,429	61,936	119,905		●	●			
2.2.38	Males		EGP	793,762	1,104,760	448,373		●	●			
2.2.39	Trained employees (BU Total)		#	448	460	384		●				404-1
2.2.40	Share of trained employees (% in total workforce)		%	88%	93%	83%		●				
2.2.41	Share of trained female employees (% in total female employees)		%	100%	100%	92%		●				
	Trained employees per category											404-1
2.2.42	Senior managers		#	10	10	6						
2.2.43	Managers		#	67	76	70						
2.2.44	Administration/technical		#	180	186	160						
2.2.45	Semi skilled/unskilled		#	191	188	148						
	Trained employees per age group											404-1
2.2.46	Under 30		#	27	32	16		●				
2.2.47	Between 30-50		#	245	231	217		●				
2.2.48	Over 50		#	176	197	151		●				
2.2.49	Training hours (BU Total)		#	12,017	12,776	7555		●	●			404-1
2.2.50	Average training hours per employee (over the total number of direct employees), and breakdown per gender		#	23	26	16		●	●			404-1
2.2.51	average female		#	14	18	18						
2.2.52	average male		#	24	26	16						
	Training hours per subject							●				404-1
2.2.53	Company Onboarding		#	270	812	196						
2.2.54	Compliance		#	351	881	197			●			
2.2.55	Sustainability		#	40	4	8			●			

SDG 4.3  
SDG 4.4  
SDG 5.1  
SDG 5.5  
SDG 8.5  
SDG 10.2  
SDG 10.3  
SDG 16.5

Code	KEY PERFORMANCE INDICATORS (KPIs)	Notes	Unit	2024	2023	2022	TITAN Reporting Standards					SDGs & TARGETS
							GCCA	UNGC	UNCTAD	SASB	GRI	
<b>Employment</b>												
2.2.56	Digital & IT		#	658	414	183						SDG 4.3 SDG 4.4 SDG 5.1 SDG 5.5 SDG 8.5 SDG 10.2 SDG 10.3 SDG 16.5
2.2.57	Decarbonization		#	203	64	276						
2.2.58	Environment		#	304	228	434						
2.2.59	Foreign Languages		#	1,320	848	292						
2.2.60	Functional Competence		#	1,446	992	419						
2.2.61	Generic Competence		#	43	601	299						
2.2.62	Health & Safety		#	6,166	6,464	4211						
2.2.63	Managerial skills		#	776	178	56						
2.2.64	Other (Including LinkedIn Learning courses)		#	218	66	198						
2.2.65	Security		#	32	63	39						
2.2.66	Technical know-how		#	190	1,161	747						
2.2.67	Share of employees with performance evaluation		%	95%	91%	95%					404-3	
2.2.68	Share of female employees with performance evaluation		%	95%	96%	96%						

## ESG KEY PERFORMANCE STATEMENTS

### 2- Social Information

#### 2.3- Our Communities Performance Indicators

Code	KEY PERFORMANCE INDICATORS (KPIs)	Notes	Unit	2024	2023	2022	TITAN Reporting Standards					SDGs & TARGETS
							GCCA	UNGC	UNCTAD	SASB	GRI	
2.3.1	Total donations and social investment (EGP)		EGP	5,195,904	8,461,085	7,037,000		●	●			SDG 2.1 SDG 2.3 SDG 4.3 SDG 4.4 SDG 9.3
2.3.2	Donations in cash (EGP)		EGP	1,724,634	4,492,478	3,804,593		●	●		2-29 203-1 203-2 413-1	
2.3.3	Donations in kind (EGP)		EGP	894,035	739,000	1,200,000		●	●			
2.3.4	Total amount of “social investment” for the implementation of the Community Engagement Plans		EGP	2,577,236	3,229,607	2,032,407						
2.3.5	Employees from local community		%	90.2%	91.09%	89.80%					2-29 413-1	
2.3.6	Internships		#	109	133	225		●			2-8	
2.3.7	Internships from Local Community		%	100%	100%	100%						
2.3.8	New entry level jobs from internships/traineeships		#	0	0	1		●			2-29	
2.3.9	Key operations with Community Engagement Plans related to material issues and TITAN Egypt policies	2	%	100%	100%	100%		●	●		2-29 413-1	
2.3.10	Total number of Initiatives under Community Engagement Plans		#	11	14	14						
2.3.11	Total number of Participants to Community Engagement Plans	2	#	113	93	255						
2.3.12	TITAN Egypt Employees, volunteers to Community Engagement Plans	2	#	79	53	140						
2.3.13	Blood donations (TITAN Egypt employees)		#	0	-	18					203-2	
2.3.14	Local spend of TITAN Egypt	3	%	66%	69.13%	73.57%		●	●		204-1	

## ESG KEY PERFORMANCE STATEMENTS

### Notes- 2- Social Information

#### Notes for specific KPIs

- 1.The KPI was calculated for the closing of the reporting period 2024 in accordance with the practice for all Safety data, being the use of “Average Employment”.
2. Participants are persons who had active involvement (engagement) in the reporting period in initiatives for Community Engagement (related to KPI "Key operations with CEPs"). The respective figures include the sum of number of persons for two sub-categories: (a) Direct Employees who volunteered for participation, or/and had active role because of their position/role in the BU organization, and (b) Partners as active contributors (e.g., Local Authorities, Specialists e.g., Academia or other Experts, NGOs, Suppliers and Contractors, Customers etc., the list is not exhaustive).
3. \* 66% was impacted by the introduction of a new export business in 2024+. Furthermore, it considers the switching of two previously international suppliers to local ones.

#### Reference to SASB Standards

Connection of ESG performance indicators with the metric EM-CM-320a.1 according to SASB Standards, under the topic (area) “Health and Safety”; specifically, the connection concerns the KPIs of near misses and frequency rate for full-time employees, and contract employees.

## ESG KEY PERFORMANCE STATEMENTS

### 3- Governance Information

TABLE 3.1- Governance Core Indicators

Code	Governance Core Indicators	Notes	2024	2023	TITAN Reporting Standards					Reporting Standards
					GCCA	UNGC	UNCTAD	SASB	GRI	
3.1.1	Grievance mechanism (Ethicspoint) coverage		1	1		●	●	●		SDG 5.5 SDG 16.5
3.1.2	Average number of hours of training on subjects related to Compliance, per employee		0.69	1.9		●	●	●	GRI 205-2	SDG 16.6 SDG 16.7

## ESG KEY PERFORMANCE STATEMENTS

### 3- Governance Information

TABLE 3.2- ESG Audits

Environmental Audit Area	Audit Type	2024 Number of Audits
Environmental Management System	External	9
	Internal	4
Energy Management System/Energy audits	External	5
	Internal	4
CO2 emissions	External	0
	Internal	0
Waste Management	External	0
	Internal	0
Complaints	External	1
	Internal	0
Environmental - Other	External	1
	Internal	0
Other	External	0
	Internal	0
Health and Safety	External	6
	Internal	282
Social	External	0
	Internal	1
TOTAL	External	22
	Internal	291

## ESG KEY PERFORMANCE STATEMENTS

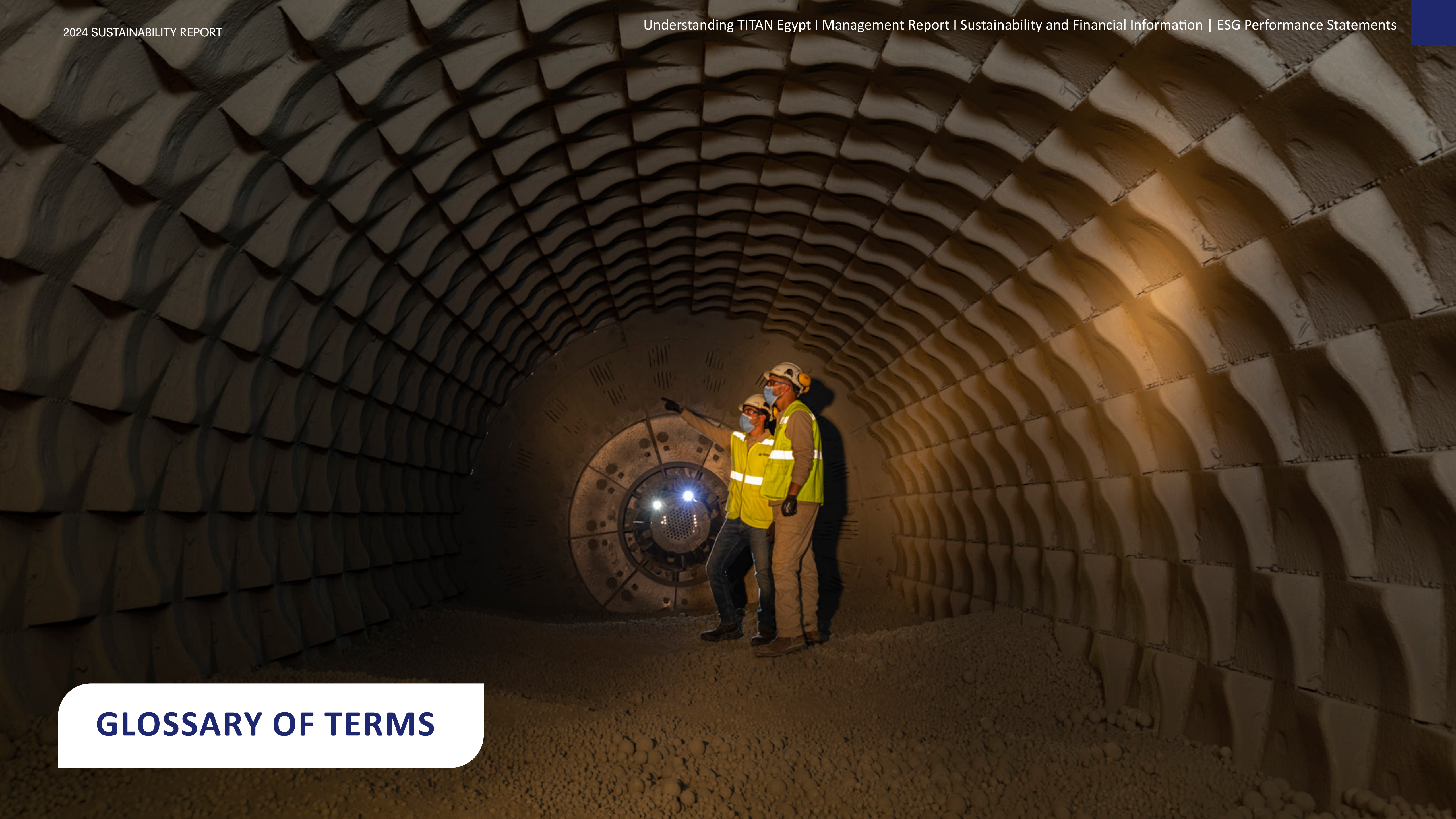
TABLE 4- Standards and other standards for the Non-financial disclosures in 2024

Sector Association or Initiative	Guidelines and other documents of reference	Published	Notes
GCCA	Sustainability Charter	Latest edition (publications between 2019 and 2021)	1
	Sustainability Framework Guidelines		
	Sustainability Guidelines for the monitoring and reporting of safety in cement and concrete manufacturing* [Pillar 1]		
	Sustainability Guidelines for the monitoring and reporting of CO2 emissions from cement manufacturing [Pillar 2]		
	Sustainability Guidelines for the monitoring and reporting of water in cement manufacturing [Pillar 4]		
	Sustainability Guidelines for the monitoring and reporting of emissions from cement manufacturing [Pillar 4]		
	Sustainability Guidelines for co-processing fuels and raw materials in cement manufacturing [Pillar 5]		
	Sustainability Guidelines for quarry rehabilitation and biodiversity management [Pillar 4]		
	Guidance for Sustainable Supply Chain Management [Pillars 1, 3 and 5]		
"Supplementary to the GCCA standards: (Previously) WBCSD/CSI"	Recommended Good Practices for: (a) Contractor Safety, and (b) Driving Safety	2009	
	Cement Sector Scope 3 GHG Accounting and Reporting Guidance	2016	
UNCTAD	Guidance on Core Indicators for Sustainability and SDG Impact Reporting	2022	2
TCFD	Reporting in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)		
GRI Standards	Reporting with reference to the Global Reporting Initiative (GRI) standards for the period 1 January 2024 to 31 December 2024		"Latest edition (publications between 2016 and 2021)"
SASB	Reporting in connection with the SASB standards, with reference to the amended version published by IFRS Foundation in 2023 for the sectors of Construction Materials, and Metals & Mining	2023	

## NOTES

- "The Global Cement and Concrete Association (GCCA) has built its Sustainability Charter around five (5) Sustainability Pillars, to encompass the full sustainability spectrum for its work purposes: Pillar 1: Health and Safety, Pillar 2: Climate Change and Energy, Pillar 3: Social Responsibility, Pillar 4: Environment and Nature and Pillar 5: Circular Economy. The terminology of the 'Pillars' is specific to the GCCA Charter of commitments for member companies, and details are available in the Charter and Framework Guidelines in the GCCA website: <https://gccassociation.org/sustainability-innovation/sustainabilitycharter-and-guidelines/>. TITAN continued efforts in 2024 for implementing the GCCA 2050 Roadmap to Net Zero Concrete "Concrete Future" and focused on SBTi Targets for the 1.5 degrees scenario, while continuing active participation in various working groups and contributing with knowhow and expertise, in line with its practice since the foundation of the Sectoral Association."
- The UNCTAD Guidance provides meaningful connections of KPIs with the most relevant SDGs and specific targets for each SDG, and is leveraged under the reporting approach of TITAN according to Material Issues.





## GLOSSARY OF TERMS

FINANCIAL	DEFINITION
Total assets	The sum of all current and noncurrent assets
Shareholders' equity	Total assets minus total liabilities
Turnover	Revenue received from the sale of goods and services to customers in all regions of operation
EBIT/operating profit	Earnings before interest and taxes
Earnings before tax and minority interest	Net profit before minority interests and taxes
Earnings after tax and minority interest	Net profit after minority interests and taxes
Shareholder equity ratio	Total shareholder equity over total assets

ESG PERFORMANCE {RELEVANT SECTION}	DEFINITION
Fatality {Health and safety}	A death resulting from a work-related accident, with no time limit between the date of the accident and the date of death.
Fatality Rate {Health and safety}	Number of fatalities in a year per 10,000 people directly employed – i.e., Fatality rate (Directly employed) = (Number of Fatalities in a year (Directly employed) x 10,000 / Number of Directly employed personnel).
Lost Time Injury (LTI) {Health and Safety}	A work-related injury causing the loss on one or more working days (or shifts), counting from the day after the injury, before the person returns to normal or restricted work. Injuries incurred while travelling to and from work, arising from criminal acts, and due to natural causes are excluded.
Supplier {Sustainable Supply Chain}	A person or organization providing goods or services. Contractors and subcontractors include all individuals employees of firms or corporations contracting for performance of specified work, whether on a short-term or long-term basis.
Local Supplier {Sustainable Supply Chain}	Suppliers are considered local, as per the TITAN approach since 2019, when those suppliers have company tax registration (for tax purposes) inside the country of interest (the country of the BU location and tax registration). In this context, local suppliers are all suppliers who are not considered global (or, equivalently, called 'international'), and there is no other category except the above two, according to the TITAN approach as explained in the above.
International Supplier	Suppliers are considered global when they provide goods or services in different geographic areas. For the specific use of the definition for TITAN, 'global' can be considered all suppliers which are not categorized as 'local.' An equivalent term for the global suppliers is international suppliers.
Key Supplier {Sustainable Supply Chain}	TITAN defines key suppliers as critical suppliers according to the GCCA Guidance for Sustainable Supply Chain Management, and with a meaningful level of spend (i.e., 80%)

GLOSSARY OF ABBREVIATIONS						
AF	TSR	RDF	MSW	GHRMS	IAR	P2P
Alternative fuel	Thermal substitution rate	Refuse-derived fuel	Municipal solid waste	Group Human Resources Management System	Integrated Annual Report	Procure-to-Pay



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