

Thank you.. The annual report on the Environmental, Social And Governance Disclosures has been successfully registered and your registration code number is 46381. You are kindly requested to print the report and attach it to the annual report of the Board of Directors attached .to the annual financial statements for the year 2025/2026

Print the current form



الهيئة العامة للرقابة المالية
FINANCIAL REGULATORY AUTHORITY



Annual report for FY **2025/2026**
on Environmental, Social and Governance Disclosures Related to
Sustainability (ESG)

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

First: Introduction

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

prepared this electronic form to companies to fulfill the **KPIs** for the disclosure of sustainability standards **ESG**

Therefore, please be careful, accurate and transparent when filling out this form, and please attach the report form within the annual report prepared by the Board of Directors attached to the annual financial statements for the year 2025/2026 In case of any inquiries related to this matter, you can contact sustainable development department via email

sustainable.development@fra.gov.eg

Secand: Basic Data on The Status of Company

Select the company's name:Arab Dairy Products Company .1

company's sector:Food, beverages and tobacco .2

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

1. Name :هاني ابراهيم مجاهد محمد

2. Job Title :مدير ادارة علاقات المستثمرين

3. Email:hmegahed@arabdairy.com

4. Phone:+201001644511

5. Tax Card:204-892-538

6. IFC Code:320098

Fourth: Environmental KPIs

Environmental Operations & Oversight (E1).1

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

Yes

**The company has a published policy on the environment, health and safety,
and qualit**

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

Yes

**Stemming from within the company and embedded in its values – -
Sustainability: this helps the company to innovate and grow by addressing
environmental and social challenges that pose future risks to the company**

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

Yes

**The company has fully completed the environmental register, the register of
environmental measurements and the register of hazardous substances
through the relevant authorities**

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

Yes

**Through indirect recycling by selling to a specialist contractor (waste
management), whilst water and energy management is handled by the
company's maintenance department**

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

No

**It has not exceeded the permitted limits, so it does not need any targets to
reduce greenhouse gas emissions**

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

Yes

The company has contracted a certified firm to carry out all environmental procedures and assessments; this environmental dossier is reviewed by all relevant government authorities and is renewed annually

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

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

Yes

The company produces reports on its carbon footprint and energy efficiency based on environmental measurements

Energy sources usage and diversification (E3).3

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

Yes

The company carries this out through its Accounts Department, in coordination with the Maintenance Department

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

Yes

The company carries this out through its Accounts Department, in coordination with the Engineering Department

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

Yes

**The company carries this out through its Accounts Department, in
coordination with the Engineering Department**

Water Usage (E4).4

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

Yes

**The company calculates water consumption through the Maintenance
Department in conjunction with the Engineering Department, which works
.to optimise consumption**

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

Yes

**The company is preparing a report, through its engineering department, on
the total volume of water recycled and treated annually**

Waste Management (E5).5

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

Yes

**Through the Finance Department, in coordination with the Maintenance
Department**

Fifth: Social KPIs

Gender Diversity & Pay Ratio (S1).1

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

Yes

**The company makes disclosures, whether in statutory disclosures or press
releases**

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

**The company shall disclose the percentage and average of the total number
of male and female employees**

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

**The company discloses the percentage of entry-level and mid-level
positions held by men and women**

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

**The company discloses the percentage of senior and executive positions
held by men and women**

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

**The company discloses the ratio of the average pay for men to the average
pay for women**

Employee Turnover rate (S2).2

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

**The company is considering disclosing this percentage and the annual
turnover rate for permanent staff**

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

**The company is considering disclosing this percentage and the turnover
rate for temporary staff on an annual basis**

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

**The company discloses the annual turnover rate for contract staff and
consultants**

Non-Discrimination (S3).3

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

In accordance with human resources management policies

Global Health & Safety Standards (S4).4

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

In accordance with human resources management policies

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

There are virtually no casualties from accidents

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

On a quarterly basis

Children & Forced Labor (S5).5

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

The company strictly enforces a policy prohibiting child labour and forced
labour

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

This policy applies to suppliers and vendors doing business with the
company

Labor Rights (S6).6

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

The company is subject to Labour Law No. 14 of 2025

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

The company implements a policy and a set of specific procedures

Sixth: Governance KPIs

Board Diversity (G1).1

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

Yes

The company shall disclose the number and percentage of total board seats held by men and women

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

Yes

**The company shall disclose the number and percentage of committee
chairs held by men and women**

Bribery / Anti-corruption (G2).2

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

Yes

**The company shall issue policies and guidelines on all decisions relating to
the prevention of bribery and corruption, and shall monitor their
implementation**

Ethics and Code of Conduct (G3).3

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

Yes

**The company has drawn up a code of honour and a code of ethical conduct,
which are monitored by the company's Human Resources department**

Data Privacy (G4).4

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

?recommendations regarding data privacy

No

The company does not follow any other international frameworks, rules or recommendations regarding data privacy

Sustainability Reporting & Disclosure (G5).5

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

No

The company is exploring the implementation of comprehensive sustainability, the measurement and disclosure of environmental, social, climate and water impacts, environmental transparency, performance assessment for investors, sustainability-related financial disclosure, integrated reporting, and the linking of financial and sustainability performance, as well as its commitment to human rights, the environment .and labour standards

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

No

The company does not seek to achieve specific United Nations Sustainable Development Goals

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

No

The company does not pursue any targets and does not report on progress made in relation to the United Nations Sustainable Development Goals

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

Yes

The company has clearly stated its commitment to corporate social responsibility standards

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

Yes

The company adopts a clear and explicit policy and principle regarding community investment

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

Yes

The company participates in public and private sector initiatives aimed at developing the local community

External Assurance (G6).6

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

No

The company is considering engaging a specialist in the review of .environmental, social and governance (ESG) disclosures

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