



Sustainability Report

Egis in the Middle East 2024

About this Report —

This inaugural Environmental, Social, Governance (ESG) report for the Middle East reflects Egis' commitment to transparency, accountability, and sustainable development. In response to the challenges of climate change, biodiversity loss, resource depletion, and evolving social needs, we remain dedicated to designing infrastructure and buildings that support climate resilience and inclusive growth across the region. We welcome you to explore the initiatives, achievements, and aspirations that have shaped Egis's sustainability journey in the Middle East throughout 2024.

This report provides a comprehensive overview of the environmental, social, and governance (ESG) performance of the Egis Group's operations in the Middle East, including all regional subsidiaries (collectively referred to as "Egis Middle East", "Egis ME", "we", "our", or "us"). "Egis" is used in this report when referring to Group-level information, initiatives, or commitments that also apply to the Middle East. "Egis Middle East" is used in contexts that relate specifically to the regional entity and its operations.

Reporting Principles and Framework

Non-financial information in this document is disclosed using selected requirements from the 2021 Global Reporting Initiative (GRI) Universal Standards. The Greenhouse Gas (GHG) emissions have been calculated using the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD), GHG Protocol Corporate Accounting and Reporting Standards for Scope 1 and 2 emissions, and the Corporate Value Chain Accounting and Reporting Standard for Scope 3 emissions.

Report Scope and Boundary

The ESG activities and progress of Egis Middle East are presented across eight countries- Bahrain, Egypt, Jordan, Kuwait, the Kingdom of Saudi Arabia (KSA), Oman, Qatar, and the United Arab Emirates (UAE)- including the operations of recently acquired entities: WME consultants, Omrania and Associates, U+A Architecture, Waagner Biro Bridge Systems, Inhabit Middle East and Thomas & Adamson. Unless otherwise noted, it includes disclosures for the reporting period from January 1 to December 31, 2024.

To the best of our knowledge, all information presented is accurate as of the date of publication. Relevant function leads have reviewed the content internally. While this report has not been externally audited in its entirety, selected data, such as the percentage of employees trained on ethics, cybersecurity, and carbon footprint coverage rate are sourced from Egis Group's Non-Financial Performance Statement (NFPS) for the year ending December 31, 2024, which have been independently audited by Mazars.

For any inquiries or feedback regarding this report, please contact us at esg.middle-east@egis-group.com



Table of Contents

→

About this Report

2

→

Message from the CEO

4

→

2024 ESG Highlights

5

→

Introduction

6

•

About Egis

•

About Egis in the Middle East

•

Our Sustainability Ambitions

•

Alignment with the UN SDGs and Global Compact

→

Act for the Environment

13

•

Our Net-Zero Commitment

•

Tracking Our Carbon Footprint

•

Eco-Design

•

Climate Resilience

•

Environmental Compliance

•

Partnering for Impact

•

Biodiversity

•

Collaborations

→

Develop our Talent

27

•

Our People

•

Employer of Choice

•

Learning at Egis

•

Wellbeing Initiatives

•

Recognition

•

Health & Safety

•

Diversity & Inclusion

•

Building Local Capacity

•

Responsibility Beyond Business

→

Adopt Responsible Growth

44

•

Our Guiding Principles

•

ESG Governance

•

Ethics & Integrity

•

Digital Security

•

Risk Management & Governance

•

Contributive Turnover

→

Appendix

52

•

ESG Data Tables

•

GRI Content Index



Message from the CEO —

Dear Reader,

I am pleased to present Egis Middle East's inaugural ESG report, our first developed specifically for the region. It reflects not only our achievements, but also our values, our governance, and our long-term commitment to sustainable progress.

The year 2024 marked a pivotal chapter for Egis, defined by strong growth, strategic transformation, and a deepened commitment to sustainability. Our regional turnover reached €519.26 million, reflecting a 30% year-on-year increase. This performance was driven by the growing strength of our architecture, engineering, consultancy, and operations activities, along with the success of flagship projects across multiple business lines.

Egis Middle East now ranks sixth on Engineering News-Record's list of the region's top 10 design firms. This recognition reflects the success of our focused growth strategy, delivered through both internal development and strategic acquisitions. In 2024, we expanded further with the acquisition of Thomas & Adamson and completed the full integration of U+A and Omrania into the Egis family.

As of December 31, 2024, Egis Middle East employs 3,750 people, representing an increase of 13% compared to 2023.

In 2024, the Egis Group achieved a significant milestone in its climate journey with the formal validation of its greenhouse gas (GHG) emissions reduction targets by the Science Based Targets Initiative (SBTi). These targets, aligned with the SBTi's Corporate Net-Zero Standard, reflect our commitment to contributing to the global effort to limit warming to 1.5 degrees Celsius, in line with the Paris Agreement. The approved targets include an ambitious pathway to reduce absolute Scope 1 and 2 emissions and engage with our value chain to cut Scope 3 emissions. In the Middle East, we have adopted the same targets, ensuring full alignment with the Group's global climate strategy.

This report marks a key milestone in our journey toward greater transparency and accountability. It demonstrates how we are embedding sustainability into our operations while continuing to meet the expectations of our clients and the communities we serve.

As we look ahead to 2025, Egis Middle East will continue to strengthen its contribution to the Group's global ambitions. We remain committed to accelerating our decarbonisation and eco-design efforts, investing in local talent, and working closely with clients, regulators, and partners to help deliver on national and regional sustainability goals.

Sincerely,

Frederico Justus,

Chief Executive Officer, Egis Middle East and South Asia

"With the foundations firmly in place, we are ready to move from intent to measurable impact and ensure that ESG excellence becomes a defining part of how Egis delivers infrastructure across the region."

Frederico Justus

Chief Executive Officer
Egis Middle East and South Asia

2024 Highlights

Environmental

475

Employees trained through the Act4ecodesign program

100%

Revenue covered by our annual GHG inventory

103

Active projects pursuing sustainability certifications, led by in-house team

100%

Operations & maintenance activities generated from ISO 14001 certified entities

Social

1245

Talented professionals onboarded in Egis Middle East

8896

Hours of learning and skills development delivered

17%

Workforce made up of women, driving diversity

88%

Cumulative pass-rate in healthy & safety training (SafePass)

78

Nationalities enriching our regional team culture

Governance

~43%

Of total turnover from projects contributing to ecological and energy transition

100%

ISO 37001 certified operations and activities

96%

Completed Ethics Module 1, covering foundations of responsible business conduct

78%

Completed CyberPass 1, building essential cybersecurity awareness

99%

Completed Ethics Module 2, focusing on integrity, whistleblowing and conflict of interest

90%

Completed CyberPass 2, strengthening practices for digital safety

Financial performance

+51%

Organic growth

€ 606M

Revenue 2024 Middle East (Incl. O&M)

€ 382.6M

Net revenue

€ 47M

EBITDA

€ 38.7M

EBIT

€ 34.2M

Net income

146

Days of sales outstanding

€ 1.4M

Revenue from acquisition 2024

1

Acquisition in 2024

5

Acquisitions since 2020



egis

Introduction

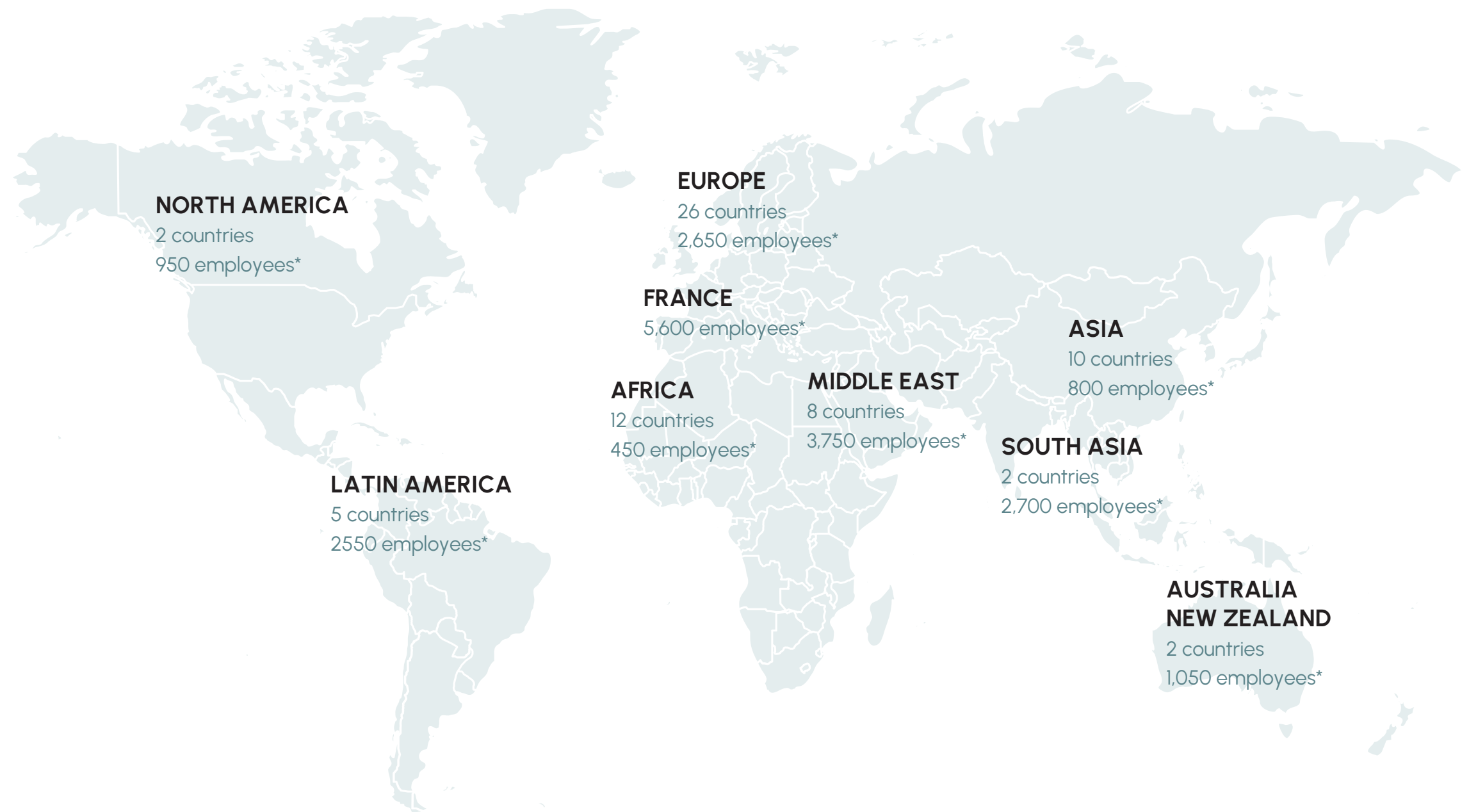
About Egis

Egis is a renowned global leader in architecture, consulting, construction engineering, and operations, with a presence in over 100 countries across five continents.

Founded 90 years ago in France, Egis Group has grown into a major player in transport, infrastructure, and building engineering, employing more than 22,000 professionals worldwide.

Tikehau Capital is the largest shareholder in the Group, which holds 40% through its T2 Energy Transition Fund. Other major shareholders include Caisse des Dépôts (34%), and Egis' partner managers and employees, through Egis Partenaires and an employee shareholding fund (FCPE), which collectively hold the remaining 26%.

Operating across the entire value chain from early-stage strategy and feasibility, architecture, engineering, construction supervision, commissioning, to long-term operations and mobility services - Egis brings an integrated, systems-level perspective to every project.



Our Purpose and Vision —

Egis is committed to help with solving the great equation of the 21st century: successfully blending improved people's quality of life with supporting communities in their social and economic development, whilst drastically reducing carbon emissions and achieving vital 2050 net-zero targets.

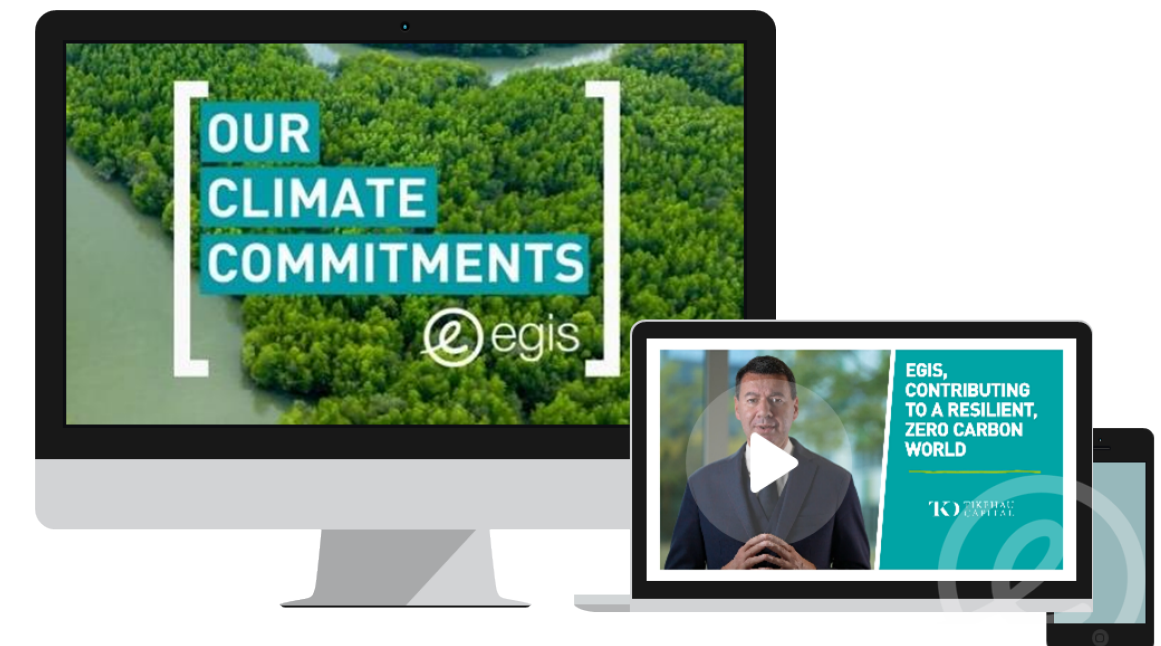
Our Values —



Impact the Future —

As one of the world's leading engineering and operating firms, we hold ourselves responsible for today's biggest challenges – fighting climate change, the digital transition and meeting the needs of growing populations. We do this by designing smart, green infrastructure, transport and buildings, creating a sustainable future for communities everywhere.

Climate Emergency, Our Top Priority —



A message from Egis Group CEO, Laurent Germain on our climate commitments

Our Business Lines and Core Sectors

Egis operates through two main business activities: Architecture, Consulting, and Engineering (ACE) and Operations and Maintenance (O&M). Under these, the company's business lines are structured across three core sectors – Transportation, Consulting & Operations, and Energy & Sustainable Cities – as illustrated in the diagram below.

3 major “Business Lines” organized in “Service Lines” serving 5 “Regions”

3 Business Lines with shared interests, clients or markets, and enabling better skill and resource management

5 Regions organised according to operational and strategic interests to enable greater proximity to our clients

TRANSPORTATION

- Transport & Urban Development
- Intercity Transportation
- Structures

CONSULTING & OPERATION

- Consulting
- Operation & Maintenance
- Aviation (consulting and engineering)
- New services

ENERGY & SUSTAINABLE CITIES

- Building
- Architecture
- Water, Environment & Energy Transition
- Nuclear

Increased
Resource &
Knowledge-Sharing

Americas

Europe & Africa

Middle East & South Asia

Americas & Pacific

Asia Pacific

About Egis in the Middle East

Egis operates across eight countries in the Middle East: the United Arab Emirates (UAE), Oman, Kuwait, Bahrain, the Kingdom of Saudi Arabia (KSA), Jordan, Qatar, and Egypt. In 2024, the region contributed over 24% to the Group's total turnover, underscoring its strategic importance to our continued growth.

As the Middle East region undergoes an unprecedented wave of development and transformation, Egis is proud to be playing a key role in shaping the future of the region. We work hand-in-hand with public authorities, government bodies, and private clients, translating their ambitious goals into practical, high-impact outcomes through our technical expertise, innovation, and integrated solutions.

Our impact is rooted in leadership across transport, infrastructure, and the built environment. From delivering iconic buildings and advancing the national rail network in Saudi Arabia, to driving smart city programmes in the UAE, to providing resilient infrastructure solutions in Egypt, our projects directly support regional development priorities.

Our commitment to employee well-being and high standards in human resource practices has been recognised through our certification as a Top Employer in both the UAE and KSA, a testament to our focus on fostering inclusive, high-performing workplaces in the region.



3750+
Employees
In Middle East

77% in Architecture, Consulting & Engineering

23% in Operation and Maintenance

"Leading Egis Middle East over the past five years has been an extraordinary journey. Our growth in the region was never just about expanding our footprint—it was about earning trust, delivering value and becoming a true partner in shaping the future of the Middle East. I am proud of how far we have come, the relationships we have built, and the meaningful role Egis continues to play by driving purpose-led impact across the region."



Alaa Abusiam

Egis Americas CEO,
Former CEO of Egis Middle East & South Asia

Our Sustainability Ambitions

At Egis, our commitment to sustainability is anchored in a long-term vision that integrates environmental responsibility, inclusive growth, and talent development into every aspect of our operations. Guided by the 2021–2026 strategic roadmap “Impact the Future”, Egis Group has identified three core pillars that shape our approach to sustainable development. These three pillars - 1) Act for the Environment 2) Develop our Talent and 3) Adopt Responsible Growth - align closely with the principles of Environmental (E), Social (S) and Governance (G), collectively reflecting our ambition to be a catalyst for sustainable transformation.



Act for the Environment (E)

We are committed to addressing environmental challenges by integrating eco-design principles into our projects, reducing our own carbon footprint and promoting biodiversity and circular economy practices.



Develop Our Talent (S)

Our people are at the heart of our success. We focus on nurturing a diverse and inclusive workforce by providing continuous learning opportunities, promoting health and safety, and fostering a culture of equity.



Adopt Responsible Growth (G)

We strive for long-term, responsible growth by upholding the highest standards of ethics, transparency, and accountability. Through robust governance practices, we aim to deliver value to our stakeholders while ensuring our business operations align with sustainable development objectives.

“We recognise the distinct sustainability challenges and opportunities facing the Middle East, ranging from climate change adaptation and resource scarcity to the urgent need for resilient infrastructure. In response, we have integrated sustainability at the core of our business strategy, enabling us to deliver innovative, future-ready solutions that create long-term value for our clients, communities, and the environment.”



Dr. Ali Amiri

Building Engineering Service Line Director,
Egis Middle East & South Asia

Aligning with the UN SDGs and Global Compact

Building on our three pillars, Egis aligns its strategy with globally recognised frameworks, including the United Nations (UN) Global Compact and the United Nations (UN) Sustainable Development Goals (SDGs). Our initiatives directly contribute to multiple SDGs, from advancing climate action and sustainable infrastructure to promoting decent work and reducing inequalities. As a participant in the UN Global Compact, we uphold its ten principles across human rights, labour, environment, and anti-corruption, integrating them into our governance and operations. This alignment ensures that our sustainability actions are both locally relevant and globally responsible, reinforcing Egis' role in shaping a sustainable future.



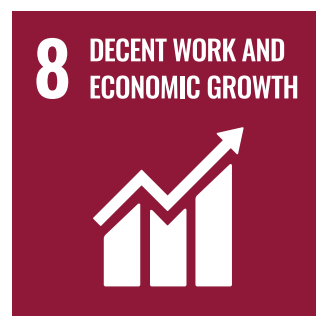
Act for the Environment



Develop our Talent



Adopt responsible growth

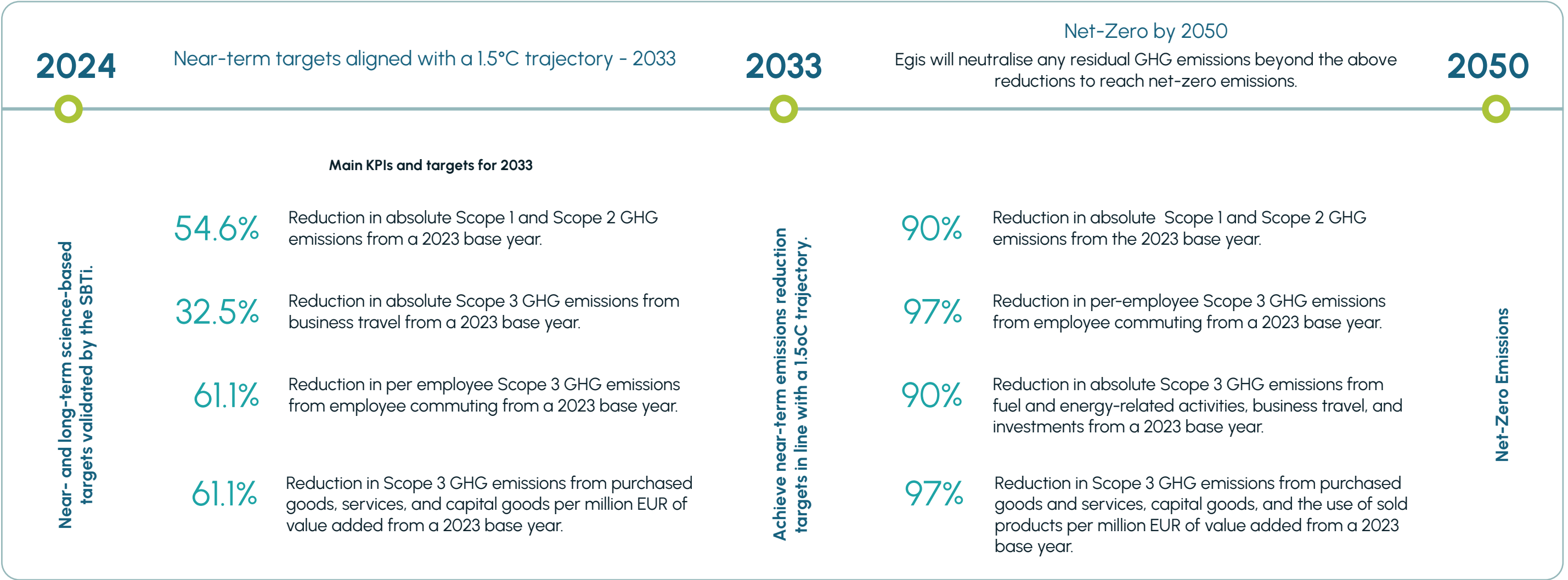


Act of the Environment

Our Net-Zero Commitment

Egis has set a goal to achieve net-zero carbon emissions by 2050, aligned with the ambition to limit global warming to 1.5°C above pre-industrial levels, demonstrating our commitment to the Paris Agreement.

To reinforce the credibility of our climate strategy, we have developed a science-based decarbonisation pathway. In December 2024, our near- and long-term emissions reduction targets were formally validated by the Science-Based Targets initiative (SBTi).



Tracking Our Carbon Footprint

Building on our validated science-based targets, we have focused on enhancing our emissions measurement and reporting processes to ensure accurate data capture across all our operations in the Middle East. This has allowed us to achieve 100% coverage of our regional turnover in our emissions accounting. With 2023 serving as the baseline year for our science-based targets, the 2024 emissions data represents a crucial benchmark for tracking our progress towards our 2050 net-zero goal.

Our total GHG emissions in 2024 amounted to 45,802 tCO₂e, with nearly 60% stemming from Architectural, Engineering, and Consultancy (ACE) services and 40% from Operations and Maintenance (O&M) activities.

The key factors that influenced the emissions distribution in 2024 include:

Scope 1 - Direct Emissions:

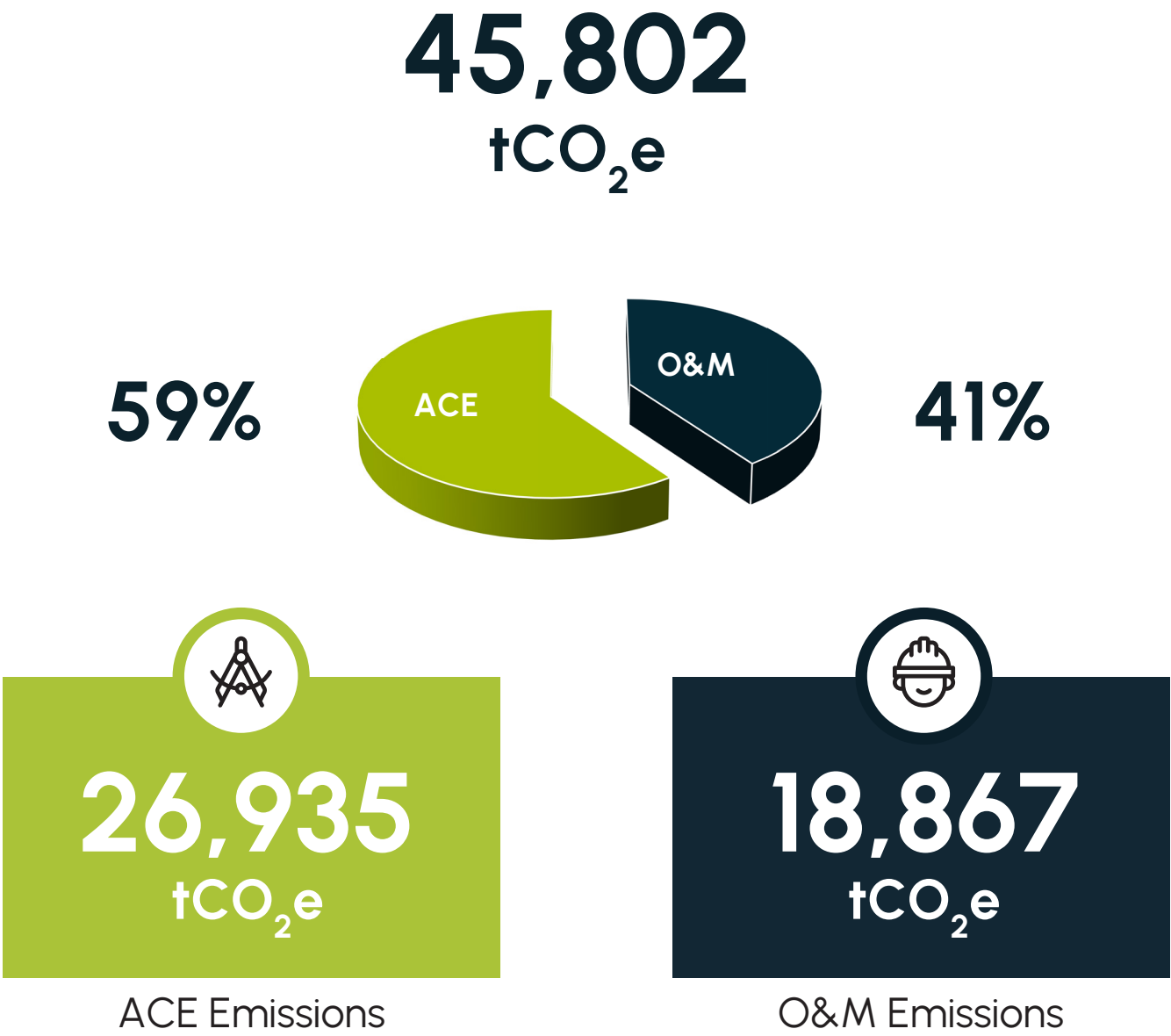
The majority of our Scope 1 emissions (5,259.15 tCO₂e) originated from mobile combustion sources linked to our O&M activities in the UAE, while a smaller portion (146.00 tCO₂e) was attributed to fugitive emissions from refrigerants used in O&M processes.

Scope 2 - Indirect Emissions:

Our Scope 2 emissions (8,044.40 tCO₂e) are primarily driven by electricity consumption across our geographically dispersed operations in eight Middle Eastern countries. This includes 184 tCO₂e from cooling consumption provided by district cooling suppliers, mainly in the UAE, Qatar, and Bahrain.

Scope 3 - Other Indirect Emissions*:

This represented the largest share of our carbon footprint in 2024, highlighting the significant impact of upstream emissions across our value chain, particularly those associated with procurement of goods and services, workforce mobility, and fuel- and energy-related activity not included in Scope 1 or 2. These emissions reflect the broader environmental footprint of our operational ecosystem and highlight the importance of engaging suppliers, employees, and partners in our decarbonisation efforts.



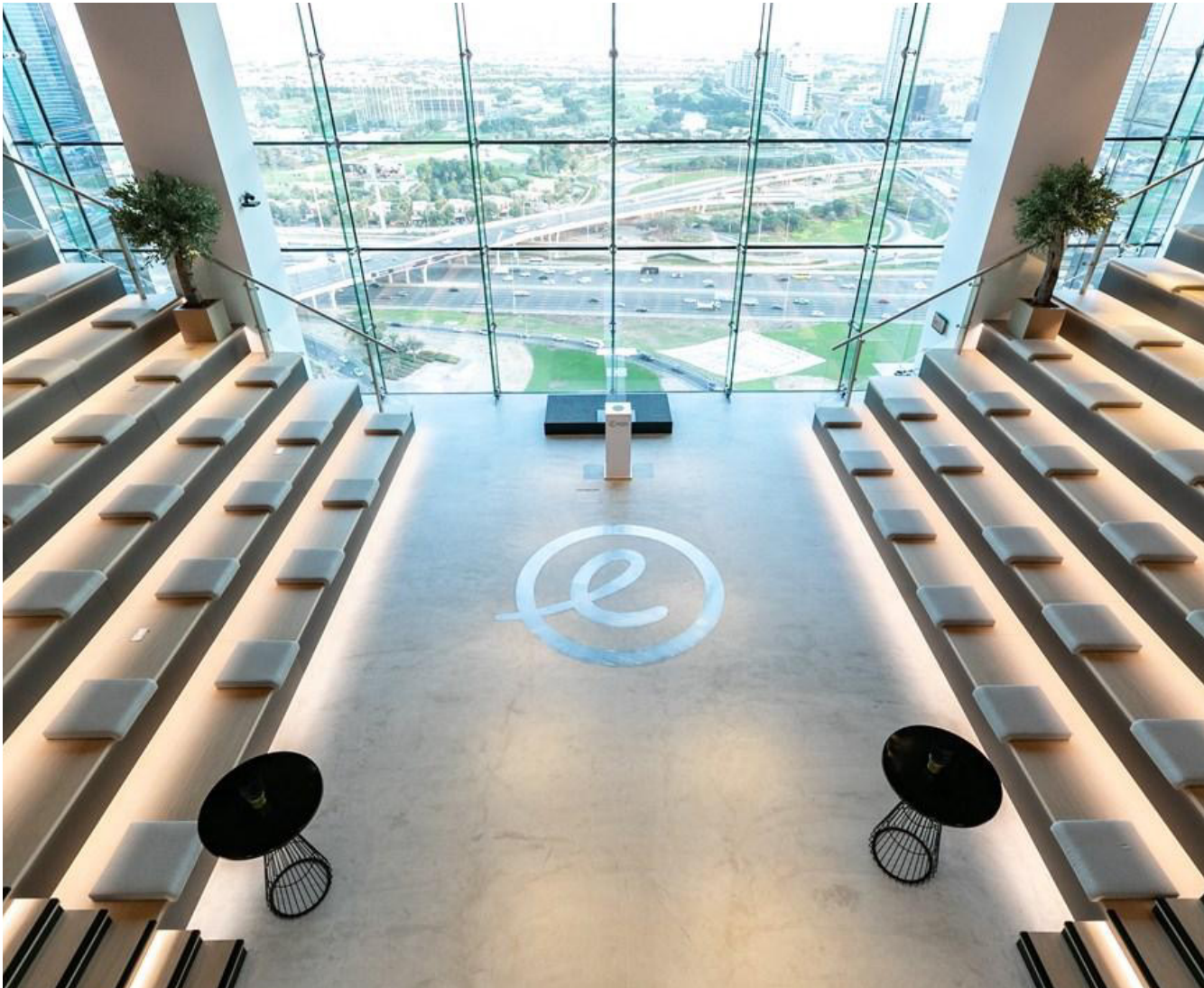
Our GHG inventory covers all relevant categories defined by the GHG Protocol for both ACE and O&M activities in our region. The emission sources were identified and assessed in alignment with the five key principles of the GHG Protocol: relevance, completeness, consistency, transparency, and accuracy. We have adopted the operational control approach to define the organisational boundary of our GHG inventory. Under this approach, we account for 100% of emissions from operations over which we have direct control, enabling us to focus on sources where we can implement effective emissions reduction measures. The table below outlines the applicable Scope 1, Scope 2, and Scope 3 categories, along with associated emission sources within each perimeter.

Applicable Categories for Egis ME	Total tCO ₂ e in 2024
Scope 1: Direct Emissions	
Fuel combustion from vehicles	5,113
Fugitive emissions from refrigerants	146
Scope 2: Indirect Emissions from Energy	
Purchased electricity	7,860
Purchased cooling	184
Scope 3: Other Indirect Emissions	
Category 1: Purchased goods and services	17,930
Category 2: Capital goods	2397
Category 3: Fuel and energy-related activities	3,028
Category 5: Waste generated in operations	555
Category 6: Business travel	1,053
Category 7: Employee commuting	7,536
Total (Scope 1, Scope 2 and Scope 3 emissions)	45,802

- Non-significant emission sources, although assessed and included in the inventory, have been excluded from the scope of Egis' reduction targets, in alignment with the SBTi Corporate Net-Zero Standard.
- Egis voluntarily includes emissions from hotel stays during business travel in its GHG inventory (as defined by the GHG Protocol) to enable proactive management and reduction.
- Contrail emissions from business air travel are included in Egis' inventory but are not taken into account by the SBTi, as they correspond to vapour emissions that fall outside the scope of the Kyoto Protocol.
- Well-to-tank (WTT) emissions from Categories 6 and 7 in Scope 3 have been included in the SBTi minimum boundary in line with "Criteria Assessment Indicators, March 2024, SBTi requirements," although considered optional by the GHG Protocol.

Energy use in operations

We monitor and report energy consumption across all areas within our direct operational control, including ACE and O&M offices, labour accommodations, and active project sites. We work towards engaging closely with landlords and property management teams to enhance data availability, promote greater transparency, and explore collaborative solutions that support improved building performance. This focus not only helps us strengthen the integrity of our GHG inventory but also enables us to build the foundations for future energy reduction initiatives, including smart energy use and active participation in building sustainability upgrades.



138,882 GJ

Our total energy consumption in 2024

16,974 MWh

Our total electricity consumption in 2024

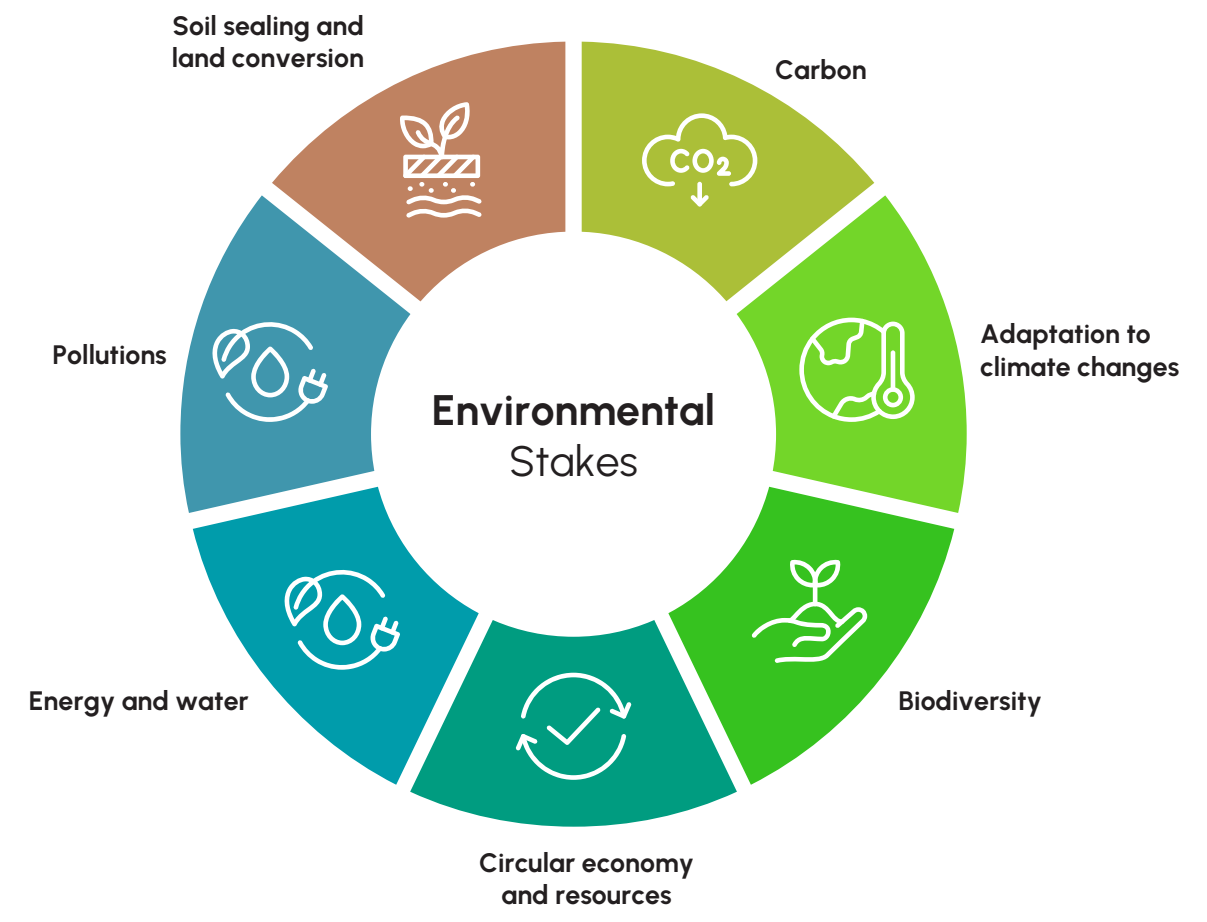
We have relocated our UAE operations to a LEED Gold Core & Shell certified headquarters in Dubai, consolidating our ACE offices and recent acquisitions into a single, energy-efficient building.

Sustainability by Design —

We recognise that our greatest potential for impact lies not only in reducing our own operational emissions, but in the role we play in shaping sustainable outcomes across the hundreds of projects we deliver. The emissions we can influence through our client work far exceed our internal footprint, making our advisory and delivery capabilities central to driving meaningful climate and social progress.

Therefore, Egis has developed a proprietary framework, called Act4Ecodesign, to integrate sustainability considerations into every phase of project development, from concept and planning through to design, construction, and operation. This approach helps ensure that sustainability is not treated as an afterthought but embedded as a core design principle from the outset.

The eco-design criteria are assessed across four performance levels, with evaluation scales developed to measure project performance against the benchmarks established for each environmental stake.



At the core of the eco-design Framework lie seven key environmental stakes, illustrated above, which serve as guiding pillars for project teams to assess and enhance environmental performance across all stages of design and delivery. These stakes define a comprehensive and integrated approach to sustainability that goes beyond energy efficiency and carbon reduction to include resource efficiency, biodiversity conservation, climate resilience, water stewardship, pollution prevention, and circular economy integration. By embedding these considerations into every project, the framework empowers Egis to monitor progress over time, benchmark against global best practices, and continuously push the boundaries of what sustainable infrastructure can achieve.

Furthermore, we have aligned the framework's criteria with globally and regionally recognised sustainability certifications and rating systems, including LEED, BREEAM, Envision, Mostadam, GSAS, and the Estidama Pearl Rating, among others. In projects already pursuing these certifications, we directly link our eco-design performance with the relevant rating system equivalencies, ensuring seamless integration and maximising the environmental benefits for each project.

Eco-Design in Action



Abu Dhabi, UAE

Solea by Taraf Holding

Solea, a mid-rise apartment development by U+A on Saadiyat Island, is a contemporary residential complex that blends modern design with its coastal environment. Comprising two interlinked buildings over seven floors and basement parking, it offers 212 units focused on comfort and outdoor connectivity. The design features interlocking massing, clean lines, and integrated landscaping to create a refined, community-oriented atmosphere. Sustainable strategies include energy-efficient glazing, smart technologies, and native, water-efficient landscaping. Courtyards, shaded seating, and a resort-style pool promote relaxation and social interaction. Natural ventilation, solar studies, and energy modeling contribute to Estidama 2 Pearl Building Rating and long-term environmental resilience for the development.



Dubai, UAE

Dubai Exhibition Center (DEC)

As the Lead Design Consultant, Egis ME led the sustainability strategy for the 140,000 sqm DEC Campus Legacy Expansion by integrating passive design strategies, high-performance MEP systems, roof top solar panels and low carbon design principles to reduce both operational energy demand and embodied carbon.

Through close collaboration with Dubai World Trade Centre (DWTC) and sustainability partners, the project raised its ambitions, upgrading both Phase 1 and Phase 2 from LEED Silver to LEED Gold targets. Aligned with the Dubai 2040 Urban Master Plan and the UAE Net Zero by 2050 strategy, the DEC Campus supports Expo City Dubai's vision as a model for climate-conscious urban development.



Riyadh, KSA

KAFD Fire Station

Designed and delivered by Egis ME, through its architectural subsidiary Omrania, the King Abdullah Financial District Fire Station sets a global benchmark in sustainable emergency response facilities. As the world's first fire station to achieve LEED Platinum v4 certification, the project exemplifies high-performance design and climate-conscious infrastructure. Key sustainability features include a green roof, on-site solar photovoltaic panels, a high-efficiency building envelope and smart systems that optimize energy, water and indoor environmental quality. The design features a climate-responsive, LED-illuminated louvered façade, exemplifying how even mission-critical infrastructure can embody innovation, sustainability and resilience.

Act4Ecodesign

The successful deployment of eco-design requires a robust implementation framework that integrates sustainability into every phase of a project. This includes the identification of priority focus areas that are responsive to the unique environmental challenges, client expectations, and regulatory landscapes of every region where Egis operates.

"In line with our Group-wide commitment, we are working toward an ambitious target: by 2030, 100% of engineering projects involving a design scope will be delivered in accordance with Eco-Design principles, regardless of whether these requirements are mandated by the client."

Jacques Khoriaty
Regional Business Line Director



To support this ambition, Egis has mobilised a dedicated network of ESG and Climate Managers and Coordinators across all business lines and geographies. This network plays a critical role in mainstreaming eco-design principles into project delivery, supporting project teams in interpreting and applying sustainability features, and ensuring alignment with both internal standards and external requirements. Building on this foundation, Egis will increasingly engage with clients and partners to embed eco-design principles from the earliest stages of project development. This collaborative approach is essential to achieving our ambition of delivering 100% eco-designed projects. It will involve co-creating tailored sustainability strategies, fostering innovation in low-carbon and circular design, and proactively addressing project-specific environmental and social challenges.

Environmental compliance

Building capacity across the organisation

To embed eco-Design at scale, Egis launched the Act4EcoDesign training programme, with the goal of training at least 90% of general and specialist design engineers, project managers, and business developers by 2025. Partially developed by AXA Climate School, the training combines e-learning modules and live webinars, covering the seven themes of eco-design. Each theme is delivered through two modules:

Each theme is delivered through two modules:

- Fundamentals modules to introduce core concepts, followed by
- Advanced modules that focus on applying those concepts to real-world projects. These modules are hosted on Egis' internal talent management platform and are accessible to all employees to encourage broad participation and knowledge sharing.



Training Completion 2024

475
employees

89%
attendance

1040
hours

6
themes

Adapting for Tomorrow: Climate Resilience

In 2024, global temperatures reached a record high, averaging 1.55°C above pre-industrial levels, according to the World Meteorological Organisation (WMO). The impacts of climate change are becoming increasingly severe, with extreme weather events, rising sea levels, and environmental degradation accelerating worldwide. The Middle East is particularly exposed to these risks, as demonstrated by Dubai's record-breaking rainfall in April 2024, which saw 142 mm fall in a single day, the highest since records began in 1949.

As climate-related risks intensify, Egis is committed to designing infrastructure that is not only sustainable but also resilient to extreme weather, water scarcity, and rising temperatures. We integrate climate risk assessments and adaptation strategies across our architecture, engineering, and consulting services to help clients future-proof their assets. This includes flood risk modelling, heat island mitigation, water-sensitive urban design, and nature-based solutions that enhance long-term resilience.

Our approach for climate resilience extends beyond mitigation.

Egis' Operations and Maintenance division operates a dedicated emergency response team committed to helping cities withstand and recover from climate-related shocks. This team is actively engaged in safeguarding lives, livelihoods, and essential infrastructure, ensuring operational continuity and enabling rapid recovery in the face of extreme weather events.

Q&A

Can you tell us about the role of our O&M teams during the April 2024 floods in Dubai?

"The April 2024 rainfall event in the UAE was a powerful reminder of climate change's role in amplifying weather-related disruptions globally. Over a 240-hour period, our team of 365 dedicated personnel, including engineers, technicians, and labourers, worked tirelessly across all eight zones of Dubai to mitigate the impact. In close coordination with the Roads and Transport Authority (RTA), our teams swiftly implemented 98 road closures and focused on critical areas like underpasses and ensured pumps were automatically activated as the rain began.

Our proactive strategy involved deploying teams to flood-prone areas ahead of the storm. We mobilised over 4,500 water tanker trips and operated 35 high-capacity 6-inch pumps along with 20 smaller pumps to clear water from key infrastructure. We also supported RTA metro operations, swiftly responding to water accumulation in electrical rooms and facilitating emergency evacuations via targeted traffic closures.

Despite significant logistical challenges, particularly in mobilising a large volume of equipment and machinery, we prioritised the most impacted areas first and expanded our efforts as conditions allowed. Many team members opted to stay on-site, even sleeping in vehicles, to ensure continuous coverage. These rapid-response efforts were crucial in enabling the city to recover quickly and resume operations."



Karl Brandstaetter

Regional Operations and Maintenance Director



Green Riyadh: A Resilience Model

One of the most ambitious examples of climate resilience in the region is Green Riyadh, a cornerstone initiative of Saudi Arabia's Vision 2030 and one of the world's largest urban green projects. The project is part of a vast program aimed at making Riyadh one of the world's most pleasant cities to live in, aligning with the "Quality of Life" program. Launched in 2019 by King Salman bin Abdulaziz and overseen by the Royal Commission for Riyadh City (RCRC), the project promotes sustainable cities and communities while combating global warming by reducing carbon footprint and lowering temperatures.

Egis ME proudly supports this transformative initiative by leading strategic planning, supervising numerous replanting projects, and developing a GIS-based management platform for data-driven decision-making through digital mapping and soil quality analysis.

Key achievements include creating 4,000 parks covering over 19 km² of greenery, planting 10 million trees and shrubs, and reusing 1.7 million m³ of treated water daily for irrigation. By 2030, the vegetation cover will increase to 541 km², and an exceptional green space ratio of 28 m² per capita will be achieved, compared to the current 1.7 m² per capita. The project incorporates the highest level of eco-design performance, utilising Best Available Technology (BAT) and selecting tree species that are endemic and tolerant of high city temperatures. This initiative not only enhances the quality of life for Riyadh's residents but also sets a benchmark for future urban greening projects globally.

4000

parks
covering 19km² of greenery

10

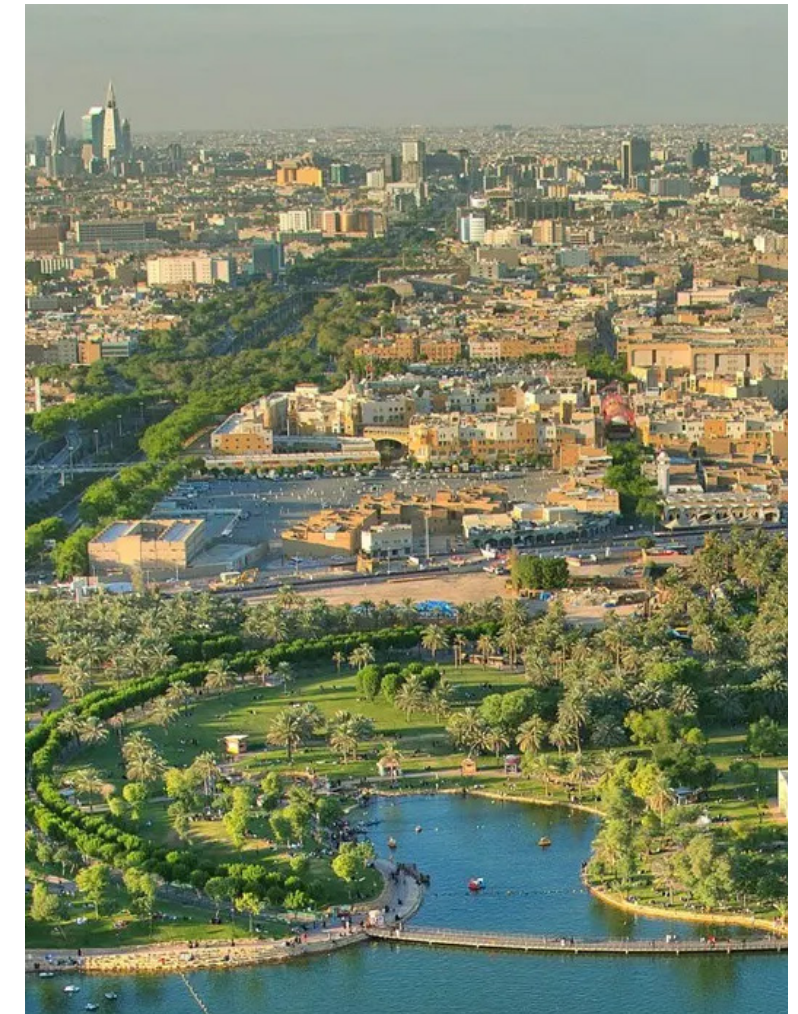
million
trees and shrubs planted

7600

km
of planted roads

1.7

million m³/day
treated water reused



Environmental Compliance

In 2024, Egis Group strengthened its environmental management approach across all business areas and regions through the following initiatives:

- **Published a Group-Wide Environmental Policy**, reaffirming our commitment to managing environmental impacts across our operations and projects. The policy outlines strategic objectives and clear actions to drive continuous improvement in environmental performance.
- **Embedded environmental risks into Egis Group ERM Controls Plan** by introducing environmental indicators, risk factors, and clearly defined roles and responsibilities, reinforcing accountability across the business.

Egis Middle East began aligning its Environmental Management System with the global structure, taking steady, strategic steps towards broader ISO 14001 certification. Currently, 100% of our O&M activities are certified , and 38.5% of total turnover is covered by ISO 14001-certified entities.

Small steps, big ambitions - we are just getting started...

34%

of Middle East and India Turnover generated from entities certified to ISO 14001 in 2024.

100%

of Operations & Maintenance activities in the Middle East generated from ISO 14001 certified entities in 2024.

Climate and City-Fresk Workshops

We conducted Climate and City-Fresk workshops to engage employees in solving the climate puzzle and identifying actionable climate solutions.



Laughing and bonding while learning how to be more eco-conscious.

Click [here](#) to access our Environmental Policy



Partnering for Sustainable Impact

We partner with public and private sector clients, including government authorities, developers and corporations, to embed sustainability across projects, operations, and the built environment. Through our advisory services, we help shape sustainability strategies, frameworks, and implementation pathways that align with national visions, regulatory shifts, and global climate commitments.

Strengthening oversight: Regulatory advisory to Ministry of Environment, Water & Agriculture

Egis is providing ongoing support for environmental compliance on a major Giga project in Saudi Arabia through the review of multiple Environmental and Social Impact Assessment (ESIA) reports. Egis delivers expert recommendations directly to the National Center for Environmental Compliance (NCEC), which issues environmental permits based on our reviews.



"Having started my journey at Egis as a Sustainability Intern and now working as a Graduate Sustainability Consultant, I can confidently say that collaboration is at the heart of everything we do. It's rewarding to see how our work aligns with my professional foundations - where innovation and shared purpose come together to shape resilient, climate-conscious communities built for a sustainable tomorrow."

Yusra Abuzar
Graduate Sustainability Consultant
United Arab Emirates

Benchmarking carbon in real estate

Egis is working with a leading UAE developer to conduct lifecycle carbon assessments across their project portfolio of assets, helping to establish carbon performance benchmarks, regardless of design authorship. This emissions data will provide valuable insights to guide sustainability strategies in projects and support the developer's long-term climate goals.

Our growing portfolio of sustainability projects across the Middle East reflects the trust placed in Egis by our clients. With a team of accredited and seasoned sustainability specialists, we deliver certified green building solutions and advisory services that align with global best practices and local regulations.



Protecting Natural Capital —

Biodiversity conservation is not an add-on, it's embedded in the way Egis designs and delivers resilient infrastructure. Across the Middle East, we provide end-to-end environmental services, from early-stage ecological assessments, to large-scale habitat restoration, helping governments and developers safeguard natural capital while enabling growth.

Our in-house environmental team combines deep regional knowledge with global expertise in Environmental and Social Impact Assessments (ESIA), biodiversity action planning, ecological monitoring, and Construction Environmental and Social Management Plans (CESMP). We are proud to be certified as a Class A environmental consultant by both the Environment Agency – Abu Dhabi (EAD) and Saudi Arabia's National Centre for Environmental Compliance (NCEC). Backed by our involvement in landmark regional projects, our team excels in navigating complex environmental permitting frameworks and delivering strategic advisory services focused on biodiversity protection and ecosystem resilience.

"In 2024, our dedicated team of environmental and sustainability specialists expanded to 55 professionals in the Middle East, enabling us to better support a diverse range of public and private sector clients. This growth reflects our commitment to delivering tailored, high-impact environmental solutions across the region."

Yassmin Al Khatib

Director of Water, Environment & Energy Transition

Nature-inspired marine solutions: Seaboost by Egis



© Julien Dalle
North-East Red Sea, KSA

Coral transplantation by Seaboost

As part of our commitment to biodiversity and ecosystem restoration, Egis has internally developed Seaboost, a specialist initiative launched over 12 years ago to pioneer innovative marine habitat engineering. Seaboost designs nature-based solutions such as 3D-printed artificial reefs, bio-enhancing mooring systems, and modular reef structures that emulate natural ecosystems and foster marine life regeneration. Developed in collaboration with marine scientists, these solutions prioritise ecological performance, and long-term resilience.

Seaboost is now expanding its capacities in the Middle East, with a dedicated artificial reef production site operating in Jeddah since 2024. This strategic presence enables us to better support coastal infrastructure, waterfront developments, and conservation initiatives across the region. Through Seaboost, Egis reinforces its ability to help clients align with blue economy goals and marine biodiversity standards, while advancing the protection and restoration of vital marine habitats.

Egis at the Frontline of Reef Restoration

Coral regeneration at Shushah Island

As part of a pioneering environmental initiative, Egis has been appointed by King Abdullah University of Science and Technology (KAUST) to provide project and construction management consultancy (PMCM) services for the world's largest coral reef restoration initiative, spanning 100 hectares of vibrant marine habitat at Shushah Island in the Red Sea. Egis is overseeing the development of two critical land-based coral nurseries:

- Primary Coral Nursery (PCN): Designed to cultivate up to 400,000 coral fragments annually for outplanting to degraded reef areas.
- Development Coral Nursery (DCN): A pilot facility for testing innovative coral farming technologies, training staff, and accelerating coral propagation efforts.

Building on previous ecological work across the NEOM region, including marine assessments, coral relocation, and habitat planning- this project reflects Egis' long-standing commitment to preserving marine biodiversity and climate-resilient ecosystems. By merging engineering expertise with environmental stewardship, we are helping shape a regenerative future for Saudi Arabia's coral reefs.



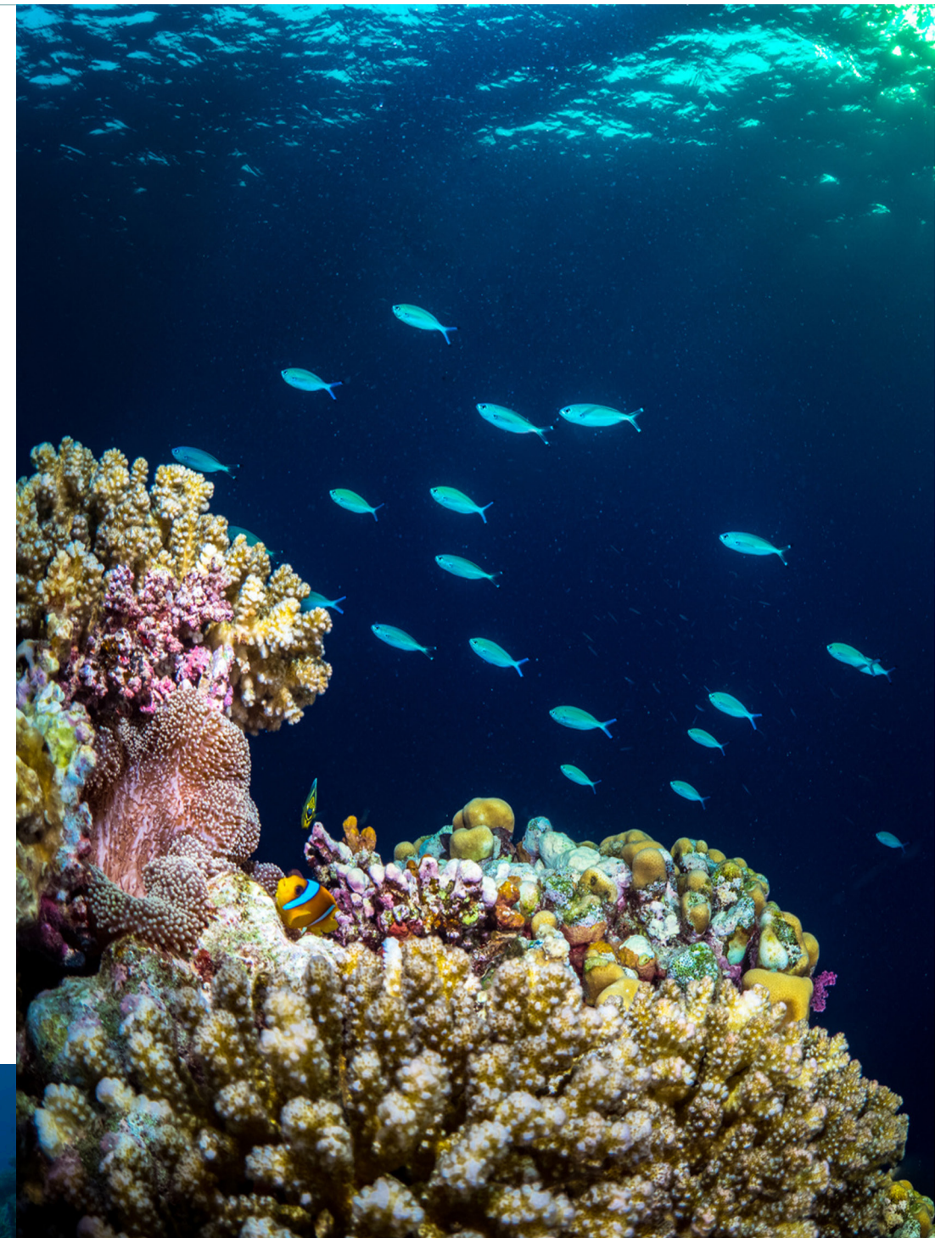
300K
Corals
Produced every year



438
Coral farms
Divided into two nurseries



1000
Fish species
On the coral reefscape of Shushah Island



Harnessing the power of digital twins

The KAUST Reefscape Restoration Initiative is using to monitor the evolution of the Shushah Island coral reef. This digital twin will oversee and control coral growth within the nursery, gather vital data, and enable timely interventions, ensuring optimal conditions for coral development,

Advancing Sustainability through Industry Collaborations



Our active participation in industry-led sustainability programs and memberships reflects our commitment to advancing this change across the built environment. By aligning with regional and global platforms, we contribute to shaping best practices and support collective progress towards shared sustainability goals. We believe that these collaborations enable the development of scalable solutions through shared expertise, knowledge exchange, and influence, amplifying our impact on sustainability initiatives in the Middle East and beyond.

We actively participated in numerous sustainability events and conferences across the region in 2024. Our senior management and sustainability professionals contributed to over 20 thought-provoking panel discussions and technical workshops, engaging with peers and industry leaders on critical sustainability topics.

Some of our noteworthy engagements in 2024 included participation in a carbon reduction workshop at Dubai RTA headquarters with CCI France UAE, sustainability roundtables by Mashreq Bank and technical presentation at the Arabia CSR and Sustainability Forum, Emirates Green Building Council Congress, and the ITS World Congress.



Championing local sustainability leadership

Egis has been a Corporate Industry Partner of Emirates Green Building Council in 2023 and 2024, supporting national efforts to drive sustainable building practices across the UAE.



Supporting global efforts to accelerate the decarbonisation of the built environment

Egis served as a Program Sponsor for the World Green Building Council's Advancing Net Zero program from June 2023 to June 2024.





Develop our
Talent

Our People

2024 marked a defining year for our people journey in the Middle East.

As we continued to grow our footprint in the region, we successfully integrated newly acquired businesses into the Egis culture, bringing together diverse teams under a shared purpose and unified values. The seamless transition not only strengthened our capabilities but also reinforced a common identity rooted in excellence, collaboration, and impact.

Our people have embraced the Egis spirit with energy and purpose, fostering a workplace culture that is inclusive, agile, and committed to sustainability. Guided by our 'People First' value and 'Impact the Future 2026' Strategy, we have invested in attracting top talent, developing leadership at every level, and building a future-ready workforce. Our initiatives have championed national talent, celebrated cultural diversity, and empowered employees through learning, wellbeing, and engagement.

Today, our culture in the Middle East reflects the best of both worlds: the local expertise and legacy of our regional teams, and the global standards and ambition of Egis.



Egis earned the Top Employer Certification from the Top Employers Institute for the second consecutive year in the United Arab Emirates (UAE) in 2024 and for the first time in the Kingdom of Saudi Arabia (KSA). This recognition is a testament to our commitment to creating an exceptional employee experience, built on a foundation of purpose, inclusion and continuous development.



"Being part of Egis' journey in the Middle East has been extraordinary. We have grown from a small team to a strong and diverse workforce that reflects the vibrant region we serve. Our expansion is not just about numbers- it is about building an inclusive, resilient and empowered organisation where people drive success every day."

Miloud Houat

Executive Director, Human Capital & Shared Service



Click [here](#) for the Egis Human Resources Management Code



Being an Employer of Choice —

Redefining recruitment

- Revamped our careers website that doubled monthly applications
- Integrated AI-powered Applicant Tracking System (ATS) platform for a seamless, engaging application process.

Onboarding that embeds our values

- Introduced New Core HR system for unified onboarding across the Group.
- New hires welcomed with local onboarding days, buddy systems and one-on-one meetups to embed culture and connection.

Retention that inspires growth

- Re-launched Inside Move for the fourth year to help employees explore internal opportunities across the Middle East and other Egis offices globally.
- Access to diverse landmark projects, offering employees meaningful roles to drive transformation & innovation.

Talent fulfilment through development

- Invested in high potential talent through dedicated career coaching, leadership programmes and targeted recognition—including spot bonuses and performance-based rewards.
- Continuous upskilling through training programmes and e-learning.

Building strong internal trust

- Quarterly CEO townhalls and employee feedback sessions keep teams informed and engaged in decision-making.
- Our employee shareholding scheme has expanded significantly, with a rising number of “partner” managers across the Middle East, driving shared success.

Learning at Egis

Aligned with our 'People First' value and the ambitions of our 'Impact the Future 2026' strategy, we are committed to cultivating a learning-driven culture, where every employee is empowered to grow and thrive. In line with this commitment, we have delivered a suite of mandatory trainings to ensure baseline competencies and meet core requirements across key areas, including alignment with our ESG values.

Most of the training was delivered through virtual classrooms or face-to-face formats, ensuring interactive and engaging learning experiences. In addition, a selection of e-learning courses were made available to provide flexible, self-paced learning options. To keep employees informed and engaged, we share updates on training opportunities and learning highlights through the Egis monthly newsletters and our internal intranet platform.

8896

Hours of training

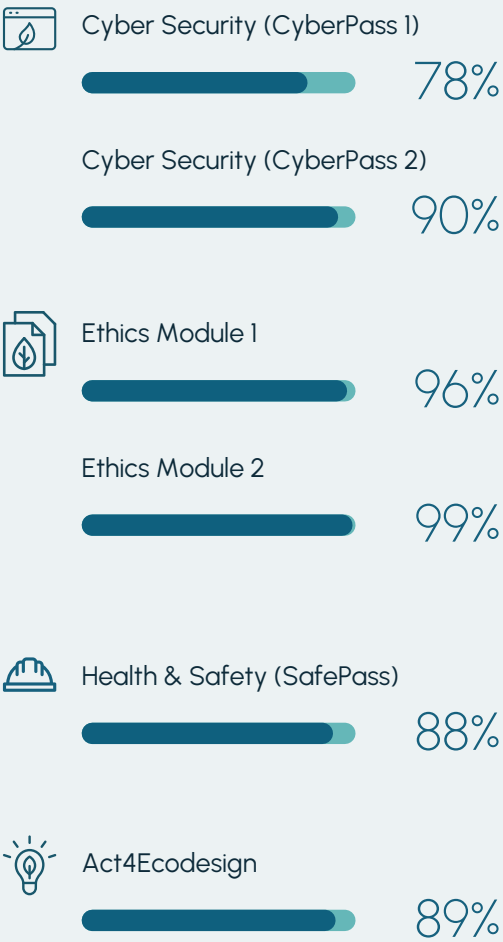
Across various domains

2.17

Training hours

per FTE

Training Completion Rates



Note: CyberPass Module 1 covers cybersecurity fundamentals for Egis Group, while Module 2 includes real-life-inspired attack scenarios and provides step-by-step protection tutorials.

Ethics Module 1, "Business Ethics", focuses on the fundamental principles of business ethics, while Module 2, "Acting Ethically in Everyday Situations", focuses on whistleblowing and conflicts of interest.

In addition to mandatory trainings, we have also developed and delivered targeted learning opportunities for selected audiences. These programs are tailored based on specific training needs identified by employees and their line managers during performance reviews, as well as through broader assessments of future value and strategic business priorities. This approach ensures that our learning and development efforts not only address current capabilities, but also build the skills needed to support long-term growth and innovation.

151

Employees

Essential soft skills, including change management awareness, effective communication and creating high-performing teams.

57

Employees

Strengthening data analysis, visualisation and reporting capabilities across teams.

49

Employees

Project management fundamentals, enhancing planning, execution and delivery skills across key functions.



Wellbeing at the Heart of our Culture

The Engagement Committee at Egis Middle East plays a pivotal role in cultivating a positive, inclusive, and connected workplace culture. Its mission is to elevate employee morale and building a strong sense of community, making Egis a vibrant and dynamic place to work and thrive.

In 2024, the committee spearheaded three inspiring initiatives that brought our values to life:

- SheLeads:** Championing female leadership by empowering women across the organisation to lead with confidence and purpose. It encourages meaningful connection, facilitates mentorships, and advocates for lasting change.
- Digital Innovation Community:** Fostering a culture of creativity and progress through technological collaboration. By unlocking new possibilities and pushing boundaries, this initiative helps position Egis at the forefront of innovation.
- We Love Sport:** An initiative that encourages health, wellness, and team spirit through a variety of energising and engaging activities like hiking in Wadi Al Guna, table tennis tournaments, cricket and badminton matches.



We understand that the health and happiness of our people are essential to their success and the success of our organisation. To support this, we have crafted a comprehensive wellbeing strategy that focuses on four key pillars: Mental Wellbeing, Physical Wellbeing, Social Wellbeing and Financial Wellbeing. Each pillar plays a crucial role in ensuring that our employees are empowered to lead balanced, fulfilling lives, both inside and outside of work. From mental health resources to physical fitness initiatives and financial planning tools, we strive to create a work environment where everyone feels supported, valued, and equipped to thrive.

Mental

- Regular expert-led webinars
- Stress management sessions
- Mental health awareness campaigns
- Well-being mobile application.

Social

- Employee engagement events
- Women's network initiatives
- Team building activities
- Celebration of diverse festivals to honour culture and traditions

Physical

- Fitness challenges
- Health check-ups
- Flu vaccine drive
- In-person seminars for preventive health care during awareness months.

Financial

- Guidance on financial planning
- Benefits awareness
- Tools for managing personal finances via LVL Wellbeing application.



The Lighter Side of 2024



30 Industry Awards during the Year

While we celebrated many moments together, we also earned recognition that reflected our collective commitment and impact



Design Middle East Architecture Leaders Awards 2024

Architecture Firm of the Year



Construction Week Saudi 2024 Awards

Architecture Firm of the Year



Construction Innovation Awards KSA 2024

Digital Transformation of the Year



Big 5 Construct Egypt 2024

Engineering Consultancy of the Year



Mechanical Project of the Year
Natural History Museum, Abu Dhabi

MEP Middle East (ITP) Awards 2024

Mechanical Project of the Year



Construction Innovation Awards KSA 2024

Construction Executive of the Year



Sustainability Innovation Awards 2024

Green Consultant of the Year Week



Construction Week Middle East 2024

Highly Commended Construction Executive of the Year



Construction Week Saudi 2024

Project Manager of the Year



Design Middle East Architecture Leaders Awards 2024

Landscape Architecture Firm of the Year

Driving Social Impact through Projects —

"Just as we invest in our people and celebrate our progress, we are equally proud of the projects that shape the future of our communities. The Riyadh Metro is a powerful example of how Egis brings its purpose to life delivering sustainable, people-centered solutions that enhance public wellbeing and urban mobility."

Omar Benzaria

Regional Director, Transportation



6

Automated Lines

85 stations, 176 km including 60 km underground

183

Trains

Set across 6 lines

Level 4

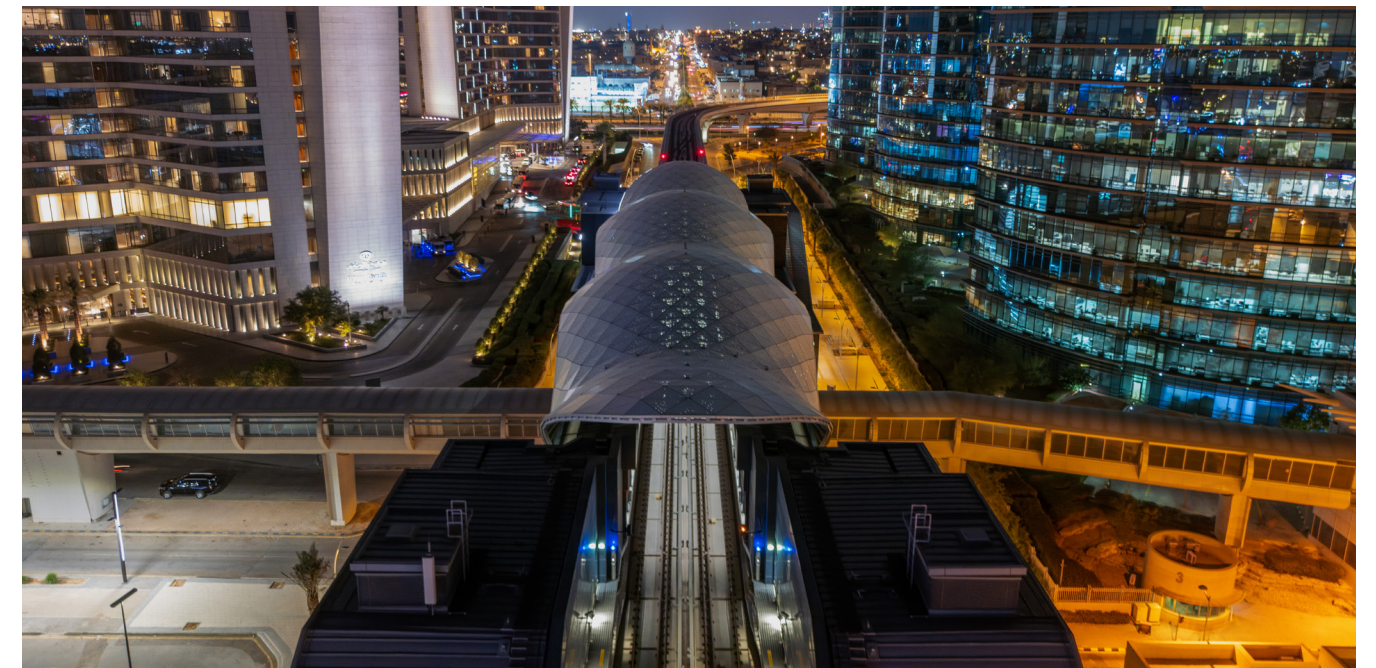
Grade of Automation (GoA)

Automatically controlled without any staff onboard



The Riyadh Metro is one of the most ambitious public transport infrastructure projects in the Middle East, developed under the leadership of the Royal Commission for Riyadh City as part of Saudi Arabia's Vision 2030. Spanning 176 km across six fully automated lines and comprising 85 stations, including 60 km of underground track, it is designed to ease traffic congestion, improve air quality, and reduce the city's dependency on private vehicles. The system integrates seamlessly with the city's bus rapid transit network to provide a more efficient and sustainable urban mobility solution for residents and visitors.

Egis, as part of the Riyadh Metro Transit Consultants (RMTTC) Consortium, has provided extensive project and construction management expertise for Lines 1, 2, and 3, covering more than 100 km of track and over 50 stations. From early urban transport studies to design and construction supervision, Egis has helped ensure the system is built to accommodate Riyadh's rapid growth while integrating cutting-edge Level 4 automation technology. The metro is not only a transformative leap in public transportation but also a flagship example of sustainable infrastructure development, aligning closely with Egis' strategic commitment to climate resilience and sustainable cities.



Cultivating a Robust Safety Culture

At Egis, the health and safety of our employees, partners, and stakeholders have always been at the heart of our operations. We are dedicated to fostering a workplace culture where safety is integrated into all our activities, ensuring compliance with relevant laws and standards. In 2024, we updated our Health, Safety, and Security (HSS) policy to further strengthen our focus on preventing workplace incidents, providing comprehensive safety training, and continually enhancing safety measures across all levels. We are committed to adopting a proactive approach to Health and Safety, actively exploring and implementing innovative practices that effectively minimise the risks associated with our operations.

Egis Group has always prioritised health and safety across all operations, from office environments to construction sites. This commitment was formalized in 2014 with the launch of the "Safety Attitude by Egis" programme, which outlines eight key principles. These principles are communicated to all employees, whether in the office, travelling, or on-site, through an interactive e-learning campaign, ensuring a shared understanding and effective implementation of safety standards across the organisation.



Our Benchmark
We have chosen ISO 45001 standard as a basis for building our health and safety management system.

Tools
Egis Group has established a reporting tool to enable employees to report potential risks or "near-misses"

Genius Health and Safety
A collaborative platform that makes all essential documentation and tools easily accessible to employees.

10,000+
Sessions of Toolbox Talks

430+
Sessions of In-house H&S Training

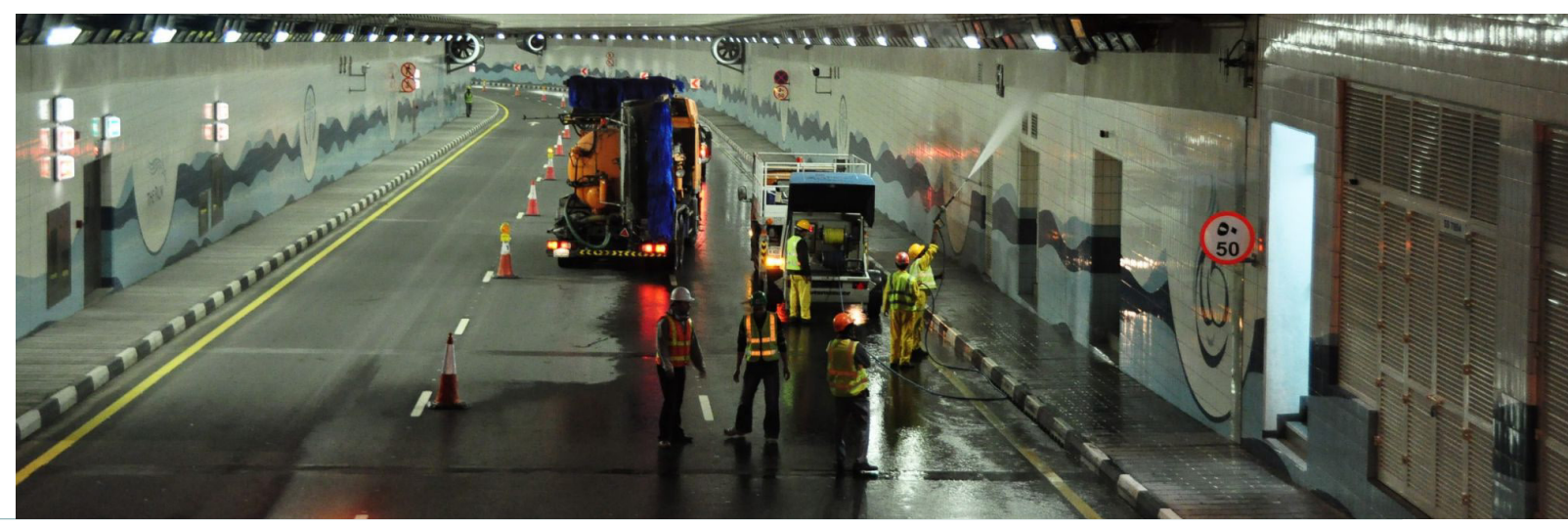
123+
Sessions of 3rd Party H&S Training

1650+
Sessions of Health & Safety Inspections



Our policy and commitment aim to ensure the health, safety and security of all people working for Egis as well as those who may be affected by our activities.

[Access our Health, Safety and Security Policy here](#)



Safety First

We kicked off 2024 with a proud milestone after receiving a Health and Safety Award from our long-standing client Nakheel for our work on the maintenance and enhancement of Deira Island’s marine and coastal infrastructure.



Project achievements

8.8
Million Sqm. area enhanced
and/or maintained

50,000
Safe Man-hours

0
Loss Time Injury



In honor of World Safety Day 2024, our senior management across the region conducted health and safety inspections and visits across multiple projects in Kuwait, Saudi Arabia, Qatar and the United Arab Emirates.

Egis, with a track record of 0 Lost Time Injury (LTI) across multiple projects continues to exemplify the delivery of our ‘Safety Attitude’ and strong safety culture.

Incident Count



31

Incidents Reported

In Total Incidents Reported

16

Injuries

13

Near misses

0

Occupational disease

Staff Accidents

73%

Workplace

27%

Commuting

1.96

TIFR
Total Incident Frequency

0.71

LTIFR
Lost-time Incident Frequency

Involved in Accidents

Staff
84%

Contractor
16%

Third Party
0%

Staff Accidents - Top 3 Causes



4

Road Traffic Accidents



4

Attack
(Person, Theft, Burglary, Vandalism, Terrorism, War)



2

Slips, Trips, Falls

00

Egis Staff

01

Contractors,
Third Parties



Fatalities



136

Received Flu
Vaccination Shots

1060+

Total Hours of Health & Safety
Training (Office Employees)

88%

Pass-rate in Health & Safety
(SafePass) training



We implemented a centralised dashboard system to capture and monitor incident data across all geographies with selected sites and offices. While current reporting reflects partial coverage, we are committed to expanding the system to achieve full integration across all locations in the coming year. This will enable more comprehensive oversight, proactive risk management, and continuous improvement in our health and safety performance.

Protecting Our People, Wherever they Go —

At Egis, employee safety isn't just a policy - it's a promise.

Whether travelling for a project or an assignment, our people are backed by a robust, health, safety, and security framework.

We issue real-time, destination-specific alerts and restrict travel to conflict zones unless specially authorised. For high-risk regions, approval from our Group Security team is mandatory.

To go a step further, we've teamed up with International SOS and deployed the TravelTracker tool to empower our employees with real-time risk insights, support, and peace of mind, no matter where their work takes them.



WORLDWIDE REACH. HUMAN TOUCH.



Assistance, just a click away

107 Vehicles

Equipped with GPS-based Fleet Management System to enhance workforce and road-user safety. It provides real-time visibility, allowing for immediate response.

25 TMA Vehicles

Truck Mounted Attenuator (TMA) vehicles equipped with front and rear parking sensors and continuous video recording through onboard cameras.



To strengthen the safety of both our workforce and road users, Egis Operations and Maintenance Team has deployed a GPS-enabled Fleet Management System (FMS) that offers real-time oversight of fleet activity. This allows supervisors to actively track driver behavior, vehicle operation, and adherence to safety protocols. Instant alerts for unsafe driving practices enable timely interventions, fostering a proactive approach to risk prevention.

In addition, more than 25 Truck Mounted Attenuator (TMA) vehicles have been fitted with front and rear sensors and continuous video surveillance via onboard cameras. The recorded footage is systematically reviewed to uncover the root causes of risky driving behaviours, such as excessive speed, or abrupt braking. These insights guide targeted corrective measures and help reinforce a strong safety culture throughout our operations. Looking ahead, we are committed to expanding FMS coverage and advancing driver safety initiatives to further reduce incidents and improve road safety performance.

A Place for All _



- D&I Strategy Roll-Out

→ Release of a Group-wide Policy

→ Driven by D&I Taskforce
- Inclusive Hiring

→ Equal opportunities in Recruitment Policy

→ Recruiters trained to eliminate bias during hiring practices
- Gender Equity

→ SheLeads networking and mentorship for women

→ Monitoring of women representation in management
- D&I Employee Journey

→ D&I strategy presented during new joiner induction

→ Annual Inclusion & Cultural Diversity Week
- Governance & Culture

→ Independent engagement committee for D&I plans

→ D&I Foundations Training available on Egis E-Learning

Click [here](#) to access Egis Diversity & Inclusion Policies



SheLeads@EgisME



SheLeads, Egis Middle East’s women’s network, has been instrumental in empowering women through mentorship programmes and launched the SheLeads Voice initiative in 2024 to amplify female voices across the organisation.



Celebrating Our Heroes —

Behind every successful project are the dedicated individuals who work tirelessly on the ground.



We take immense pride in recognising our blue-collar workforce, whose skill, resilience, and commitment are the backbone of our operations.

Two key events in 2024 marked this commitment: The Labour Iftar Party, where workers came together to celebrate the spirit of Ramadan in a shared moment of unity and gratitude; and the “Celebrating our Heroes” Thanksgiving event, which provided a platform to reflect on their dedication and hard work. Both occasions reinforced the community spirit that defines Egis, and the value we place on those who make our progress possible.

Beyond celebration, our commitment extends to ensuring clean, safe living conditions, fair compensation, and access to wellbeing initiatives. Through these efforts, we strive to foster a respectful, inclusive, and supportive environment, where every individual feels seen, valued, and empowered.

In line with this commitment, our labour accommodations offer clean, secure, and well-equipped housing with amenities that support safety, hygiene, and well-being - backed by structured feedback channels for ongoing improvements.

9

Nominations

3

Departments

5

Employees awarded for their hard work, commitment, and dedication

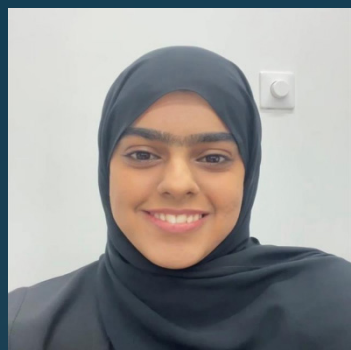


Building Local Capacity —

As part of our commitment to inclusive economic development and alignment with national priorities, we actively support the recruitment, development, and advancement of local talent. We are dedicated to building a resilient workforce by contributing meaningfully to national workforce strategies, including Saudi Arabia's Saudisation programme, Bahrainisation in Bahrain, and the UAE's National Emiratization Agenda. Through targeted hiring, skills development programmes, and partnerships with educational institutions, we aim to unlock the full potential of local talent and help shape a future-ready economy.



Egis in the UAE, Celebrating the 53rd UAE National Day in December 2024



Dalifa Allawati

Graduate ESG Consultant,
United Arab Emirates

Voices of Progress

"Through various training sessions and the support of a culturally diverse team, working at Egis has encouraged me to grow both professionally and personally. Tapping into different values and ambitions has encouraged me to dive deeper into my own culture and take pride in my identity."



Fatimah Alraddadi

Junior Urban Planner,
Saudi Arabia

Champions of Change

"I have always dreamed of leaving a lasting mark as a Saudi architect contributing to Vision 2030 projects. Working at Egis, under a strong management framework and within a collaborative team environment, has granted me the opportunity to be involved in these projects."

Egis' continuous support represents the first step on my journey toward making a significant impact."



Mahdi Ramadan

Technician Mechanical Engineering,
Bahrain

Building a Sense of Belonging

"Over seven years at Egis, I've experienced significant professional growth, transitioning from mechanical to road engineering through the company's flexible and empowering environment. Egis' strong administrative and technical support, along with clear guidance, enhanced my ability to work on multiple projects and master various engineering tools. Working within a multicultural team enriched my collaboration skills and deepened my appreciation for diverse perspectives."

Investing in Future Minds

In 2024, Egis hosted a dynamic workshop on Sustainability in the Construction Industry, bringing together students from Thailand, India, Peru and Indonesia. Designed to inspire and inform, the session explored both technical and practical dimensions of sustainable construction, helping students connect academic theory with real-world impact. Additionally, through our partnership with Heriot-Watt University, our sustainability specialists mentor fourth-year students in order to bridge the gap between academia and real-world practice while inspiring the next generation of environmentally conscious engineers and designers.



Responsibility Beyond Business —

Responsibility starts with our people

Our commitment to fairness, inclusion and human dignity is reflected in the equitable access provided to all employees, across all roles, and levels to essential workplace benefits and protections. From healthcare coverage to working hours, safety standards to leave entitlements, we apply a consistent approach that ensures all office staff are treated equally and respectfully. We uphold equitable standards across the organisation to ensure all our employees feel valued, protected, and supported.

Key practices:

- ✓ **Fair working hours and conditions:** We uphold consistent working hour policies for all employees in alignment with national labor laws. Our internal HR policies provide clear guidance on overtime, remote working allowance, and break entitlements to ensure a balanced work environment for all.
- ✓ **Safety and welfare:** Our occupational health and safety protocols apply to all employees, both in-office and on-site, where we prioritise physical and mental well-being.
- ✓ **Medical insurance:** Comprehensive medical coverage is provided equally to all employees, regardless of grade or role, ensuring equitable access to essential healthcare services.
- ✓ **New parent leaves:** We offer standardised parental leave for all eligible employees, supporting new mothers and fathers with time to bond, recover, and adjust, without disparity across functions or seniority levels.
- ✓ **Sick leave and compassionate leave:** All employees are entitled to sick leave and compassionate leave in accordance with national labor regulations. We ensure these provisions are applied fairly and consistently, recognising the importance of recovery and personal circumstances in maintaining overall well-being.

Extending responsibility beyond our gates

As part of our commitment to community engagement, Egis partnered with the Al Noor Rehabilitation & Welfare Association for People of Determination during our 2024 Iftar celebration. The event featured a showcase of handcrafted products made by Al Noor students, which were made available for purchase. Egis employees enthusiastically supported the initiative, engaging with the students' stories and achievements, while purchasing these unique items. Their contributions not only raised awareness about the abilities of People of Determination but also provided direct support to the center's training and rehabilitation programs.



About Al Noor, founded over four decades ago and officially recognised as a public welfare association since 2020, Al Noor is one of the UAE's most respected institutions dedicated to the empowerment of people of determination.

IMAGINE. CREATE. ACHIEVE.

a sustainable future

Adopt Responsible Growth

Guiding Principles for Our Responsible Growth



Environmental Sustainability

Environmental Policy

Affirms our commitment to minimising environmental impact and promoting sustainable practices across operations.

Exclusion Policy

Commits to excluding projects involved in thermal coal-related activities, greenfield fossil fuel projects and activities with significant adverse impacts on biodiversity, or that do not align with the Paris Agreement objectives, and with companies involved in controversial weapons.

Sustainable Development Charter

Outlines our dedication to embedding environmental stewardship and sustainability best practices into all aspects of our operations.



Ethics & Compliance

Code of Ethics

A set of principles that guide how we serve clients, communicate, work together and build a responsible world.

Code of Integrity

Defines how we operate in an ethical way, from preventing corruption to working with integrity.

Partners' Code of Integrity

Every partner formally commits to this code and our responsible practices.



Reliability, Safety, Security

Quality Policy

Affirms our commitment to delivering excellence through stringent quality standards, continuous improvement, and stakeholder satisfaction.

Health, Safety and Security Policy

Underscores our dedication to ensuring a safe and secure environment for all employees, stakeholders, communities.

Information Security Policy

Ensures protection of data integrity and confidentiality through robust security measures and compliance with applicable regulations.



Respect for People

Human Resources Management Code

Establishes global standards for equitable and respectful employment practices, fostering professional development and social responsibility across all operations.

Human Resources Management Code

Champions a diverse and inclusive workplace, fostering equal opportunities for all.

Modern Slavery Act

Reaffirms our zero-tolerance approach to all forms of modern slavery, ensuring ethical practices across our operations and supply chains.

Like the tracks beneath a fast-moving train or the blueprint behind a towering structure, our corporate policies provide the stability and direction needed for responsible growth. They transform values into actions - ensuring that every part of our business moves with integrity, purpose, and resilience.



Steering Sustainability from the Top

ESG at Egis is driven by a clear and connected governance structure that empowers action, ensures accountability, and links sustainability to strategic decision-making. From board-level oversight to on-the-ground execution, our model brings clarity to responsibility and momentum to progress. With defined roles, cross-functional collaboration, and measurable performance, governance becomes the force that keeps our ESG ambitions on track and evolving.



Top-level oversight and strategic leadership

The Group Board of Directors provides top-level ESG oversight, endorsing priorities, and approving the company's action plans. Reporting to the Board, the Executive Committee defines Egis' ESG vision, strategic commitments, and group-wide indicators. This direction is further reinforced through the strategic committees chaired by the Group Chief Executive Officer (CEO): the ESG & Climate Committee, the Sustainable Development Steering Committee. The Corporate ESG & Climate Department is responsible for defining and overseeing the ESG strategy implementation across the Group. This team enables the cascading of responsibility to the regional and functional leaders, as well as to core departments such as Ethics & Compliance, Risk Performance, Procurement, Human Resources, ensuring each is accountable for embedding ESG into their operations.



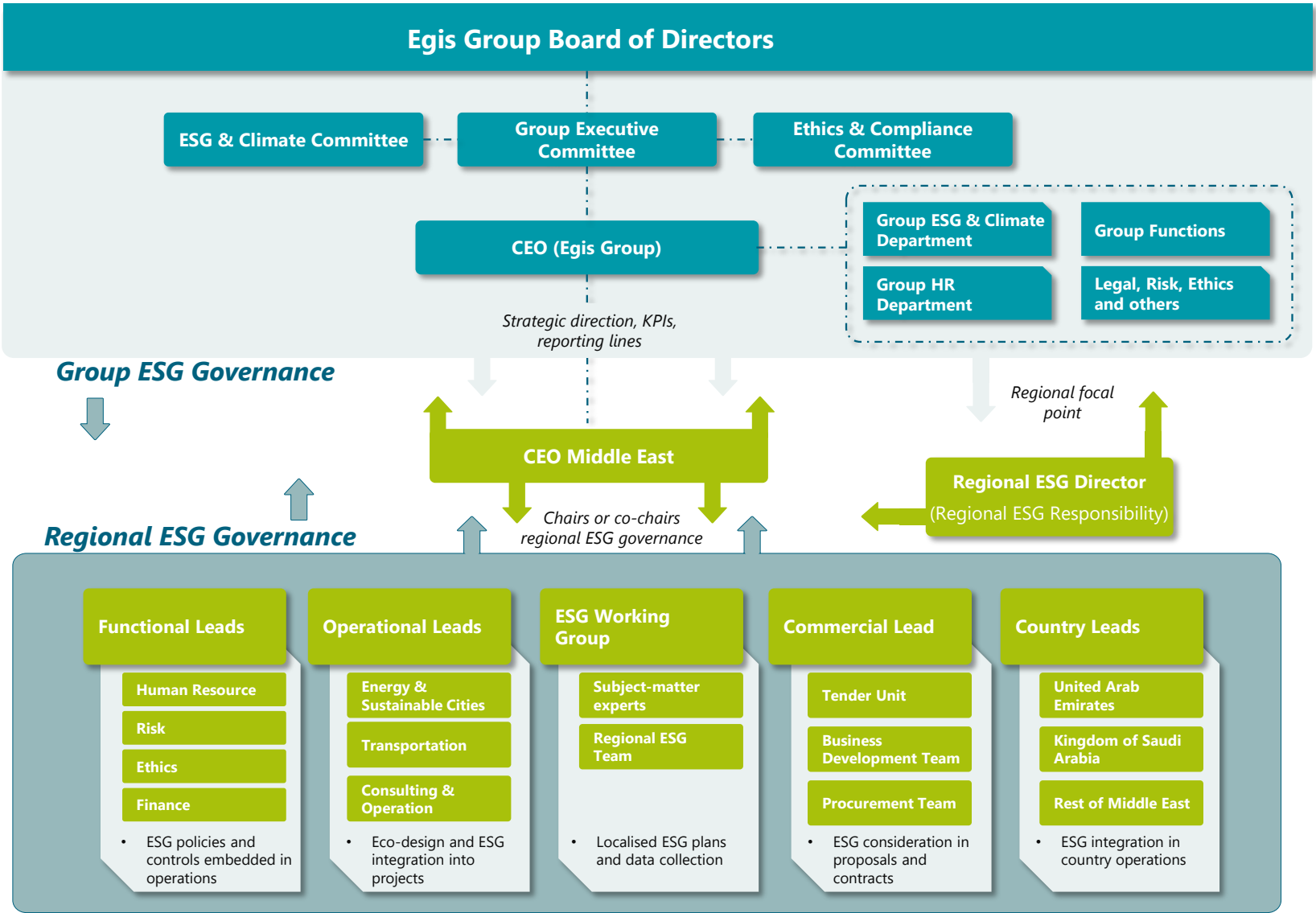
Operational ESG management

To effectively manage the ESG & Climate transformation plan, the Corporate ESG team relies on a network of ESG & Climate directors and focal points within each Regions to implement the Group's commitments at an operational level, as close as possible to the business lines and markets. This integrated and cross-functional model fosters ownership, and long-term value creation across all business lines and geographies.



Performance and accountability

All executives at Group and regional levels, including the CEO for the Middle East and Business Line Leaders have ESG-related KPIs embedded in their performance objectives. These include targets on decarbonisation, ethical conduct, Act4ecodesign training, eco-design in projects, ensuring that ESG is not just a commitment but a measurable driver of performance and progress.



Building on Integrity: Our Ethics and Compliance Culture



In 2024, Egis Middle East continued to reinforce its strong compliance culture through enhanced training, leadership engagement, and increased awareness initiatives across the region.



E-learning courses for employees

To ensure all employees are equipped with a strong ethical foundation, two mandatory e-learning modules were rolled out:

Module 1: Business Ethics – This module introduced the core principles of ethical behaviour and Egis' Code of Conduct, emphasising integrity, transparency, and accountability in all business dealings.

Module 2: Acting Ethically in Everyday Situations – Focused on real-world applications, this module covered critical topics such as prevention of corruption, whistleblowing, conflict of interest, and ethical decision-making in day-to-day operations.



Executive leadership briefing

Ethics and compliance are always the first topic of discussion in CEO Middle East's quarterly townhall sessions. This consistent positioning underscores the importance placed on ethical leadership and sets the tone for responsible behaviour across all levels of the organisation.



Access to resources via Intranet

Employees across the Middle East region have direct access to Ethics and Compliance resources via the Egis intranet, including policies, reporting mechanisms, and learning materials that support ethical decision-making and compliance in their roles. Furthermore, Egis Middle East's monthly newsletters feature a regular section dedicated to Ethics and Compliance.



Strengthening Digital Security —

We recognise that managing cybersecurity risks is a collective responsibility, essential for protecting our people, systems, and operational continuity. We have significantly enhanced our internal cybersecurity protocols to safeguard our data, systems, and stakeholder trust. This year, we reinforced our cyber risk management framework with upgraded defences, stricter access controls, and real-time monitoring of incidents. In addition, we utilised our comprehensive dashboarding tool at the Group level to ensure transparent oversight and proactive incident response.

Cybersecurity Awareness

We expanded CyberPass - a comprehensive security awareness program for all employees, including new hires and recently integrated teams (acquisitions). The program includes phishing simulation campaigns, data protection training, and continuous compliance monitoring to promote a culture of vigilance and proactive defence.

15,488

Phishing emails stimulated in 2024

20

CyberPass Collection e-learning modules

2,085

Employees completed CyberPass training

27

Cases of data privacy and cybersecurity violations identified and addressed.

As emerging technologies such as artificial intelligence (AI), big data, and smart systems become increasingly embedded in our operations, robust governance frameworks are essential to ensure their responsible use. We are committed to integrating ethical principles, transparency, and accountability into the development and deployment of emerging technologies. To support this, we have conducted awareness sessions and established a dedicated intranet page with resources on AI governance, covering associated rights, ethics, security, risks, and guidance for responsible use.



Secure digital transformation in engineering workflows

Our Technical Excellence (TE) team plays a central role in standardising best-in-class architectural and engineering practices, underpinned by rigorous quality assurance and control. To drive innovation responsibly, we have developed an AI RoadMap that integrates governance with data-driven design, ensuring alignment with cybersecurity and data protection standards.

To support this transformation, we have launched a dedicated Task Force focused on building secure, consistent, and efficient digital workflows across disciplines. This includes standardising methods, maintaining scripting integrity, and ensuring high-quality outputs in all automated processes.



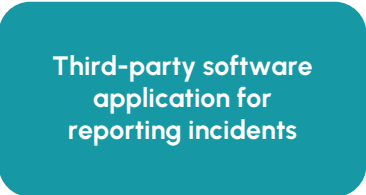
Risk Management and Governance

In an increasingly complex and interconnected world, strong risk management is vital to sustaining long-term success and delivering on our ESG commitments.

Our approach is therefore built on a multi-tiered model encompassing:

- **Risk mitigation (anticipation):** Identification of gross/inherent risks (prior to mitigation), defining mitigation plans, and assessment of net/mitigated risk.
- **Internal control (verification):** Operational checks, self-assessments, and testing through independent sample-based reviews.
- **Continuous improvement (monitoring):** Capturing incidents, developing corrective action plans, and tracking Key Risk Indicators to ensure risk trends are understood and acted upon.

This framework is underpinned by a strong control environment that is anchored in policies, strategies, clearly defined roles, a “risk culture”, and robust reporting across all levels to protect our people, assets, and reputation. To support proactive incident reporting across all operational lines, Egis Group has established dedicated tools and platforms:



Third-party software application for reporting incidents

for reporting non-IT related incidents



for IT and cybersecurity-related support



Send an alert

a confidential channel for reporting ethical concerns, misconduct or compliance breaches

In Egis Middle East, 12 incidents of whistleblowing were recorded in 2024, and each was thoroughly investigated. Appropriate disciplinary measures were implemented for the cases that were substantiated.

The Group's risk analysis methodology, which covers ESG risks in particular, aligns with the best practices recommended by the recognised international reference frameworks (COSO 2 ERM and ISO 31000), which aim to:

- Streamline the assessment of criticalities
- Define the appetite for the identified risks
- Prioritise risks and their management

The Group risk mapping is reviewed every year when risks are assessed and ranked using a criticality assessment matrix that considers:

- The probability of their occurrence
- The maximum impact in the event of their occurrence
- Gross risks, before taking into account any existing risk management systems, and net risks

The 2024 CSR risk mapping is presented in Section 3.3 (Page 9-10) of the [Egis Group Non-Financial Performance Statement](#).

While the twelve identified CSR risks are relevant to the Egis Group as a whole, the following risks have been assessed as moderate to high for the Middle East region:

- Corruption and influence peddling
- Cyberattacks and ransomware
- Data breaches and leaks
- Health, safety, and security
- Human resources and skills management
- Discrimination and harassment

We adhere to the risk management processes and frameworks established by the Egis Group to ensure consistency and alignment across all regions.



A Risk Lens in ESG in Project Selection

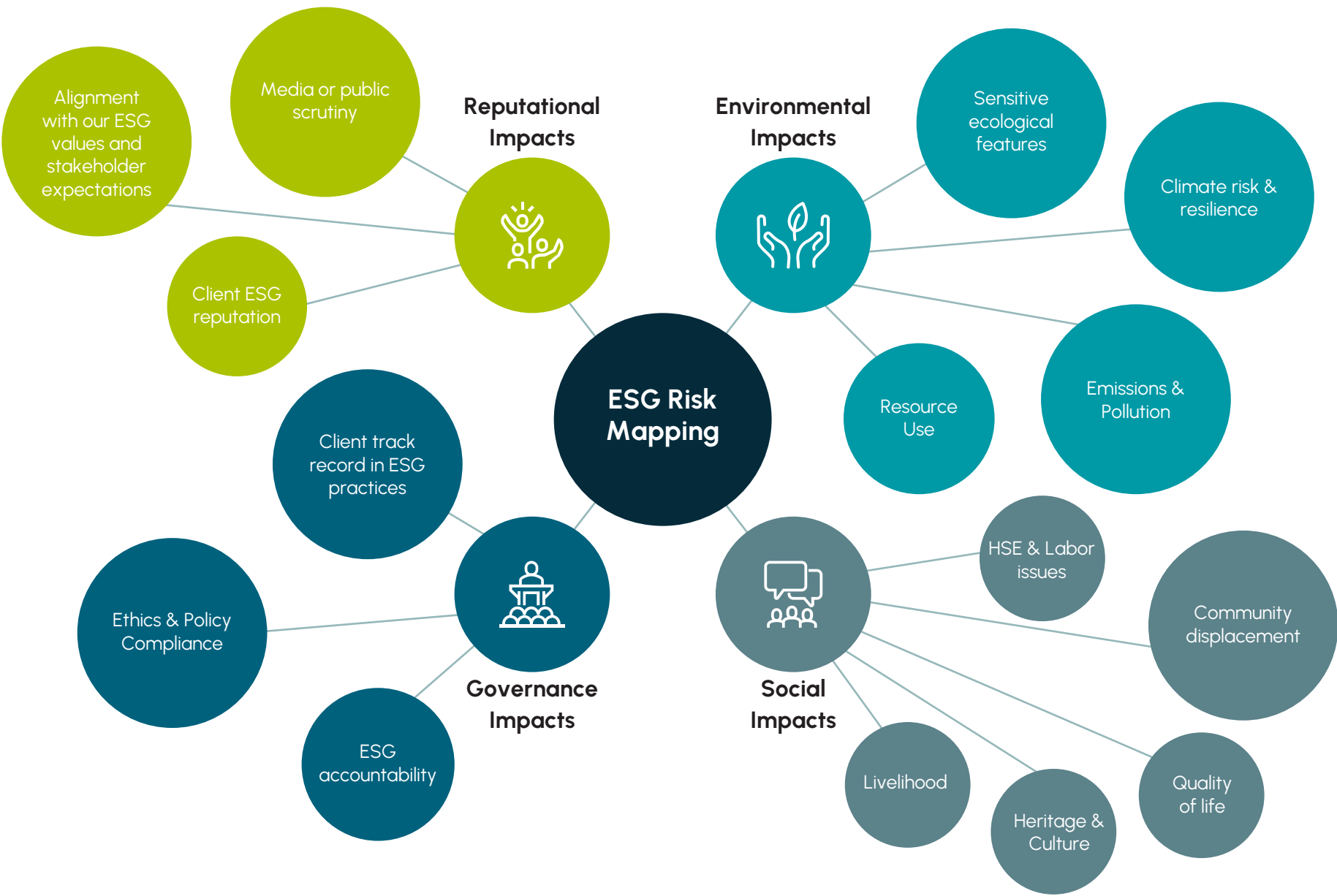
Building on a robust risk governance framework, we have developed a due diligence process that differentiates us from industry norms.

Markos Apostolides
Consulting & Operations Director

While traditional bid evaluations focus primarily on financial, legal, and technical viability, our approach goes further by integrating a comprehensive assessment of ESG risks, including reputational considerations. This ensures that our project selections are aligned with our core values and long-term commitment to responsible, sustainable delivery.

ESG risk assessments on bids are conducted by our Regional ESG Working Group, comprising subject matter experts who apply a consistent and rigorous methodology across the Middle East. The assessment considers key factors such as project location sensitivities, stakeholder implications, regulatory frameworks, and the potential for positive environmental and social outcomes.

These findings are consolidated and presented to the Group-level Risks & Commitments Committee (RCC), where they inform collective decision-making alongside commercial, technical, and strategic perspectives. This integrated process ensures that sustainability and ethical considerations are embedded at the earliest stage of project selection, enabling Egis to pursue opportunities that align with our corporate commitments to responsible growth and long-term value creation.



From Risk to Contribution

Evaluating contributive turnover

In alignment with our raison d'être, we aspire to be a leading partner for our clients in advancing the ecological and energy transition (EET) across our sectors and geographies. Achieving this requires a profound transformation across our Group's business areas to address the transition challenges of today and the future. This ambition drives us to take a more proactive stance on projects that make a significant contribution to the EET.

Contributive Turnover refers to the proportion of our revenue generated from projects or services that meaningfully support the EET, while also advancing the UN Sustainable Development Goals (UN SDGs). Rather than serving as a general indicator of commercial performance, it is a focused metric that reflects our commitment to long-term value creation.

Our approach to calculating our Contributive Turnover combines both qualitative and quantitative elements, incorporating objective measures such as meeting specific sustainability criteria, alongside subjective assessments like evaluating long-term societal and environmental outcomes. By applying this approach across our entire project portfolio, we ensure continuous evaluation and enhance the sustainability impact of our operations in line with our strategic ambitions.

43%

Contributive Turnover
in Egis Middle East & South Asia in 2024



Securing the future of the King Fahd Causeway

Egis is supporting the King Fahd Causeway Authority in extending the operational lifespan of the 25 km causeway linking Saudi Arabia and Bahrain, one of the world's busiest land border crossings. The causeway is exposed to a harsh marine environment, and the durability of its concrete structures is compromised by high humidity and salinity. Egis led a comprehensive structure assessment involving over 1,900 tests, visual and underwater inspections, and drone-based photogrammetry to evaluate its condition and identify early signs of deterioration.

A key outcome of the project is the development of a GIS-enabled digital twin to support long-term structural health monitoring and maintenance. Egis also proposed a targeted maintenance and inspection strategy, including corrosion prevention measures and performance-based interventions, aimed at extending the causeway's service life by up to 50 years.

25 km

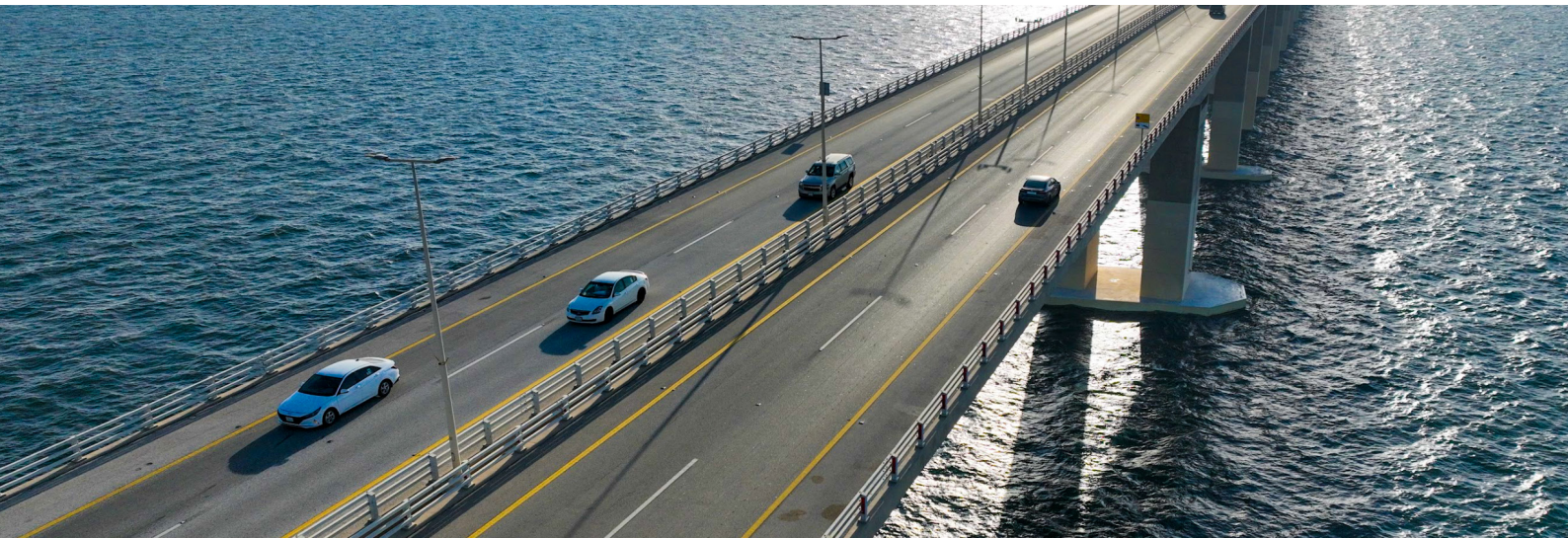
Total length of the causeway, including 7 embankments and 5 bridges

1,900

Number of tests conducted at various structural points

60,000

Vehicles
Peak daily traffic recorded on 4-lane causeway



Saudi Arabia - Bahrain

The King Fahd Causeway

Appendix

ESG Data Tables

Environmental Performance – Table 1

CATEGORY	INDICATOR	UNIT	TOTAL	GRI STANDARD
Energy	Total Office Energy Consumption	GJ	138882.18	302-1
	Electricity	GJ	57795.23	302-1
	Fuel combustion from vehicles	GJ	77144.00	302-1
	Cooling	GJ	3942.95	302-1
GHG Emissions	Total Scope 1 emissions	mtCO ₂ e	5,259.15	305-1
	Fuel combustion from vehicles	mtCO ₂ e	5,113.19	305-1
	Fugitive emissions from refrigerants		145.96	305-1
	Total Scope 2 emissions (Market-Based)	mtCO ₂ e	8,044.35	305-2
	Purchased Electricity	mtCO ₂ e	7,860.51	305-2
	District Cooling	mtCO ₂ e	183.84	305-2
	Total Scope 3 indirect emissions	mtCO ₂ e	32,499.07	305-3
	Category 1: Purchased goods and services		17,929.56	305-3
	Category 2: Capital goods		2,397.03	305-3
	Category 3: Fuel and energy-related activities		3,028.47	305-3
	Category 5: Waste generated in operations		555.22	305-3
	Category 6: Business travel		1,053.14	305-3
	Category 7: Employee commuting		7,535.65	305-3

ESG Data Tables

Environmental Performance – Table 1

CATEGORY	INDICATOR	UNIT	TOTAL	GRI STANDARD
GHG Emissions	Gross total Scope 1, and Scope 2 emissions	mtCO ₂ e	13,303.50	305-1
	Gross total Scope 1, Scope 2 and Scope 3 emissions	mtCO ₂ e	45,802.57	305-1
Water	Total Water Withdrawn (third-party service providers)	m ³	47,322.87	303-3
Waste	Total Non-Hazardous Waste	Tonnes	606.56	306-3
	Paper, packaging, cardboard, similar other waste	Tonnes	544.58	306-3
	Residual waste – landfilled	Tonnes	60.72	306-5
	Construction and demolition waste	Tonnes	1.26	306-5
	Total Hazardous Waste	Tonnes	1.44	306-3
Environmental Management System Certification	Sites that are operated and managed by Egis (ISO 14001 Certification)	%	100%	N/A
	Sites that are currently under construction with Egis acting as contractor (ISO 14001)	%	100%	N/A
	Sites that are currently under construction with Egis acting as supervisor (ISO 14001)	%	75%	N/A

ESG Data Tables

Social and Governance Performance – Table 2

CATEGORY	INDICATOR	UNIT	TOTAL	GRI STANDARD
Employees	Full-time equivalent employees (FTE)	Number	3750	2-7
	Male	Number	2570	2-7
	Male (blue collar workers)	Number	505	2-7
	Female	Number	675	2-7
	Voluntary turnover rate	%	8.8%	401-1
	Percentage of women in senior management	%	15%	2-7
	Percentage of women in engineering roles	%	12%	2-7
	Number of nationalities	Number	78	2-7
Occupational Health and Safety	Lost time incident frequency	Incidents per 1,000,000 hours worked	0.71	403-9
	Fatalities – staff	Number	0	403-9
	Fatalities – contractors, third parties	Number	1	403-9
	Near misses	Number	13	403-9
Learning & Development	Training hours	Hours	8222	405-1
	Training hours per full-time equivalent employee	Hours/FTE	2.43	405-1
	Employees trained on Eco-design	Number	475	N/A
Economic Performance	Total Revenue	Million Euros	606	201-1
	Contributive Turnover (contributing to the ecological and energy transition)	%	43%	NA

ESG Data Tables

Social and Governance Performance – Table 2

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organisational details	About Egis
	2-2 Entities included in the organisation's sustainability reporting	About this report
	2-3 Reporting period, frequency and contact point	About this report
	2-6 Activities, value chain and other business relationships	Our Business Lines and Core Sectors
	2-7 Employees	Our People, Celebrating our heroes, Appendix 2-Table 2: Employees
	2-9 Governance structure and composition	Steering sustainability from the top, Risk management and governance
	2-11 Chair of the highest governance body	Egis Group: Activity Report 2024
	2-12 Role of the highest governance body in overseeing the management of impacts	Egis Group: Activity Report 2024
	2-13 Delegation of responsibility for managing impacts	Risk management and governance Egis Group: Activity Report 2024
	2-14 Role of the highest governance body in sustainability reporting	Steering sustainability from the top, Egis Group: Activity Report 2024
	2-15 Conflicts of interest	Code of Integrity Code of Ethics
	2-16 Communication of critical concerns	Code of Integrity Code of Ethics
	2-17 Collective knowledge of the highest governance body	Group: Activity Report 2024
	2-18 Evaluation of the performance of the highest governance body	Group: Activity Report 2024
	2-22 Statement on sustainable development strategy	Our Sustainability Ambitions Egis Climate Transition Plan

GRI Content Index

Table 3

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	403-8 Workers covered by an occupational health and safety management system	Cultivating a robust safety culture
	2-23 Policy commitments	Guiding principles for our responsible growth
	2-24 Embedding policy commitments	Guiding principles for our responsible growth
	2-25 Processes to remediate negative impacts	Code of Integrity Code of Ethics
	2-26 Mechanisms for seeking advice and raising concerns	Code of Integrity Code of Ethics
	2-28 Membership associations	Advancing sustainability through industry collaborations
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 Highlights
	201-2 Financial implications and other risks and opportunities due to climate change	2024 Highlights
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Learning at Egis
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Appendix 1-Table 1: Environmental Performance
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Appendix 1-Table 1: Environmental Performance
GRI 305: Emissions 2016	305-1 Direct (scope 1) GHG emissions	Tracking our carbon footprint Appendix 1-Table 1: Environmental Performance
	305-2 Energy indirect (scope 2) GHG emissions	Tracking our carbon footprint Appendix 1-Table 1: Environmental Performance

GRI Content Index

Table 3

GRI Standard	Disclosure	Location
GRI 305: Emissions 2016	305-3 Other indirect (scope 3) GHG emissions	Tracking our carbon footprint Appendix 1-Table 1: Environmental Performance
GRI 306: Waste 2020	306-3 Waste generated	Appendix 1-Table 1: Environmental Performance
	306-5 Waste directed to disposal	Appendix 1-Table 1: Environmental Performance
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our People, Celebrating our heroes, Appendix 2-Table 2: Employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People, Celebrating our heroes, Appendix 2-Table 2: Employees
	401-3 Parental leave	Our People, Responsibility beyond business
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Cultivating a robust safety culture, Appendix 2-Table 2: Occupational Health and Safety:
	403-2 Hazard identification, risk assessment, and incident investigation	Cultivating a robust safety culture,
	403-3 Occupational health services	Cultivating a robust safety culture,
	403-4 Worker participation, consultation, and communication on occupational health and safety	Cultivating a robust safety culture, Safety first, Incident Count 2024
	403-5 Worker training on occupational health and safety	Cultivating a robust safety culture,
	403-6 Promotion of worker health	Cultivating a robust safety culture,
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Cultivating a robust safety culture, Protecting our people wherever they go

GRI Content Index

Table 3

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Incident Count 2024 Appendix 2-Table 2: Occupational Health and Safety:
	403-10 Work-related ill health	Incident Count 2024 Appendix 2-Table 2: Occupational Health and Safety:
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Learning at Egis , Appendix 2-Table 2: Learning and Development,
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning at Egis , Appendix 2-Table 2: Learning and Development,
	404-3 Percentage of employees receiving regular performance and career development reviews	Learning at Egis , Appendix 2-Table 2: Learning and Development,



IMAGINE. CREATE. ACHIEVE.
a sustainable future

www.egis-group.com

