

Deployment of SPM [Sustainable project Management] in International Projects

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Document Status: Approved

**Executive Summary:** **The Deployment of SPM (Sustainable Project Management) in International Projects aims to enhance Telecom Egypt’s sustainability efforts and operational efficiency. This project is driven by the need to adapt to global sustainable development goals and improve energy consumption practices within the organization.**

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| **Project Goal** |
| * 10% Enhancement power consumption awareness by replacing **20%**the cooling and lighting systems (HVAC) in the cable landing stations (CLSs) which are (Abt,eldars) to sustainable systems in **3 months**, starting **2025**one system every **6 weeks**handled by power team. * 20% Upgrade to the power consumption system by using PUE **metric** in **20%** of the cable landing stations (CLSs) in Telecom Egypt by the calculations of all energy and loads used in (Abt,eldars) starts after hvac system upgrade by the second quarter of **2025**. **(The power usage effectiveness:** Total amount of Energy used / IT equipment energy usage**)** handled by the O & M team. * Enhance **the Conditions of work 10%** at Telecom Egypt by replacing **35%** of the office in the **basement floor** to a place with good ventilation, lighting and furniture at the first quarter of **2025** handled by the facility team. * Develop **20% of the** employees in **supervisory positions** at Telecom Egypt by using leadership workshops to enhance employee satisfaction 10% at the first quarter of 2025 handled by HR team. |

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| **Deliverables** |
| 1. Two **new sustainable systems of the** (HVAC) in the cable landing stations (Abt,eldars) 2. Two **PUE metric** reports for (Abt,eldars) by the end of **Project**. **(The power usage effectiveness)): Total** amount of Energy used / IT equipment energy usage) 3. **Upgrade & transfer fifteen offices** from **basement floor** to be with good ventilation, lighting and furniture 4. Leadership Training program for **supervisory positions to** finish development workshops. |

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| **Business Case / Background** |
| **Telecom Egypt** is the only telecom operator investing in Subsea cables in Egypt. The global world is attentive to sustainable development goals and policies which affect several aspects environmental, social and economic.   The subsea industry is always targeting international customers. It would be promising opportunity to embrace the values and tools of **Sustainable Project Management** at Telecom Egypt’s Projects , especially projects related to submarine cable industry(For example, clean sources energy, curbing power consumption, inducing CO2 footprint and effective project management)  **Customers: over the top(**OTTs) , International Telecom operators  **Effect**  • Lower costs in long-term • Customers will experience value Alignment  • Lower pollution and environmental risks that affects customer’s health • Wide range of telecommunications services with No ethical concerns  Saving taxes when applying carbon credit rules  **Impact**  International projects and investments are smoothly carried out • Coping with the advancement in developed world • Compliance with future international regulations in the industry  • Increase in Telecom Egypt’s Regional market share • Increase number of Pro-sustainability customers • Gain in Long-term profits • Boost Telecom Egypt Reputation • Reduce long-term costs of the international projects • Sustainable projects can be a competitive advantage in the regional marketing  Boost customer loyalty to Telecom Egypt |

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| **Benefits, Costs, and Budget** |
| **Benefits:**   * Support new service leading to 5% revenue increase, reduce costs, increase sales * increase customer satisfaction, Brand image, employee satisfaction, increase customer loyalty   **Costs:**   * Price of systems, installation fees, offices preparations, time spent on training, support services   **Budget needed:**   * EGP 3000000 |

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| **Scope and Exclusion** |
| **In-Scope:**  Installment of HVAC Systems, dismantle to legacy HVAC System, Supervisory positions Training, Basement floor evacuate, Furniture the first floor  **Out-of-Scope:**   * Facility refurbishment in the CLS * The team members development * Other power measurements * Other equipment, Pcs or laptop replacements |

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| **Project Team** |
| **Project Sponsor: development : CEO, VP, Development** Director, infrastructure senior manager , Projects senior director  **Project Lead:** Project Manager  **Project Team: HR** department, **CLS operations** department, **HVAC** department, **Facility** department  **Additional Stakeholders: Technical director,**  Financial director, HR Director, Facility director |

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| **Measuring Success** |
| * **Upgrade to the power consumption system by 20% in 3 months.** * **Enhancement awareness about Power consumption by 10% by the second quarter of 2025** * **Enhancement in the Conditions of work by 10% in the 3 months** * **Better Employee satisfaction by 10% by the first quarter of 2025.** |