

# Sustainability Analysis Report

## Executive Summary

Analysis Date: 2025-08-01T17:26:52.749293 Document Pages: 84 Language: en API Calls Used: 0

e& Egypt's 2023 Sustainability Report demonstrates a strong and evolving commitment to integrating sustainability across its core operations, aligning with the ambitious goals of Egypt's Vision 2030 and the e& Group's strategic directives. The company exhibits robust performance in digital transformation, fostering financial inclusion, and maintaining high standards of governance and customer satisfaction. Key achievements include significant reductions in carbon intensity, a notable increase in renewable energy adoption, strong employee engagement, and impactful community investments through various social programs and microfinance initiatives. Despite these successes, critical gaps remain, particularly in board diversity and the detailed reporting of certain supply chain social and environmental metrics. While environmental efforts show promise, the overall renewable energy share still has substantial room for growth to achieve net-zero targets. The report highlights a positive trajectory, but further transparency and strategic initiatives are needed to fully embed sustainability across all business relationships and to track progress against all set targets comprehensively. Strategic recommendations focus on enhancing board diversity, expanding the scope of environmental and social data collection within the supply chain, increasing renewable energy procurement and on-site generation, and further leveraging digital innovation to drive broader societal and environmental impact. These recommendations aim to solidify e& Egypt's position as a sustainability leader. The company's efforts are well-aligned with global sustainability frameworks such as GRI, SASB, TCFD, and the UN Global Compact, underpinning its commitment to transparent reporting and responsible business practices.

# ESG Performance Analysis

Category	Score	Strengths	Weaknesses
Economic_Financial_Performance	8.0	**Robust Revenue Growth and Profitability	Market Volatility, Inflationary Pressures
Environmental_Performance	7.0	**Significant Carbon Emission Reductions	Water Scarcity, Regulatory Compliance
Social_Performance	8.0	**Strong Employee Focus and Community Engagement	Diversity Initiatives, Labor Relations

## UN SDG Mapping

SDG	Score	Impact Level
SDG 9: Industry, Innovation and Infrastructure	9.0	High
SDG 8: Decent Work and Economic Growth	8.0	High
SDG 10: Reduced Inequalities	7.0	High
SDG 16: Peace, Justice and Strong Institutions	7.0	High
SDG 7: Affordable and Clean Energy	6.0	Medium
SDG 13: Climate Action	6.0	Medium
SDG 3: Good Health and Well-being	6.0	Medium
SDG 17: Partnerships for the Goals	6.0	Medium
SDG 4: Quality Education	5.0	Medium
SDG 5: Gender Equality	5.0	Medium

# Recommendations

- 1. Enhance Board and Senior Leadership Diversity** Implement a clear, time-bound strategy to increase gender and broader diversity (e.g., age, background, expertise) on the Board of Directors and in senior management positions. This should include targets for female representation on the board (currently 0%) and within C-suite and VP roles, along with specific initiatives such as leadership development programs for women and minority groups, and diverse candidate sourcing requirements for executive roles. Improved decision-making and risk oversight through a wider range of perspectives, enhanced corporate reputation and attractiveness to diverse talent and investors, stronger alignment with SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities), and increased confidence among employees and external stakeholders. Short-term (1-2 years) for identifying and nominating candidates, Medium-term (3-5 years) for achieving initial representation targets. Executive search firm engagement (if needed), internal HR bandwidth for talent identification and development, potential budget for diversity and inclusion training for existing leadership. Percentage of female board members, percentage of women in C-suite/VP roles, diversity representation in newly appointed leadership, stakeholder perception scores on diversity.
- 2. Accelerate and Expand Renewable Energy Transition** Expedite the full transition to 100% renewable electricity for all operations beyond the initial 14.2% covered by the PPA. This should include increasing direct on-site renewable energy generation (e.g., solar PV at more facilities and base stations) and procuring more certified renewable energy. Develop a roadmap with annual targets for achieving the 35% Scope 1+2 GHG reduction by 2030, detailing specific energy efficiency projects and renewable energy installations. Significant reduction in Scope 2 GHG emissions, enhanced energy independence, cost savings from reduced reliance on fossil fuels, stronger leadership in climate action (SDG 13) and clean energy (SDG 7), and increased resilience to energy price volatility. Medium-term (3-5 years) for substantial deployment, Long-term (7 years) for target achievement by 2030. Capital expenditure for solar installations, PPA negotiation and management, engineering expertise, potential external consultants for energy audits and project management. Percentage of total energy consumption from renewable sources (annual increase), MWh of on-site renewable energy generation, total Scope 1+2 GHG emissions (absolute and intensity), progress against 2030 decarbonization target.
- 3. Deepen Sustainable Supply Chain Management** Develop and implement a comprehensive sustainable procurement policy that includes clear, measurable environmental and social criteria for all suppliers (Tier 1 and critical non-Tier 1). This should involve formal screening of new suppliers and regular assessments of existing ones on environmental impact (e.g., GHG emissions, waste, water) and social performance (e.g., labor practices, human rights, child/forced labor risks). Provide capacity-building support for key suppliers to improve their sustainability performance. Reduced environmental and social risks in the supply chain, enhanced supply chain resilience, improved transparency, stronger alignment with SDG 8 (Decent Work), SDG 12 (Responsible Consumption and Production), and SDG 16 (Strong Institutions), and strengthened stakeholder trust. Medium-term (2-4 years) for policy implementation and initial screening, ongoing for continuous assessment and improvement. Development of supplier assessment tools, dedicated procurement and sustainability staff for supplier engagement, potential investment in supplier training programs. Percentage of new suppliers screened using environmental and social criteria, number of high-risk suppliers identified and engaged, measurable improvements in key supplier environmental and social performance metrics.
- 4. Expand Digital Literacy and Inclusive Access Programs** Build on the success of Erada Microfinance and e& Cash by launching broader, targeted digital literacy and affordable access programs. Focus on underserved rural and low-income urban areas. Collaborate with educational institutions and community organizations to offer training on safe internet use, digital financial services, and online learning opportunities. Greater digital inclusion, enhanced economic opportunities for marginalized groups, improved access to essential services, stronger alignment with SDG 4 (Quality Education) and SDG 10 (Reduced Inequalities), and expanded customer base for digital services. Short-term (1-2 years) for pilot programs, Medium-term (3-5 years) for scaling initiatives. Funding for community programs, partnership development, training materials and trainers, potential investment in infrastructure for wider access in remote areas. Number of individuals trained in digital literacy, percentage increase in digital service adoption in targeted areas, qualitative feedback from beneficiaries, number of new financial inclusion clients reached.