

Growing our capacity, shrinking our footprint

Adopting sustainability



About this report

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Refinery
expansion &
modernization

Occupational
health and
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Environment
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Sustainability lies at the core of MIDOR's operations and long-term growth strategy. In addition to delivering high-quality fuels, MIDOR remains firmly committed to supporting Egypt's economic development, safeguarding the environment, and advancing community well-being. The company embeds environmental, social, and governance (ESG) principles throughout its activities by enhancing energy efficiency, reducing emissions, and fostering innovation. Aligned with Egypt's **Vision 2030**, MIDOR contributes to:

- Economic development through modernization, technology investment, and job creation.
- Social progress by ensuring a safe, inclusive workplace and supporting education, health, and youth initiatives.
- Environmental protection by managing energy and water responsibly, cutting emissions, and advancing cleaner production through this integrated approach, MIDOR aims to drive Egypt's transition to a low-carbon, sustainable energy future while ensuring long-term value for all stakeholders.

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, the world's most widely used framework for sustainability reporting. The GRI Standards enable MIDOR to disclose its economic, environmental, and social impacts transparently and consistently, ensuring accountability to our stakeholders.

By adopting the GRI framework, MIDOR demonstrates its commitment to internationally recognized best practices in sustainability reporting and aligns its disclosures with Egypt's Vision 2030 and the UN Sustainable Development Goals (SDGs). The GRI approach supports our efforts to measure progress, identify opportunities for improvement, and communicate our contribution to a more sustainable energy future for Egypt and the region.

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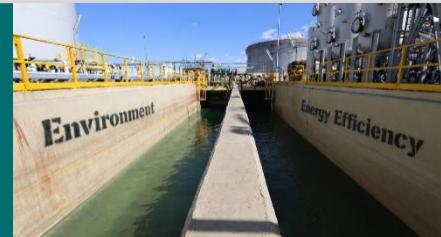
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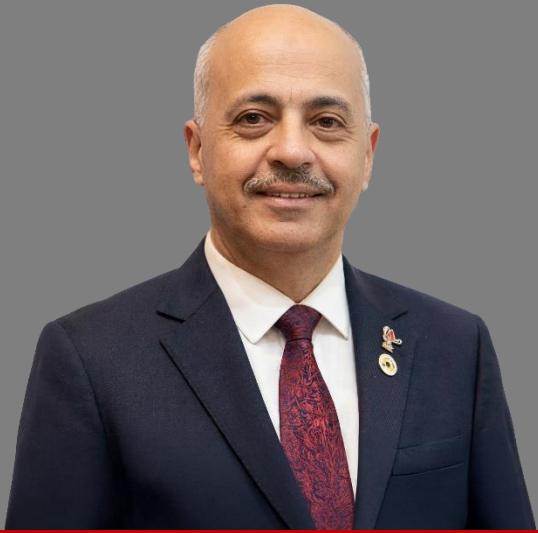
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Governance

CEO's message



Overview

Tackling
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Protecting
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Supporting
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Leading Egypt's Energy Future Responsibly

It is with great pleasure and a renewed sense of commitment that I present our annual Sustainability Report. At the Middle East Oil Refinery (MIDOR), we recognize that our role goes far beyond refining crude oil; we are a key part of Egypt's sustainable development and a steward of its energy future. Our strategy not only aligns with the nation's vision but also actively contributes to Egypt Vision 2030. This commitment is fulfilled through three fundamental dimensions: ensuring national energy security, maximizing economic value, and maintaining unwavering dedication to Health, Safety, and Environment standards.

Commitment to National Mandate and Economic Strength

MIDOR is crucial to the stability and growth of the Egyptian economy. Our primary strategic objectives include:

- Ensuring Feedstock Supply: We continually improve our logistical and procurement capabilities to guarantee a secure, uninterrupted supply of crude oil feedstock. This operational resilience is vital to maintaining our ongoing contribution to the nation's energy security.
- Meeting Local Market Needs: We are committed to producing high-quality, strategic petroleum products, including a new generation of environmentally friendly, Euro 5-compliant fuels, to meet the rapidly growing demand of the local market. This approach helps reduce reliance on imports and strengthens national self-sufficiency.
- Maximizing Revenue and Value: We are utilizing advanced refining processes and strategic expansion projects to optimize the conversion of crude oil into high-value products. This approach not only improves our operational efficiency but also maximizes revenues for our shareholders and significantly contributes to the state treasury.

Dedication to Health, Safety, and Environment (HSE)

Our people and our environment are not merely assets; they are the foundation of our license to operate and ensure long-term success. Our commitment to health, safety, and environmental (HSE) practices is unwavering:

- Safety Excellence: We are implementing proactive programs to improve our Occupational Safety and Health system. This includes investing in the latest safety technologies and offering comprehensive training for our entire workforce, including contractors. Ensuring a safe and healthy working environment is our top priority.
- Environmental Stewardship: We recognize the urgency of taking necessary action against climate change. Our key projects focus on reducing our environmental footprint through:
 - Lowering Emissions: We constantly monitor and control gaseous emissions, including carbon, nitrogen, and sulfur oxides, utilizing advanced technology and linking to national environmental monitoring systems.
 - Resource Efficiency: We are implementing energy and water efficiency programs to conserve natural resources and minimize waste generation.

Looking Ahead:

The journey towards sustainable development is ongoing. As we navigate the complexities of the global energy transition, MIDOR is dedicated to being a world-class refinery that establishes benchmarks in operational excellence, environmental performance, and social responsibility.

We extend our gratitude to our employees, partners, and stakeholders for their support as we collaborate to create a prosperous, secure, and sustainable future for Egypt.

Chairman & CEO

Middle East Oil Refinery (MIDOR)



Fueling Egypt's growth through responsible, innovative, and safe refining practices.

MIDOR Refinery is one of Egypt's most advanced and complex refineries, operating with high-conversion technologies that enable the production of a wide range of petroleum products. Following a major expansion and modernization, MIDOR now has a refining capacity of 160,000 barrels per day, producing high-quality fuels that meet modern environmental standards, including Euro 5 specifications.

The refinery plays a strategic role in supplying Egypt's domestic fuel market, contributing significantly to national energy security and reducing dependence on imports. Key products include gasoline, diesel, jet fuel, and LPG, serving both industrial and consumer markets.

MIDOR's operations are underpinned by a strong focus on quality, safety, and sustainability. The company follows internationally recognized standards for environmental management, occupational health and safety, and quality assurance. It emphasizes workforce development, employee well-being, and inclusive practices, reflecting its commitment to long-term operational excellence and social responsibility.

By combining technological innovation, environmental stewardship, and a skilled workforce, MIDOR continues to support Egypt's energy needs while contributing to sustainable economic growth.



Our vision

To be the top performing Oil refinery in central, southern Europe and the Mediterranean Regions.

Our mission

MIDOR is participating in Egypt's sustainable development by providing domestic and global markets with premium quality refined products with a strong commitment towards maximizing shareholders' value as well as empowerment and optimization of employees via adopting state of the art HR techniques in addition to community welfare through encouragement of small and medium projects entrepreneurs as well as adopting a Zero Waste Management System.

Our values

rooted in integrity, safety, excellence, sustainability, and teamwork. The Company is committed to doing what is right at all times, protecting people and operations, pursuing quality and operational efficiency, and creating long-term value responsibly. Through collaboration and a strong team-oriented culture, MIDOR works collectively to achieve shared success and support sustainable business growth.

Our commitment

Sustainability drives how we operate, innovate, and grow. We strive to integrate environmental protection, social responsibility, and ethical governance into every part of our business.

Our sustainability framework

Overview Refinery expansion & modernization Occupational health and safety Environment and energy efficiency Corporate social responsibility Governance



GRI Standard

GRI 2: General disclosures

- 2-1 Organizational details
- 2-6 Activities, value chain and business relationships
- 2-9 Governance structure and composition
- 2-22 Statement on sustainable development strategy
- 2-23 Policy commitments

GRI 305: Emissions

- 305-1 Direct (Scope 1) GHG emissions
- 305-2 Energy indirect (Scope 2) GHG emissions
- 305-5 Reduction of GHG emissions

GRI 3: Material Topics

- 3-1 Process to determine material topics
- 3-2 List of material topics

GRI 302: Energy

- 302-1 Energy consumption within the organization
- 302-4 Reduction of energy consumption

GRI 303: Water & effluents

- 303-1 Interactions with water as a shared resource
- 303-2 Management of water discharge-related impacts
- 303-4 Water discharge

GRI 403: Occupational health & safety

- 403-1 OHS Management system
- 403-5 Worker training on OHS
- 403-9 Work related injuries

GRI 404: Training & education

- 404-1 Average hours of training per employee

GRI 405: Diversity & equal opportunity

- 405-1 Diversity of governance bodies & employees

GRI 413: Local communities

- 413-1 Operations with local community engagement, impact assessments and development programs.



Our sustainability focus areas



Refinery expansion and modernization



The expansion and modernization Project is a strategic initiative designed to enhance refinery capacity, upgrade existing units, and maximize the production of middle distillates. The project involved the addition of 60,000 barrels per day (bpd) of crude oil capacity through the installation of 5 new process units and the revamp of 10 existing units, producing a product slate that includes LPG, EN228 gasoline, Jet A-1 aviation fuel, EN590 diesel, and petroleum grade coke.

New units

5

Total investment cost (billion USD)

2.7

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Occupational health and safety



MIDOR management is committed to a high standard of health and safety for all the employees, contractors' personnel, temporary workers, visitors and any other personnel within the workplace in order to achieve this, the organization has established and maintains a Health and Safety Management System that conforms to the required standards to meet applicable legal and appropriate Health and Safety regulations.

Safe working man hours

9,465,264

Near Miss

39

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Environment and energy efficiency



Midor Refinery is firmly committed to upholding high standards of environmental stewardship as an integral part of our operational strategy. We acknowledge our responsibility to manage resources efficiently, control emissions. The refinery is designed and operated in full alignment with Egyptian environmental regulations. All major pollution sources with potential impacts on air quality, water resources, and soil are closely monitored to prevent or reduce adverse environmental effects.

CO₂ emissions (MMtCO₂)

3.44

Groundwater wells

31

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Corporate social responsibility



We adopt a clear policy toward corporate social responsibility, reflecting its ongoing commitment to contributing to economic and social development. The company implements a wide range of social and environmental initiatives inspired by the United Nations Sustainable Development Goals (SDGs), Egypt's Vision 2030, and the Ministry of Petroleum's CSR framework. Through these efforts, we aims to create lasting value for local communities and support Egypt's journey toward sustainable and inclusive growth.

CSR Budget (Million EGP)

50

CSR activities Total projects

10

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Refinery upgrade program
Project milestones
Capacity expansion & unit development
2024/ 2025 sales



MIDOR refinery upgrade program

Advancing Efficiency, Compliance, and Strategic Capacity

In the light of strengthen MIDOR Refinery's operational capacity and align its production with global standards, the refinery aims to significantly expand and upgrade its

facilities. This initiative focuses on enhancing processing efficiency, meeting international products specifications, and supporting Egypt's strategic vision in the energy sector.



Capacity Expansion and Unit Development

Increasing MIDOR Refinery's processing capacity by 60% of its current capacity, enabling the refining of 4.8 million barrels per month through the construction of new units in the refinery's future expansion area and revamping to existing units:

Revamping applied to existing units

- Naphtha Hydrotreater and splitting unit
- Isomerization unit
- Hydrocracking unit
- LPG treatment unit
- Continuous Catalyst Reforming (CCR)
- Delayed coker unit
- Conversion of the diesel hydrotreater into a kerosene hydrotreater

New units

- Crude distillation unit (CDU)
- Vacuum distillation unit (VDU)
- Diesel hydrotreater
- Solvent de-asphalting unit
- Hydrogen production unit
- Sulfur recovery unit



Objectives

- Align with global product specification changes to meet EURO V standards and international market requirements
- Ensure compatibility with modern equipment by supplying EURO V-compliant fuels.
- Support the Egyptian petroleum sector's strategy to enhance refinery productivity and reduce imported volumes
- Support the Egyptian petroleum sector's strategy to position Egypt as a regional energy trading hub
- Address the technical need to redevelop existing production units to increase output capacity, in accordance with technical reports issued by international inspection authorities Solomon Associates®.

Total Investment Cost: USD 2.7 billion

Economic Feasibility

The updated economic indicators from the feasibility study prepared by the international engineering company UOP demonstrate the strong financial viability of the refinery expansions. The analysis shows a robust **internal rate of**

return (IRR) of approximately 12.6% with a **payback period** of 4.2 years, highlighting the economic attractiveness and strategic value of the project for long-term growth and sustainable energy development.

Project Milestones

The project had successfully advanced through key strategic milestones, demonstrating effective planning and execution. The EPC contract was signed on 14 October 2018, followed by the financial closure and project commencement on 21 February 2019. The refinery was on track to reach minimum commercial production by 13

June 2024, with mechanical completion fulfilled on 28 July 2024. The provisional acceptance was achieved on 30 September 2024, marking the facility's readiness for full operation and contributing to Egypt's energy sustainability and production capacity.



Quantitative shifts following expansion

MIDOR Refinery is designed to process a wide range of crude oils and blends. The refinery's strategy focuses on the optimal utilization of high operational capacity and advanced technological capabilities across its units. This

approach maximizes operational efficiency, ensures high-quality products meeting global standards, and maintains environmental protection.



Product	Before Expansion	After Expansion	Percentage Increase
 LPG	145,000 tons	280,000 tons	93% 
 High-Octane Gasoline	1,000,000 tons	1,600,000 tons	60% 
 Jet Fuel	960,000 tons	2,200,000 tons	129% 
 Diesel	2,000,000 tons	2,800,000 tons	40% 
 Coal	390,000 tons	572,000 tons	47% 
 Sulfur	77,000 tons	140,000 tons	82% 
Total Production	4,600,000 tons	7,592,000 tons	66% 

Refining Capacity: 160,000 barrels/day



Main Refinery Units

Distillation Units

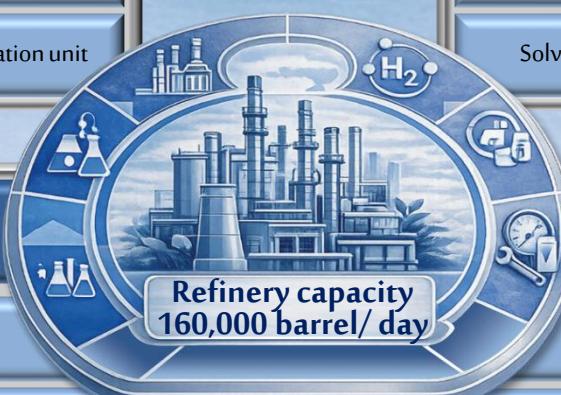
Crude and vacuum distillation unit

New crude and vacuum distillation unit

LPG Units

LPG recovery unit

LPG treatment unit



Other Processing Units

Delayed coker unit



Solvent de-asphalting unit



Products

2024/2025 Sales

LPG

Naphtha

Gasoline

Jet fuel

Kerosene

Diesel

VR

Coke

Sulfur

MMton

6.30

6.64

2024

2025

Naphtha Treatment & Reforming Units

Naphtha Hydrotreater Unit (NHT)



Naphtha Splitter Unit



Continuous Catalyst Reforming (CCR)



Isomerization Unit



Hydrocracking & Hydrogen Production Units

Hydrocracking unit – First stage



Hydrocracking unit – Second stage



Hydrogen production unit



Kerosene & Diesel Unit

Kerosene Merox Treating Unit



Kerosene Hydrotreater Unit (KHT)



Diesel Hydrotreater Unit (DHT)





Following the successful completion of our expansion and modernization project, **achieving ISO certifications** became a strategic priority to align our enhanced capabilities with global standards. We recognized that our upgraded infrastructure required an equally robust management framework to ensure our modernized units operate responsibly.

Environmental Responsibility (ISO 14001) Through ISO 14001, we have systematized our approach to environmental protection. This standard enables us to manage our ecological impact by optimizing resource efficiency and minimizing waste, ensuring that our expanded operations remain environmentally sustainable.

Occupational Health and Safety (ISO 45001) With ISO 45001, we have formalized our commitment to the well-being of our workforce. This framework shifts our focus from reactive compliance to proactive risk prevention, creating a safety culture where hazard elimination and employee health are the foundation of our daily operations.

Quality Management (ISO 9001) Our pursuit of operational excellence is underpinned by ISO 9001, the global benchmark for quality management. This certification ensures that our expanded production capacities are matched by consistent product quality and streamlined processes. It anchors our commitment to customer satisfaction, ensuring that every product leaving our facility meets rigorous international standards.

Laboratory Competence (ISO 17025) To validate the integrity of our products, our laboratories maintain ISO 17025 accreditation. This standard confirms the technical competence and precision of our testing facilities. It ensures that the analytical data driving our decision-making and product certification is accurate, unbiased, and recognized globally, reinforcing trust in our quality control.



Our perspective

Our aspiration

Our strategy

Civil Defense Certification



Our perspective

People are essential to MIDOR's long-term success. By safeguarding our workforce, our assets, and the communities around us and by fostering continuous

learning, professional development, and an inclusive work environment, we reinforce the foundations needed for sustainable growth and operational excellence.

Our aspiration

We strive to offer our employees a safe and supportive working environment, strengthened by high-quality training, education, and career development opportunities. MIDOR is committed to enhancing the representation of

women and people with disabilities within our workforce, while fostering an inclusive culture where every employee has the opportunity to thrive.

Our commitment

MIDOR is committed to providing a safe, healthy, and secure working environment for all employees and contractors. Health and safety considerations are fully integrated into daily operations through robust policies, risk assessments, emergency preparedness, and

continuous training. By promoting a strong safety culture, preventing occupational injuries and illnesses, and encouraging employee participation in HSE initiatives, MIDOR protects its workforce and supports operational reliability and long-term sustainable performance.

Our OHS policy

At our Refinery, we are committed to continuously improving occupational health and safety (OH&S) performance. Our key commitments include:

- the Health & Safety Striving for zero harm to people.
- Complying with all applicable laws, regulations, and OH&S standards.
- Delivering services that meet MIDOR's contractual requirements.
- Identifying workplace hazards and conducting risk assessments to prevent injury or illness for employees, contractors, and visitors.
- Ensuring all employees and contractors understand

and follow this policy and are aware of management's commitment to health and safety.

- Providing training to develop employees' OH&S knowledge and skills.
- Reporting and investigating all accidents, incidents, and near misses to prevent recurrence.
- Establishing measurable OH&S objectives and regularly monitoring progress.
- Continuously improving Management System through management reviews.



Our Strategy

We are committed to maintaining strong safety systems and processes that safeguard our employees and contractors. We continue to adopt advanced digital technologies and align health and safety practices across the company, drawing on international best practices and insights from our operations.

Our workplace policies are grounded in international human rights principles and are designed to support a respectful, fair, and productive working environment. We

engage with employees through multiple communication channels and maintain a formal grievance mechanism managed by our Human Resources Department.

In support of equity and inclusion, MIDOR is focused on attracting diverse talent, promoting equitable access to leadership opportunities, fostering an inclusive culture, and positioning E&I as a core organizational priority and driver of long-term success.

Employee Safety and Incident Metrics

Workforce protection

Number of fatalities.	(0)
Lost time injuries/illnesses rate (LTIR)	(0)
Total recordable case rate (TRCR)	(0)
Total recordable injury rate (LTIF)	(0)
Lost workday cases (LWDC)	(0)
Safe work man hours	9,465,264
Near Misses	39

process safety and asset integrity

Number of process-related fire incidents	(1)
Emergency drills	(38)

Human rights

Number of grievances raised.	(1)
Sites with a grievance mechanism in place (%).	(100%)

Labor practices

Average number of training hours per employee [hours]	(40)
Number of female employees.	(168)



Civil defense certification, reinforcing safety and fire prevention standards

MIDOR has successfully obtained the Civil Defense Certification for Fire Prevention and Safety Compliance, marking a significant milestone in its operational safety journey. The certificate was officially presented to Dr. Amr Lotfy, Chairman and Managing Director of MIDOR, by Brigadier Mohamed Attallah El Deeb, Director of the Civil Defense Administration in Alexandria, in a ceremony attended by senior representatives from the Alexandria Free Zone and the Ministry of Labor.

This certification confirms that the refinery meets the stringent Civil Defense requirements for preventive measures against fire hazards, reflecting compliance with national safety regulations and risk mitigation practices. MIDOR's efforts to align its facilities with these standards involved extensive coordination with safety professionals from the Ministry of Petroleum and Mineral Resources as well as the Egyptian General Petroleum Corporation.

The achievement is part of MIDOR's broader commitment



HSE Emergency Preparedness and Response Drill

As part of its integrated Health, Safety, and Environment (HSE) management system, MIDOR maintains a comprehensive emergency preparedness and response program to protect employees, contractors, assets, and the surrounding community. Regular drills are conducted to validate readiness, test emergency response capabilities, and strengthen operational resilience.

In December 2025, MIDOR conducted a full-scale emergency drill simulating a major storage tank fire. The exercise provided a realistic evaluation of emergency response procedures, command and control effectiveness, coordination between internal teams and external responders, and overall site readiness.

Scenario Overview

The drill simulated a loss of containment in a fixed-roof petroleum storage tank, resulting in vapor release, ignition, and a full-surface fire scenario. Potential contributing factors included mechanical failures, operational deviations, and external ignition sources. The exercise allowed the assessment of:

- Activation and execution of emergency response protocols
- Rapid notification and mobilization of emergency teams
- Safe and orderly evacuation of personnel
- Effective coordination with external emergency response agencies
- Protection of people, assets, and the environment

This scenario represented a high-risk, worst-case incident to ensure comprehensive testing of response procedures.



Activation of Emergency Response

Upon detection of the simulated fire, personnel promptly activated the emergency response plan. Immediate actions included:

- Notification of the control room and activation of area alarms
- Implementation of initial containment and mitigation measures, including cooling and isolation of the affected tank
- Mobilization of firefighting, HSE, security, and medical teams

These measures ensured rapid response while minimizing risk to personnel and the environment.

Incident Command and Coordination

An incident command structure was established to manage the response efficiently. The incident commander directed tactical firefighting operations, coordinated internal and external resources, and maintained accountability of all personnel.

Escalation protocols were implemented to engage

external responders, including mutual aid partners and local authorities. Firefighting support was provided by neighboring petroleum companies SIDPEC, ETHYDCO, and the Alexandria Civil Defense Department, ensuring effective collaboration under a unified command structure.



Firefighting Operations

Internal firefighting teams deployed foam systems, monitors, and cooling equipment in line with best-practice safety procedures. Equipment positioning and response tactics were optimized to ensure operational effectiveness while protecting personnel.

External firefighting units from SIDPEC, ETHYDCO, and the Alexandria Civil Defense integrated seamlessly into the response, demonstrating the ability to manage large-scale incidents through joint efforts.

Medical Response and Personnel Safety

Emergency medical teams were activated to respond to a simulated injury scenario. The exercise tested immediate first aid, medical triage, and coordination with

firefighting and site medical personnel, reinforcing the priority of personnel safety during high-risk operations.

Evacuation and Site Control

Personnel were evacuated in a controlled and systematic manner to designated emergency assembly points. Assembly point supervisors ensured accountability,

while security and administrative teams managed site access and transportation. These procedures ensured safe evacuation and continuity of site control.

Evaluation and Continuous Improvement

The drill highlighted strong internal mobilization, effective coordination, and competent execution of emergency procedures. Emergency equipment performed as designed, and all personnel adhered to safety protocols.

Opportunities for improvement were identified, including:

- Enhancing notification procedures for external responders
- Strengthening contractor integration during emergencies
- Refining escalation procedures and command transitions during complex incidents

These observations will be addressed through post-drill reviews, corrective actions, and ongoing training programs, supporting continuous improvement in emergency preparedness.

Contribution to Sustainability and Resilience

This drill reinforces MIDOR's commitment to operational safety, environmental protection, and organizational resilience. By routinely testing emergency response capabilities and integrating lessons learned, MIDOR strengthens its ability to prevent, control, and

mitigate major incidents. The collaboration with SIDPEC, ETHYDCO, and Alexandria Civil Defense further demonstrates MIDOR's proactive approach to external coordination, ensuring sustainable and responsible refinery operations.



Training & education

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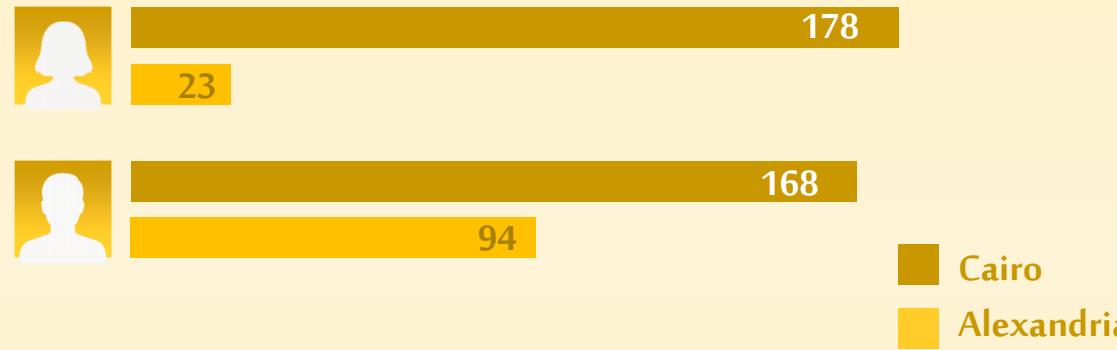
Average Annual Training Hours per Employee

Based on the training dataset, employees receive an average of 50 hours of training annually.

Breakdown by gender is shown below.

Gender	Employees	Average training hours/ per employee
Female	201	50
Male	262	50

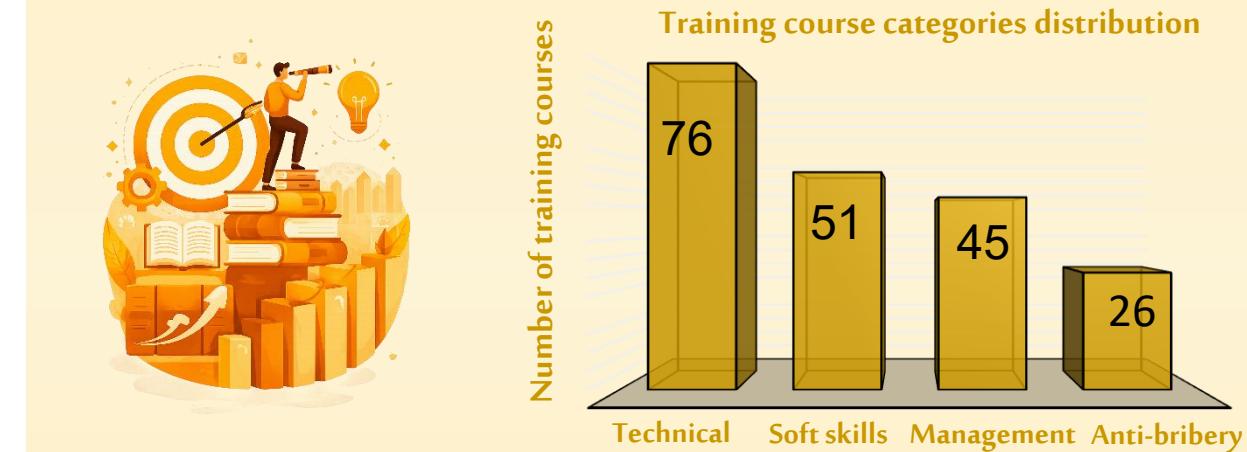
Total trained employees by Gender & Location



Skills Development Programs

Employees participated in training programs across Soft Skills, Management, and Technical. These support career transitions, leadership development, and capability improvement.

Training course category	Training courses delivered
Technical	76
Soft Skills	51
Management	45
Anti- bribery	26



Occupational Health & Safety

Training Type	Planned	Executed	Execution rate
OHS	21	12	52%



Wastewater Management
Soil & underground water
Steam traps optimization



Industrial wastewater management

Industrial wastewater treatment in the refining sector represents a significant operational challenge due to continuous variability in operating conditions and the diverse characteristics of effluents generated from multiple process units. Effective management of wastewater requires the application of high-efficiency chemical treatment programs, supported by reliable dosing, injection, and control systems, in addition to close operational monitoring to ensure consistent compliance with environmental requirements.

The API at the wastewater treatment unit experiences periodic fluctuations in influent water quality, which may at times exceed the original design parameters. These fluctuations are primarily associated with operational disturbances in desalter units at crude distillation units, crude oil tanks draining and other activities such as unit shutdowns, maintenance, and cleaning operations. Such variability can adversely affect treatment efficiency and downstream units.

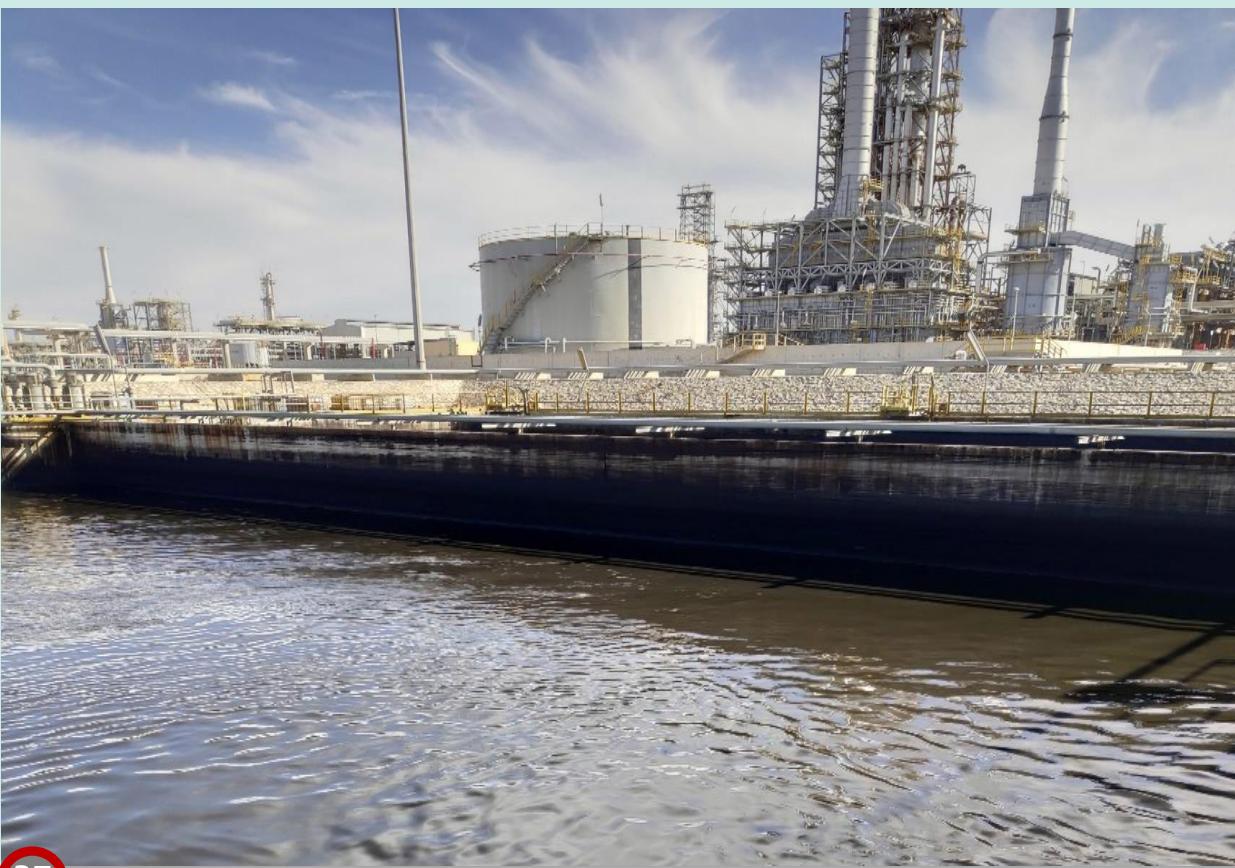
To address these challenges and enhance wastewater treatment performance, an integrated chemical treatment program was proposed by NALCO. The program includes

the application of **ULTIMER™ 7752** at the inlet of the API unit and the Dissolved Air Flotation (DAF) units, in addition to **NALCO 71403**, which demonstrated high efficiency in the clarifier unit. The continued use of ferric chloride as a cationic coagulant in the DAF units was also maintained as part of the treatment strategy.

All proposed chemical formulations were evaluated through repeated **jar testing** conducted at the MIDOR laboratory over several months. Laboratory results demonstrated significant improvement in solids separation and overall treatment efficiency, supporting the suitability of the proposed program for full-scale implementation.

In addition, the introduction of **active dry bacteria** is proposed to further enhance the performance and stability of the biological treatment stage, contributing to improved removal efficiency and more consistent effluent quality.

These measures support the refinery's commitment to responsible water management, continuous improvement of wastewater treatment processes, and compliance with applicable environmental regulations, in line with GRI requirements.



The implementation of the chemical treatment program proposed by NALCO was successfully achieved at MIDOR, resulting in the consistent attainment of the targeted performance indicators for Chemical Oxygen Demand (COD) and oil content at the final discharge line. The program also effectively addressed *E. coli* bacteria, while maintaining controlled iron concentrations and pH levels, in addition to achieving a noticeable improvement in the performance of each individual treatment unit.

Compliance with environmental discharge specifications was verified through samples collected and analyzed by the Ministry of Environment, the Ministry of Health, and Alexandria Water Company (triple sampling, EEAA

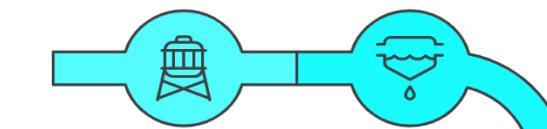
sampling, and Ministry of Health sampling). The results confirmed full conformity with the environmental standards stipulated under the Egyptian Environmental Law.

The applied chemical treatment program at the Industrial Wastewater Treatment Plant (WWTP) demonstrated its effectiveness in meeting MIDOR's environmental requirements. In addition to environmental compliance, the program delivered a tangible economic benefit by increasing oil recovery to the sump tanks, thereby reducing oil losses with the wastewater discharge and supporting more efficient resource utilization.

Industrial wastewater treatment process flow

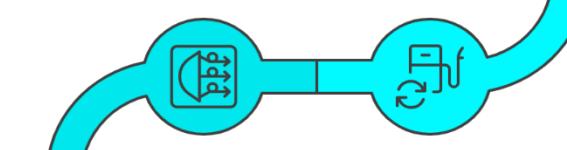
Influent & primary separation

Crude oil dehydration vessel producing free water



Dissolved Air Flotation (DAF)

Equalized flow enters a DAF System



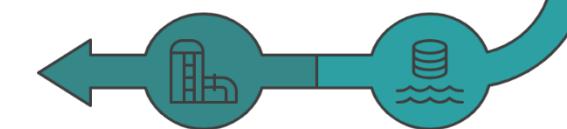
Flow split to biological treatment

DAF effluent splits into two streams



Chiller & discharge

Final Retention Basin flows to a Chiller System



API Separation

Desalters Brine and oily water feed into an API Separator System

Equalization

API effluent flows into an Equalization System

Secondary clarification

Biological System flows to Clarifiers

Final retention

Clarified effluent flows to Final Retention Basin



Soil and groundwater protection and monitoring

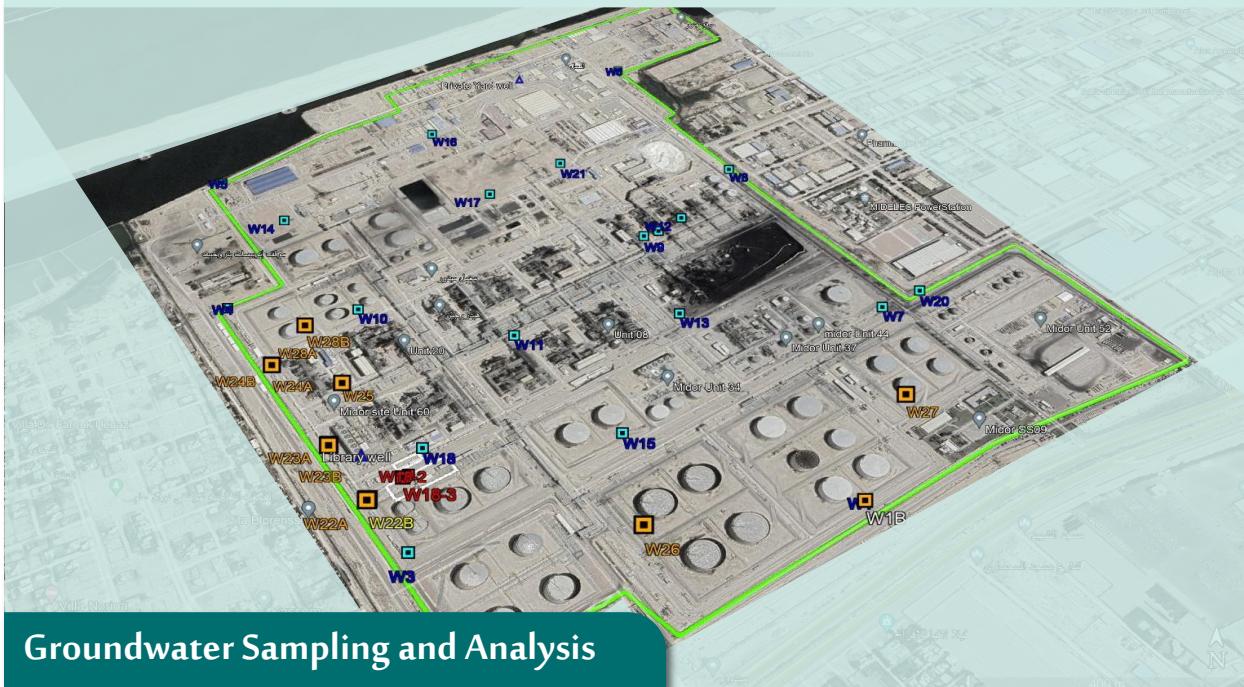
MIDOR has implemented a comprehensive soil and groundwater protection and monitoring program to safeguard underground water resources and prevent environmental impacts. This initiative reflects a proactive approach to environmental stewardship, aligns with

national environmental regulations, and supports MIDOR's commitment to sustainable operations, responsible resource management, and the protection of surrounding communities in line with Egypt's Vision 2030.

Groundwater monitoring program

To ensure rigorous environmental oversight and technical precision, this program was executed in collaboration with RINA. The initiative features a network of 31 strategically located monitoring wells distributed across the refinery site. These wells are surveyed for precise location and topographic height, enabling the accurate measurement of

groundwater levels and the determination of groundwater flow direction. All monitoring wells are installed and operated in strict accordance with ASTM standards, ensuring that our subsurface data is reliable, consistent, and compliant with international best practices.



Groundwater Sampling and Analysis

Groundwater sampling is conducted to assess water quality beneath the site, identify potential hydrocarbon impacts, and support characterization of site conditions and contaminant migration pathways. Sampling is performed using approved methods, with all equipment decontaminated prior to use. Wells are purged according to established procedures, and the presence of light non-aqueous phase liquids (LNAPL) is checked before sample

collection. Field measurements of temperature, pH, electrical conductivity, redox potential, and dissolved oxygen are recorded during well purging and prior to sampling. Collected samples are labeled, preserved, and stored under controlled conditions following strict Chain-of-Custody procedures to ensure integrity and reliability of laboratory data.

Groundwater Protection and Environmental Responsibility

This initiative supports **early detection of potential contamination**, informed decision-making, and effective risk mitigation. Groundwater management and treatment, when required, are carried out through the on-site wastewater treatment system. By implementing systematic monitoring, rigorous sampling, and reliable analysis,

MIDOR demonstrates its commitment to long-term protection of soil and groundwater resources, compliance with national and international standards, and sustainable operations that safeguard both natural resources and local communities.

Groundwater Quality Assessment

The groundwater monitoring program at MIDOR refinery demonstrates that the subsurface water is of excellent quality and shows no signs of contamination. All samples collected from the 31 monitoring wells were clear, odorless, and free of immiscible phases, such as light non-aqueous phase liquids (LNAPL). Laboratory analyses covering a comprehensive suite of parameters—including hydrocarbons, mono-aromatic hydrocarbons, metals, chlorinated solvents, and polycyclic aromatic hydrocarbons (PAHs, USEPA 16)—confirmed that

concentrations of all tested compounds were well below regulatory limits and detection thresholds, reflecting no adverse impact from refinery operations. These results provide strong evidence that the implemented soil and groundwater protection measures are effective, and they reinforce MIDOR's commitment to responsible environmental stewardship, sustainable resource management, and the protection of surrounding communities in alignment with Egypt's Vision 2030.

Detection Limits and Methodologies

Parameter Group	Detection Limit	Laboratory Methodology
Hydrocarbons	0.4 mg/L (Oil & Grease)	TCE Extractables with IR Spectrometry
Total Petroleum Hydrocarbons (TPH)	400 µg/L	HS-GC-MS & GC-FID
Mono-aromatic Hydrocarbons (BTEX & Trimethylbenzenes)	0.1–0.4 µg/L	HS-GC/MS or HS-GC-MS
Metals (Pb, V, Se)	0.9–10 µg/L	ICP-MS
Chlorinated Solvents	0.1 µg/L	HS-GC/MS
Polycyclic Aromatic Hydrocarbons (PAHs, USEPA 16)	0.01–0.05 µg/L per compound	GC/MS

Enhancing Energy Efficiency and Reliability

At MIDOR Refinery, energy efficiency is a core pillar of our operational strategy and a key contributor to Egypt's Vision 2030 for sustainable industrial growth. By implementing a proactive Steam Trap Management Program, we are transforming our steam system into a high-performance. The optimization of our steam trap population directly enhances the heating capacity of the steam system, which is vital for refinery production and profitability. This initiative mitigates critical risks such as costly steam losses from "blow-through" conditions—where live steam escapes into the condensate system—and protects equipment integrity by preventing water hammer and piping damage caused by poor condensate drainage. Ultimately, this systematic maintenance approach ensures operational reliability and maximizes overall energy performance.



Measurable Decarbonization

Our commitment to minimizing MIDOR's carbon footprint is evidenced by the successful optimization of Unit 01 and Unit 13 testing of 959 traps. When combined, the optimization of these units results in the total reduction of 3,439 metric tons of CO₂ emissions annually. This

Global Partnerships & Digital Innovation

To ensure the highest technical standards, MIDOR has partnered with global leaders in steam technology, including Spirax Sarco and Armstrong. These collaborations allow us to deploy world-class hardware and advanced monitoring solutions across our infrastructure, ensuring that our steam systems operate at peak efficiency. Furthermore, we have integrated Armstrong's proprietary management software to digitize our steam trap population and facilitating predictive maintenance scheduling. This software provides precise data on energy losses and allows us to monitor our system with scientific accuracy. By leveraging these industry-leading tools and global expertise, MIDOR has transitioned from traditional maintenance to a sophisticated, data-driven energy management model that ensures long-term sustainability.

Decarbonizing Infrastructure: Solar Integration in Administrative Buildings

As part of MIDOR's comprehensive decarbonization roadmap, an integrated renewable energy solutions is scheduled for application in 2026 into our non-process infrastructure through the installation of solar photovoltaic (PV) panels on our administrative buildings. This initiative will represent a tangible step in our transition towards a

lower-carbon operation, directly reducing our reliance on conventional power grids for daily administrative functions. By harvesting clean solar energy, MIDOR is not only optimizing its energy mix but also reinforcing its commitment to sustainable facility management and the reduction of Scope 2 greenhouse gas emissions.

AI Generated image



Information Sharing at El Raai Medical Center

Distribution of the Updated PID and Food Supplies

Ramadan Competition

Women, Awlad Hawa Tribe

Sewedy Academy Scholarship Program



Executive Summary

During 2025, MIDOR strategically invested a total of 50 million EGP in a variety of community and social initiatives, ensuring that resources were directed toward areas with the greatest impact. These initiatives supported social development, health, education, and vulnerable groups, including village development programs, paving of local roads to improve infrastructure, health interventions

such as mobile units for early disease detection, educational support for orphans, green initiatives for children with disabilities, and sponsorship of programs for Paralympic athletes. This allocation demonstrates MIDOR'S commitment to effectively using its resources to deliver measurable social, educational, and environmental benefits to the communities surrounding its operations.

STA Scholarship program

MIDOR conducted a meeting with the CSR team, representatives of El-SEWEDY Academy, scholarship applicants, and their parents to introduce the scholarship program for preparatory school graduates. Participants received an overview of MIDOR and El-SEWEDY Academy, as well as detailed information about the Mechanical Engineering program, including the curriculum, study schedule, and program duration. The



Sewedy Technical Academy

scholarship program spans three years, with training scheduled three days per week at the Midor site and two days in Sadat City, at a cost of EGP 60,000 per academic year. Following the selection process, 16 students were awarded the scholarship. Required documents were collected, transportation arrangements were finalized, and student uniforms were distributed.

Community support

MIDOR continued its commitment to supporting local communities through a series of winter assistance and educational initiatives in Alexandria. The company distributed 1,000 winter jackets to public school students, helping them stay warm during the colder months. In addition, 1,000 books were provided to underprivileged



Paralympic athletes support

MIDOR sponsored a training camp and the first-ever Midor Tournament for 30 wheelchair tennis Paralympic athletes, highlighting its commitment to inclusivity, sports development, and empowerment of people with disabilities. The initiative provided athletes with professional training, competitive experience, and a

platform to showcase their talents, promoting social inclusion and equal opportunities in sports. This effort reflects MIDOR's dedication to supporting diverse community groups and fostering a culture of participation and achievement.



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Villages Development

King Mariout

A development program was implemented in the villages of the King Mariout area, attended by the Minister of petroleum and mineral resources and the Governor of Alexandria. The program aimed to improve infrastructure and enhance the quality of life in the region. It includes initiatives focused on upgrading services for local community and supporting economic and social development.



El Raai Medical Center

King Mariout

MIDOR conducted an information-sharing meeting at El Raai Medical Center in King Mariout to present an overview of the refinery and provide updates on the Expansion Project. During the meeting, the updated (PID) was distributed, outlining key aspects of the project during the operational phase, including potential environmental and social impacts, the emergency response plan, the flaring system, and other relevant operational elements. The session also addressed the community grievance mechanism and the communication channels available during the operation phase. In addition, Midor engaged with the medical center to gain insight into the range of services provided, with particular emphasis on women's healthcare services.



In support of Baheya hospital



MIDOR

Purple Lighting in October



In support of breast cancer fighters in Baheya



ادعم معاشرات سرطان الثدي
في بهية

Distribution of the Updated PID and Food Supplies

MIDOR distributed the updated Project Information Disclosure (PID) for the Expansion Project to explain key aspects of the project during the operation phase. The information shared included:

Environmental and social impacts of the project, such as the emergency response plan, flaring system, and other operational aspects, the community grievance mechanism and communication tools available during the operation phase

A total of 150 families living around the refinery received the updated PID, which provides detailed information on the project's environmental and social impacts during operation, as well as guidance on the community grievance system and the available communication channels with the Social Liaison Officer (SLO) for inquiries or concerns.

In addition, the families received boxes of food supplies as part of the activity.



Back to school event

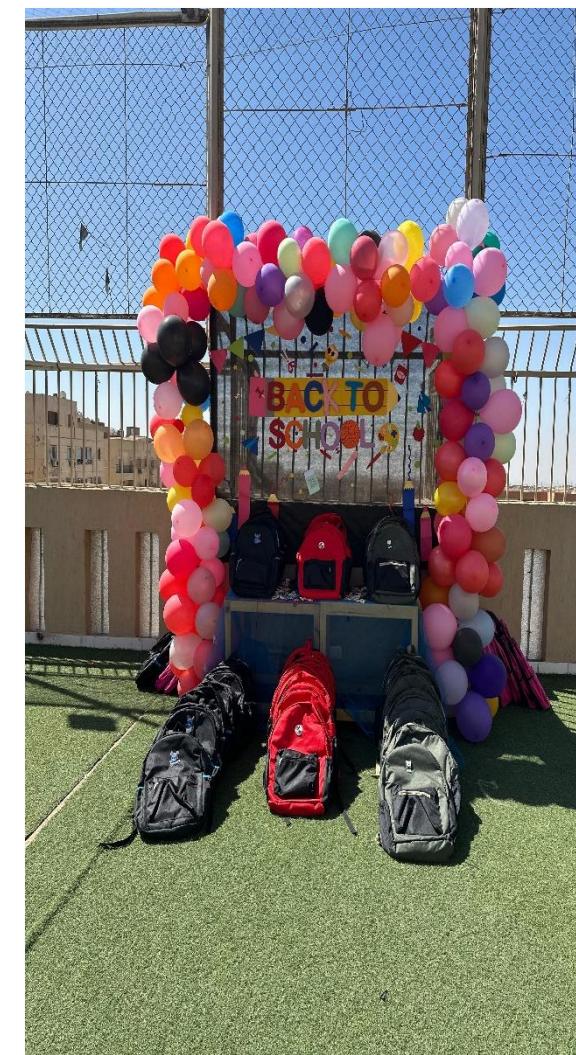
MIDOR contributes to community development by participating in the "Back to School" event, providing educational support to orphaned and underprivileged

students. This initiative demonstrates the Company's commitment to social inclusion, positive impact, and sustainable community engagement.



Women, Awlad Hawa Tribe

MIDOR met with women from the Awlad Hawa tribe to review the sewing campaign and future participation. Participants expressed satisfaction with MIDOR's operations, reported no concerns, and confirmed positive economic benefits from previous initiatives. Women showed interest in repeating the sewing campaign in 2025, and a request was raised to explore the possibility of supporting a school on El Gamarek land.



Ramadan Competition

Organized to foster a friendly work environment, strengthen the relationship between employees and the company, and spread a spirit of joy among employees and their families during the holy month.

The competition featured four weekly themes, with strong participation and a high level of creativity demonstrated by employees each week. Below is an overview of each week's theme along with the number of participants.

Winners were selected on a weekly basis based on creativity and relevance to the theme.



Shareholders

Board members

Stakeholders

Code of conduct



We uphold a strong governance framework that ensures transparency, accountability, and responsible decision-making. The company integrates environmental, social, and ethical practices into its operations, supported by robust management systems covering quality, health and safety, environment, anti-bribery, and energy

management. Through board oversight, regulatory compliance, risk management, and ISO-certified systems, MIDOR aligns its operations with national and international standards, supporting Egypt's Vision 2030 and creating long-term value for all stakeholders.

MIDOR activities

MIDOR engages in the processing, refinement, and export of crude oil and petroleum products. In addition to refining, MIDOR is authorized to trade in crude oil, petroleum products, and derivatives on both domestic and international markets. Our facilities are equipped for

blending, synthesizing, and storing crude oil, refined products, and derivatives in dedicated storage tanks. MIDOR may also expand or adapt its business scope under the provisions of the Investment Guarantees and Incentives Law.

Shareholders

	Number of shares in Thousands	Contribution Rate	Nominal Values in million
EGPC	35200	80%	1760
Petrojet	4400	10%	220
ENPPI	4400	10%	220
Total	44000	100%	2200

Board members

Dr. Eng. Amr Ahmed Lotfy	Chairman and Managing Director-Middle East Oil Refinery (MIDOR)
Acc. Khaled Osman	Ass. Minister of Petroleum and Mineral Resources for Commercial Affairs.
Acc. Amal Tantawy	Deputy of Chief Executive for Financial and Economic (EGPC)
Mr. Ayman Hegazy	Deputy of Chief Executive for Legal Affairs (EGPC)
Eng. Wael Eish	Deputy for Refining and Processing (EGPC)
Eng. Hebatullah Abd-Elkader	Assistant Chairman for Marketing at the (ECHEM)
Dr. Eng. Abeer El-Sherbiny	Acting Head of the Technical Office and Official Spokesperson for the Ministry of Petroleum and Mineral Resources
Eng. Amr Abdel Hamid	Acting Head of the Office of the Minister of Petroleum and Mineral Resources

Board Committees

1) The commercial committee:

Responsible for adjudicating and awarding operations of importing and exporting crude oil and Petroleum products as well as selling petroleum products to the EGPC / others with full delegation and final authorization regarding the necessary financial allocations to implement the mentioned operations.

2) Committee for procurement decisions and work assignments:

Responsible for studying and adjudicating all procurements, works, services, and sales pertaining to the company, as well as projects contracted by the company. It should be noted that these committees are formed of odd number of members from the company's relevant departments according to work needs to ensure votes validation. The membership of the committees is regularly adjusted ensuring a diversity of expertise.

Governance

MIDOR is committed to apply the principles of governance through:

1. Governance Framework:

Compliance with the directives of the Ministry of Petroleum, Egyptian laws, and international standards. Establishing policies to separate executive and oversight authorities.

2. Board members:

Forming a board that includes representatives of shareholders and independent experts. Defining the roles and powers of the board transparently. Holding regular meetings to review performance

3. Internal control and risk management:

Implement robust internal control systems to prevent corruption and safeguard the integrity of financial procedures, while adopting comprehensive risk management policies that address operational, safety, and compliance risks across refining, processing, and transportation activities.

4. Transparency and Disclosure:

Maintain transparency and disclosure through the regular publication of audited financial statements and annual reports, while disclosing environmental and social performance alongside financial results.

5. Compliance and Integrity:

Uphold compliance and integrity by adhering to all applicable local and international laws and regulations, while enforcing a code of ethics that is binding on all employees.

6. Sustainability and Social Responsibility:

Embed sustainability and social responsibility by integrating sustainability principles into the governance system, while actively supporting local community development and investing in human capital

Diversity and Equal Opportunity

MIDOR is proud to report enhanced gender diversity within its highest governance body. As of the reporting period, our Board of Directors includes **three distinguished female members**, reflecting our strategic dedication to empowering women in leadership roles within the energy sector. This representation underscores our belief that diverse perspectives at the decision-making level drive more robust sustainability strategies, foster innovation, and ensure a broader representation of stakeholder interests.



Stakeholders

Overview

Refinery
expansion &
modernization

Occupational
health and
safety

Environment
and energy
efficiency

Corporate
social
responsibility

Governance

STAKEHOLDER	TYPE OF INTEREST	LEVEL OF INFLUENCE	Engagement	Impact / Value of Partnership
Owner/ Shareholders	Investment & Governance	High	Strategic decision-making, oversight, and performance monitoring	Ensures sustainable returns, corporate governance, and strategic alignment
Ministry of Petroleum & Mineral Resources	National energy security, sovereign compliance, and sector strategy alignment.	High	<ul style="list-style-type: none"> Official Decrees & Correspondence High-Level Strategy Meetings Annual Strategy Reviews 	Strategic Alignment: Ensures business operations support Egypt's national energy vision (2030) and secures sovereign support for major expansion projects.
Egyptian General Petroleum Corporation EGPC	Operational & Financial Production quotas, budget approvals.	High	<ul style="list-style-type: none"> Joint Technical & Production Committees Board of Directors Representation Daily Operations Reporting 	Operational Continuity: Secures critical crude supply and approves budgets; "Geographic Committees" coordinate seamless product evacuation to prevent bottlenecks.
Egyptian Petroleum Sector Companies (e.g., EPROM, ENPPI, Petrojet, Petromaint, EMC, AMOC, GASCO)	Operational & project collaboration	High	<ul style="list-style-type: none"> Operation and maintenance Joint construction, commissioning, and operational support for refinery expansion and modernization project 	Ensures legal compliance, supports national energy policies, and promotes sector development
Strategic Partners (SUMED, MIDTAP)	Logistical & Technical pipeline integrity, and vessel acceptance scheduling	High	<ul style="list-style-type: none"> Geographic Committee Meetings Daily Coordination Mails 	Supply Chain Resilience: Mitigates logistical risks by utilizing the Oracle Team system for maintenance tracking and coordinating daily pumping schedules.
Utilities Providers (MIDELEC, MIDWATER)	Reliability of power supply, industrial water availability	High	<ul style="list-style-type: none"> Technical Coordination Meetings Monthly Consumption & Invoicing Reviews Joint Maintenance Schedules 	Resource Resilience: Guarantees 24/7 operational continuity by preventing utility-related shutdowns and ensures compliance with industrial water discharge standards.
Employees	Social & Developmental Workplace safety, fair wages, rights, and career progression.	High	<ul style="list-style-type: none"> HSE Committee Meetings Awareness Sessions 	Workforce Stability: Maintains industrial peace and high safety standards through active dialogue with HSE committees.
Customers Domestic fuel market	Product supply	Medium	Delivery of refined products (diesel, gasoline)	Enhanced operational efficiency, knowledge transfer, and sector integration
Suppliers	Goods and services provision	Medium	Procurement of equipment, chemicals, and services	Contributes to national fuel availability, energy security, and customer satisfaction
Consultants (e.g., Ramboll, ERM)	Environmental & sustainability consultancy	Medium	Advisory services, environmental assessments, and sustainability reporting support	Supports uninterrupted operations, quality assurance, and supply chain reliability
Local communities	Job creation, community support, and environmental impact management.	Low	<ul style="list-style-type: none"> Public Consultations CSR Initiatives Environmental Impact Hearings 	Builds community trust and manages reputational risk through transparent engagement on environmental impacts.

Our Code of Conduct

1. Vision and purpose

- The Code of Professional Conduct represents our commitment to highest ethical standards, integrity, and transparency across all operations.
- It provides a framework for professional behavior, compliance, and accountability, ensuring employees understand expectations and adhere to laws, regulations, and internal policies.

Our objectives:

- Ensure employees have clear and comprehensive understanding of conduct and ethical obligations.
- Maintain continuous compliance with legal, regulatory, and internal governance requirements.

2. Company activities

- Our operations include:
- Processing, trading, blending, and handling of crude oil and petroleum products.
- Supervision of contractors involved in operations and maintenance.
- Employees and management must ensure all activities are conducted responsibly, ethically, and in accordance with the Code.

3. Employee responsibilities

- Protecting company assets is a core employee responsibility.
- Expected behaviors include:
- Acting with integrity, honesty, and objectivity in all work.
- Maintaining professional appearance and company image in line with societal norms.
- Promoting innovation, teamwork, and knowledge sharing.
- Ensuring a healthy, inclusive, and conflict-free workplace, avoiding political, religious, or non-work discussions.
- Using company resources responsibly, avoiding personal use, hostile behavior, or actions that harm morale.
- Completing work with accuracy, efficiency, and timeliness, ensuring satisfaction of customers, suppliers, and contractors.

4. Governance and compliance

- Employees must comply with all laws, regulations, and internal policies, including:
 - Anti-bribery and anti-corruption legislation.
 - Health, safety, and environmental (HSE) standards.
 - Financial and operational reporting requirements.
- We provide formal communication and reporting mechanisms to ensure misconduct or breaches can be reported confidentially.
- Employees are required to escalate violations immediately through proper channels.

5. Anti-bribery and anti-Corruption

- We maintain a zero-tolerance policy for bribery and corruption.
- Applicable to all employees, management, Board members, and third parties acting on our behalf.
- Prohibited behaviors include:
 - Cash payments, gifts, travel, entertainment, or job offers intended to influence decisions.
 - Any improper financial or non-financial benefits.
 - Employees must report suspected or actual breaches through established internal channels.
- Oversight extends to contractors, agents, and business partners, ensuring due diligence and compliance with anti-bribery policies.

6. Health, safety, security, and environment (HSSE)

- HSSE principles are integrated into operations and governance.
- Commitments include:
 - Minimizing environmental impact and operational risks.
 - Protecting employees, contractors, and local communities.
 - Ensuring compliance with regulatory and legal standards.
 - All personnel share responsibility for implementation and adherence to HSSE requirements.

7. Workplace culture and professionalism

- We foster a respectful, inclusive, and professional work environment.
- Expectations include:
 - Understanding assigned roles, responsibilities, and performance expectations.
 - Avoiding conflicts of interest or personal financial interests in company contracts, tenders, or business deals.
 - Limiting external employment or business activities without prior approval from senior management.
- Teamwork, innovation, and ethical decision-making are reinforced as core behaviors.

8. Confidentiality and data privacy

- Access to employee personal data is strictly limited to authorized personnel and for legitimate business needs only.
- Disclosure of employee data without authorization is prohibited.
- All company electronic communication and data storage devices, including laptops and mobile devices, are company property and may be monitored or reviewed.

9. Government engagement

- When interacting with government authorities, employees must ensure:
 - Information provided is accurate and truthful.
 - Company interests are protected and compliant with law.

10. Protection of assets

- All employees are responsible for safeguarding company assets, ensuring they are not misused, wasted, or damaged.
- Responsible use of physical, financial, and intellectual assets is essential for sustainable business operations.

11. Financial and non-financial reporting

- Financial records include books, accounts, invoices, and receipts.
- Requirements:
 - Compliance with recognized accounting principles and internal reporting policies.
 - Accuracy, completeness, and timely submission of all financial and non-financial reports.
 - Non-financial data includes HSE reports, quality data, and regulatory documents.
 - Accurate information is critical for Board oversight, investor confidence, and legal compliance.

12. Core values

Our culture and decisions are guided by Safety, Respect, Courage, Excellence, and Teamwork, which underpin:

- Ethical conduct and transparency
- Risk management and operational resilience
- Building enduring, sustainable value for stakeholders

