



Performance Report

CLEAN ENERGY FOR A BRIGHTER,
SUSTAINABLE FUTURE



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All information included in this report has been carefully reviewed to ensure accuracy, and to the best of our knowledge, the report contains no misrepresentations, misleading statements, or material omissions.

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Message from CEO CREIL ■■■



The 2024 ESG Report for the MENA region reflects CREIL's unwavering commitment to integrating Environmental, Social, and Governance (ESG) principles into our core operations. As a leading renewable energy investor and developer, we recognize that our role extends beyond generating clean power, we are helping to shape a sustainable and inclusive future for the communities we serve.

Throughout 2024 governance remained central to our strategy, with strengthened frameworks for transparency, accountability, anti-corruption and human rights, cultivating a culture of ethical leadership. We advanced our ESG agenda through active stakeholder engagement and a deepened focus on human rights, diversity, and community empowerment. Our efforts created meaningful jobs, supported skills development, broadened access to education, and improved healthcare and infrastructure. Importantly, over 90% of our workforce was hired locally, underscoring our support for regional economic development. We remained highly committed to improving our health and safety protocols and ensuring employees' wellbeing. On the environmental front, we exceeded compliance by adopting innovative technologies and sustainable practices to boost efficiency and resilience. Regular audits ensured adherence to global standards and internal benchmarks.

While we celebrate these achievements, we remain mindful of emerging ESG challenges. Our continued alignment with the UN Sustainable Development Goals reflects our commitment to climate action and long-term sustainability. Looking ahead, CREIL is committed to leading the renewable energy transition with responsibility, innovation, and purpose. This report is not only a summary of progress, but also a reflection of our vision for a cleaner, more inclusive, and resilient world.

ZEROPIXEL
Global Perspective, Local Expertise

Zhou Qiang
CEO CREIL



CREIL at A Glance

About China Three Gorges Corporation (CTG)

China Three Gorges Corporation (CTG) was founded on September 27, 1993, with the primary objective of constructing the Three Gorges Project. Over the past 30 years of rapid and high-quality development, CTG has emerged as the world's largest hydropower development and operations enterprise, as well as China's leading clean energy group.

About CSAIL Renewable Energy Investment Ltd (CREIL)

CSAIL Renewable Energy Investment Ltd. (CREIL) serves as China Three Gorges International Limited (CTGI), dedicated clean energy investment platform for the Middle East and North Africa (MENA) region and its headquarter is in Egypt Cairo.

Strategic Expansion & Acquisitions

Through CREIL, CTG and its subsidiary CTGI successfully acquired Alcazar Energy Partners, marking CTG's entry into the MENA clean energy market. This acquisition established a strong foundation for regional growth, adding seven renewable energy projects (five photovoltaic (PV) power stations and two wind farms) in Egypt and Jordan, with a total capacity of 351.45 MW.

Further expanding its footprint, Asia Africa Green Energy Investment Ltd. (AAGE)—another CTGI subsidiary—completed the equity transfer of the 91.8 MW Catalyst PV Projects in June 2023. This portfolio includes one PV power station in Egypt and four in Jordan.





CREIL'S Presence in the MENA Region

Jordan [193.25 MW]

Project	Capacity MW (AC)	Technology	Status
Maan	20.5	Solar PV	Operational/2016
Al Rajef	86.1	Wind	Operational/2018
Shobak	44.85	Wind	Operational/2020
Falcon	21.6	Solar PV	Operational/2016
Shamsuna	9.8	Solar PV	Operational/2016
Eagle-Karak	4	Solar PV	Operational/2019
Eagle-Taibah	6.4	Solar PV	Operational/2021



Project	Capacity MW (AC)	Technology	Status
CTGIS1	50	Solar PV	Operational/2019
DELTA	50	Solar PV	Operational/2019
ATEN	50	Solar PV	Operational/2019
HORUS	50	Solar PV	Operational/2019
SPEE	50	Solar PV	Operational/2019

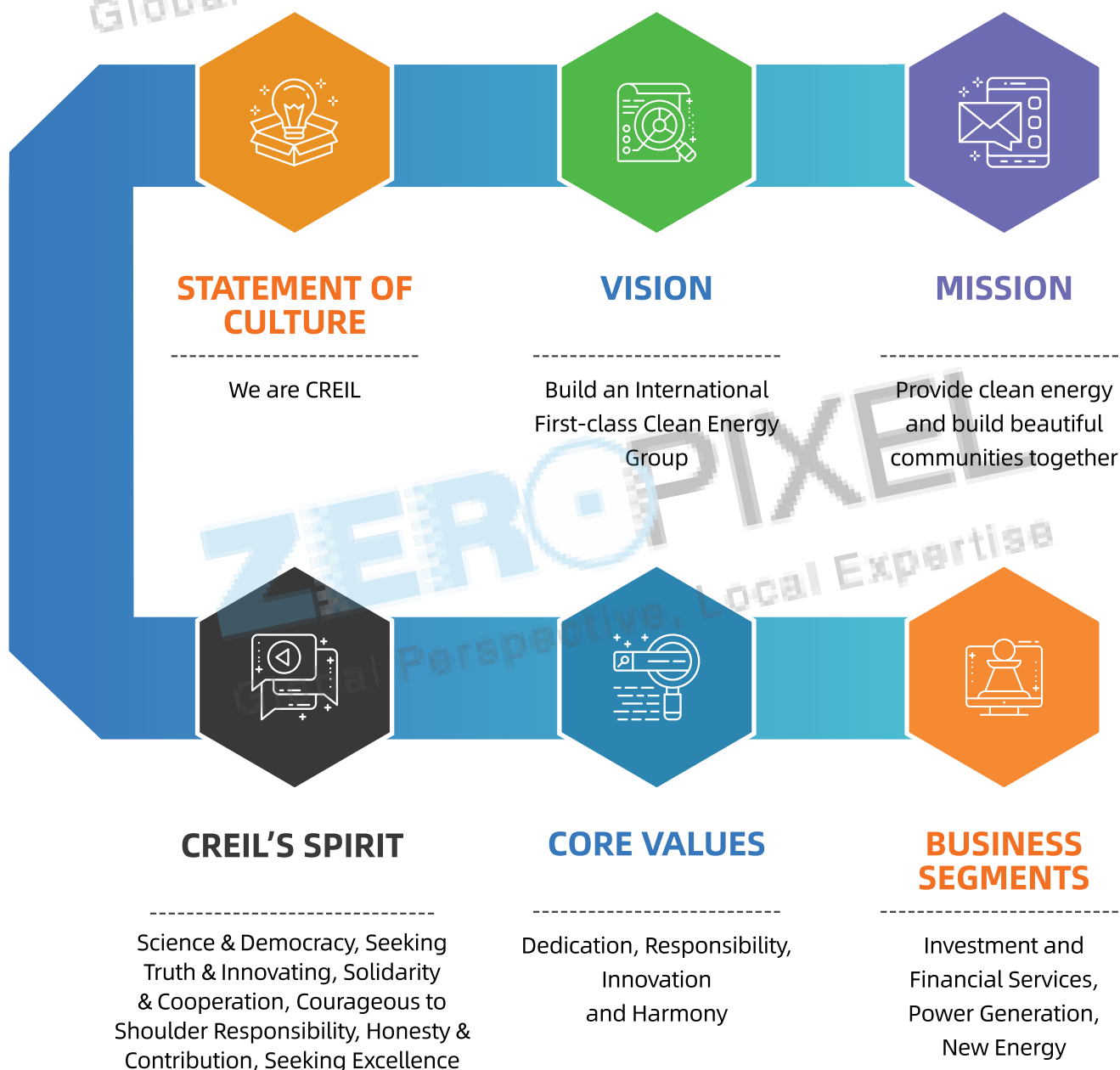


CORE CONCEPTS

CREIL is more than a renewable energy platform and a pioneer of sustainable progress. In 2024, our commitment to Environmental, Social, and Governance excellence was reinforced through strategic innovation, stakeholder collaboration, and impactful community engagement.

Guided by our core values, we invest in clean energy solutions, empower local communities, and drive responsible growth across the Middle East and North Africa region. Every decision we make is rooted in our mission to create long-term value for our shareholders, employees, partners, and the societies we serve.

As we move forward, we remain steadfast in our culture of integrity, innovation, and inclusion, ensuring that our operations contribute to a greener, more resilient future.





CREIL's Collaborations, Key Events & Achievements

CREIL's 2024 Collaboration

Strengthening Financial Alliances

In 2024, CREIL reinforced its financial resilience by deepening collaborations with leading international financial institutions, including the International Finance Corporation (IFC), the European Bank for Reconstruction and Development (EBRD), and the African Development Bank. These partnerships provided critical funding, technical expertise, and strategic insights, bolstering CREIL's ability to expand its clean energy portfolio while strengthening its global presence and financial stability.

Industry & Professional Engagement

CREIL actively contributed to the successful execution and sustainability of its renewable energy projects in Egypt and Jordan. Collaborating with key industry stakeholders in energy, engineering, and operations, CREIL played a pivotal role in advancing best practices, compliance with industry standards, and technological innovation. By engaging in policy discussions, sector initiatives, and regulatory dialogues, CREIL reinforced its commitment to shaping the future of the power sector.

Commitment to Workforce & Labor Rights

Recognizing the vital role of its workforce, CREIL proactively engaged with labor unions, advocating for fair treatment, safe working conditions, and adherence to labor laws across its projects. This commitment ensured a harmonious work environment, employee well-being, and alignment with international labor standards.



Collaboration with Government and Regulatory Authorities

CREIL maintained a strong working relationship with the Ministry of Energy and Environment, as well as other regulatory bodies overseeing energy production, environmental impact, and policy compliance. These partnerships enabled CREIL to showcase its achievements, contribute to policy frameworks, and ensure alignment with national sustainability goals.



Key Events and Achievements

MoU Signed for Groundbreaking 1GW Green Hydrogen Project in Jordan - A Landmark Achievement for CREIL

On September 3, 2024, a significant milestone was achieved as the Jordanian Ministry of Energy and Mineral Resources, represented by Minister Dr. Saleh Al-Kharabsheh, signed a Memorandum of Understanding (MoU) with Dr. Mohammad Abu Attia, Regional Director for the MENA Region, paving the way for the development of a pioneering 1GW Green Hydrogen Project in Jordan.

This strategic partnership marks a transformative step toward Jordan's clean energy future and reinforces CREIL's leadership in advancing renewable energy innovation across the region. The MoU initiates detailed feasibility studies to assess the technical, environmental, and economic viability of producing green hydrogen at scale—underscoring CREIL's commitment to driving decarbonization and energy transition in the MENA region. This initiative reflects CREIL's vision of powering sustainable growth while supporting national and global climate goals.



2024 ESG HIGHLIGHT



Reducing GHG Footprint

By Integrating Advanced Technologies, Data-Driven Energy Optimization Techniques, And Fuel Efficient Practices, We Aim Not Only To Reduce Our Greenhouse Gas Footprint But Also To Create A Replicable Model Of Sustainable Innovation



593.650
Tonnes of CO₂
Emissions Avoided



Zero Fatalities

Kpi's M&E With Stringent Commitment Reduced Chances Of Serious Accidents



Zero Accidents
No Safety Accidents



527+ Safety Environment Trainings, Sessions Conducted



1822+
Safety Environment Champions Trained



100% Settlements
Of Community & Workers Grievances



Successful Implementation Of **Wind Farms Avifaunal Monitoring** Thus Avoiding Birds And Bat Collision Including Priority Species



8126 Kg Non-Hazardous Waste Collected & Disposed Of In An Environmentally Responsible Manner, Thus Minimizing Pollution Hazards.
1370 Kg Of Waste Recycled Successfully



2024 ESG HIGHLIGHT



Egypt Projects



Reducing Ghg Footprint

Rigorous Monitoring And Data Collection Of Ghg Emissions To Reduce Our Greenhouse Gas Footprint Through Multiple Strategies.



321,458
Tonnes Of Co₂
Emissions Avoided



Zero Fatalities

Kpi's M&E With Stringent Commitment Reduced Chances Of Serious Accidents



Zero Accidents

No Safety Accidents



898+ Safety Environment Trainings, Sessions Conducted



3817+
Safety Environment Champions Trained



One Million Incident-Free Man Hours Achieved In Egypt Projects/No Lost Time Incidents



100% Settlements

Of Community And Workers Grievances



1571 Kg
Non-Hazardous Waste Collected & Disposed Of In An Environmentally Responsible Manner, Thus Minimizing Pollution Hazards.

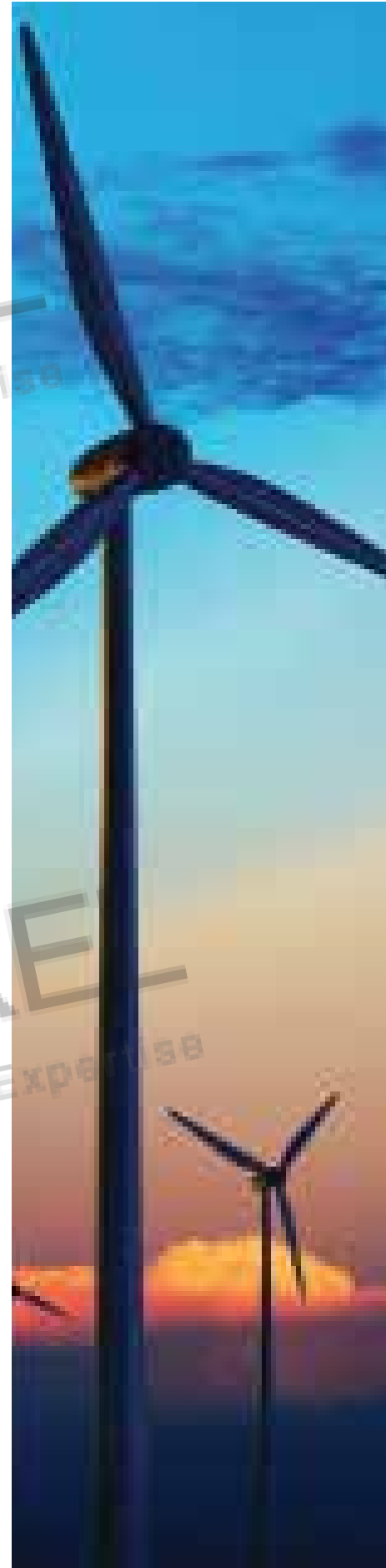


Importance of ESG Performance to CREIL

For CREIL, Environmental, Social, and Governance performance is not merely a corporate responsibility it is a strategic imperative that defines its very essence. In an era where sustainability shapes the trajectory of global industries, ESG serves as the foundation upon which CREIL builds its resilience, innovation, and long-term success. More than a compliance framework, ESG at CREIL reflects a deep-seated commitment to ethical governance, environmental stewardship, and social responsibility, ensuring that its growth aligns with the broader imperatives of planetary well-being and societal progress.

By integrating ESG principles into every facet of its operations, CREIL not only fulfills stakeholder expectations but also strengthens its position as a forward-thinking leader in the renewable energy sector. This unwavering dedication fosters operational efficiency, drives innovation, and enhances the company's ability to navigate complex global challenges. ESG is not an ancillary function it is the lens through which CREIL envisions its role in the world, balancing profitability with purpose, growth with responsibility, and ambition with accountability.

As the world grapples with the pressing realities of climate change, resource scarcity, and social inequities, CREIL remains steadfast in its mission to be a catalyst for positive transformation. By championing sustainable practices, minimizing environmental impact, and fostering inclusive economic development, CREIL is not just adapting to change it is shaping the future of responsible business. In doing so, it reaffirms that ESG is not just an obligation, but a defining pillar of its corporate legacy one that will endure for generations to come.





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Governance



Under Governance, We Contribute to the Sustainable Development Goals By:





GOVERNANCE

The Backbone of CREIL's Sustainability

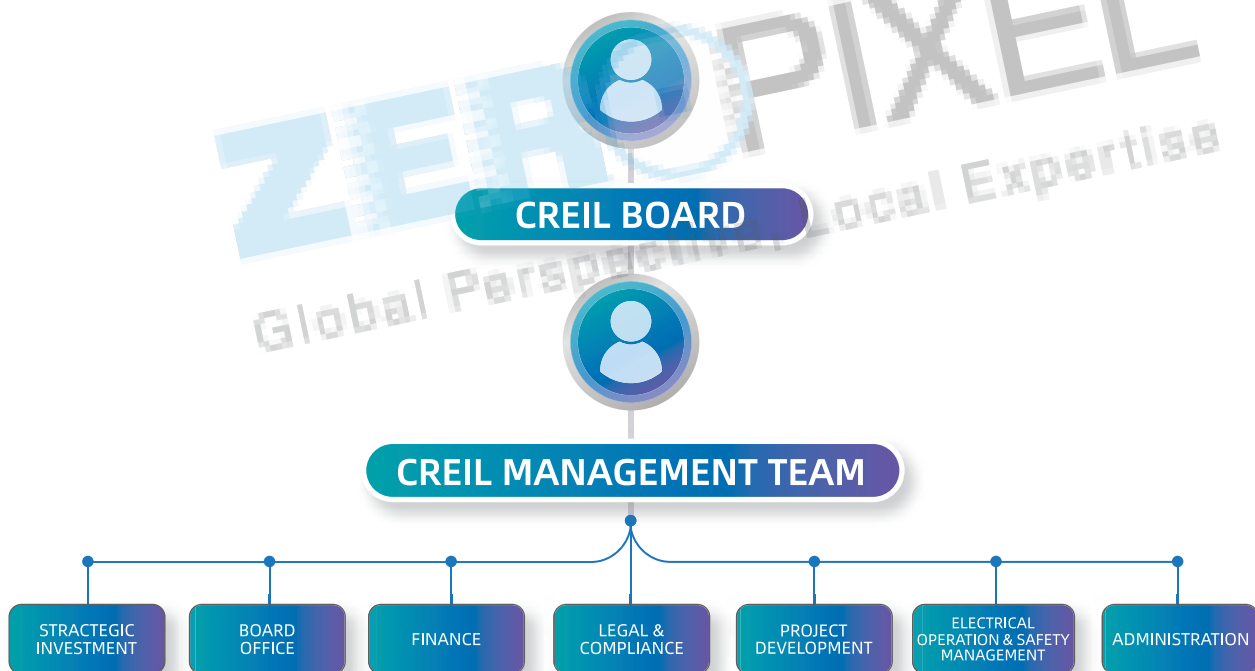
Governance at CREIL is a cornerstone of integrity, accountability, and stakeholder trust. Rooted in ethical standards, it ensures transparency in decision-making and alignment with the company's long-term vision. By holding leadership accountable and proactively managing risks, CREIL strengthens resilience while safeguarding stakeholder interests.

Adhering to stringent governance standards not only ensures compliance but also enhances corporate credibility. For CREIL, governance goes beyond compliance—it sets a benchmark for excellence, driven by integrity, foresight, and ethical leadership.

Board of Directors

In 2024, CREIL's Board of Directors (BOD) reaffirms its steadfast commitment to fostering a governance framework built on diversity, accountability, and visionary leadership. These principles are not just guiding values but essential drivers of sustainable growth and long-term corporate resilience. A diverse and dynamic leadership structure ensures that decision-making is inclusive, transparent, and strategically forward-looking. By embracing varied perspectives and expertise, CREIL strengthens its governance foundation, fostering innovation and adaptability in an evolving global landscape. Strong governance is integral to maintaining stakeholder trust, regulatory compliance, and ethical business conduct. The BOD remains dedicated to upholding the highest standards of integrity, ensuring that CREIL not only meets but exceeds its responsibilities in creating a sustainable, responsible, and high-performing enterprise.

Organizational Chart





Independence

Free from Influence, Driven by Purpose: Building Trust Through Independent Oversight

CREIL understands that effective governance is anchored in true independence. To uphold this principle, the Board is deliberately composed of external directors in majority. This governance structure enhances transparency, reinforces accountability, and promotes strategic clarity, ensuring that decisions are guided by the broader interests of the company and its stakeholders—not individual agendas.



Leadership

Structured Leadership for Effective Governance

CREIL upholds a well-defined governance framework that ensures clarity, accountability, and strategic balance at the highest level. With the Chairman providing cohesive leadership, decision-making remains efficient and aligned with the company's long-term vision. To maintain transparency and prevent power centralization, CREIL separates the roles of Chairman and CEO. This distinction fosters independent oversight, strengthens checks and balances, and enhances strategic direction, reinforcing the company's commitment to ethical and responsible leadership.



Diversity

Embracing Diversity for Stronger Governance

CREIL is committed to fostering a Board that reflects a broad spectrum of expertise, perspectives, and experiences. By integrating diversity across age, professional backgrounds, and cultural insights, the company ensures a well-rounded approach to leadership and strategic decision-making. This inclusive governance model enhances CREIL's ability to navigate complex challenges, anticipate emerging trends, and align with the evolving expectations of stakeholders. A diverse Board not only strengthens adaptability but also drives innovation, positioning the company to seize global opportunities with a forward-thinking, responsible approach.





Board Composition

Diverse Expertise Driving Strategic Growth

CREIL's Board is composed of seasoned professionals whose extensive experience and specialized knowledge align with the company's long-term vision. This diverse blend of skills enhances strategic decision-making, risk management, and innovation, enabling CREIL to navigate complexities and capitalize on emerging opportunities in the global market.

Governance Framework

Strategic Governance for Sustainable Growth

CREIL's governance framework is built to ensure strong oversight, accountability, and a clear strategic direction. A structured leadership approach enables specialized governance in key areas while maintaining a unified focus on long-term growth and corporate resilience.

By maintaining a clear distinction between the roles of Chairman and CEO, CREIL fosters collaborative leadership, prevents power concentration, and enhances decision-making efficiency. The Board's diverse expertise strengthens the company's ability to navigate global market dynamics, mitigate risks, and drive sustainable success.

With a well-balanced Board and specialized committees, CREIL upholds the highest standards of corporate governance, reinforcing its commitment to ethical leadership and long-term value creation.

Governance Core Values, Policies & Procedure

Strengthening Trust & Sustainable Value

CREIL's corporate governance is more than a regulatory requirement—it is a foundation for ethical leadership, responsible decision-making, and sustainable growth. The company's governance framework establishes clear structures and processes that guide strategic direction, ensuring a harmonious collaboration between shareholders, the Board of Directors, and executive leadership.

Grounded in international best practices and its Articles of Association, CREIL's governance approach is designed to enhance transparency, accountability, and long-term value creation. This commitment not only fosters confidence among shareholders, employees, and investors but also strengthens the company's reputation as a responsible corporate entity.





Accountability

CREIL upholds a governance framework that ensures clear responsibility and oversight. The Board plays a pivotal role in shaping strategic direction, supervising management, and ensuring that corporate decisions align with long-term growth and shareholder interests.



Fairness

Committed to equitable governance, CREIL safeguards the rights of all shareholders, ensuring fair treatment and protection, particularly for minority stakeholders. The company fosters an inclusive environment where all investors have equal access to corporate insights and decision-making processes.



Transparency

Integrity and openness are central to CREIL's operations. The company ensures timely and accurate disclosure of financial performance, governance policies, and ownership structures, making critical information readily accessible to all stakeholders.



Responsibility

Beyond compliance, CREIL acknowledges its broader duty to stakeholders. By fostering collaboration and aligning with legal and ethical standards, the company works to create sustainable, socially responsible, and financially resilient business practices.

By embedding these principles into its governance structure, CREIL reinforced its dedication to integrity, stakeholder trust, and long-term corporate excellence in 2024 and beyond.

Corporate Ethics & Integrity Initiatives

CREIL's Commitment to Ethical Excellence

CREIL is committed to redefining corporate governance by embedding unwavering ethical standards and integrity into its operational framework. To uphold this vision, the company has established a comprehensive Integrity Compliance Framework, designed to ensure ethical business practices and transparency across all its subsidiaries and operations.

This framework comprises seven core integrity policies, meticulously structured to prevent unethical behavior and promote a culture of accountability. CREIL takes a proactive stance against misconduct, including bribery, fraud, collusion, coercion, embezzlement, unfair competition, and conflicts of interest. By fostering a governance structure rooted in integrity, CREIL strengthens stakeholder confidence, regulatory compliance, and long-term business sustainability.

Integrity Compliance

Upholding Ethical Excellence at CREIL

At CREIL, our integrity compliance principles form the foundation of a responsible, transparent, and ethical organizational culture. These guiding documents and programs ensure that all employees, leadership, and external partners adhere to the highest standards of integrity.



Code of Ethics and Business Conduct for Board Members and Executive Officers

This document establishes a clear set of ethical expectations for CREIL's board members and executive leadership. It outlines responsibilities related to accountability, transparency, conflict of interest avoidance, and decision-making that aligns with organizational values and legal requirements.



Code of Business Conduct

Applicable to all employees, this code defines the core values and ethical behaviors expected throughout the organization. It serves as a roadmap for day-to-day decision-making, promoting a culture of integrity, mutual respect, and compliance with legal and regulatory obligations.



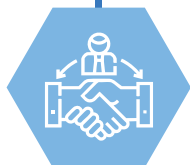
Integrity Compliance Risk Assessment Manual

This manual provides a structured approach to identifying, assessing, and mitigating integrity-related risks within CREIL's operations. It supports proactive risk management, helping departments anticipate and address potential ethical vulnerabilities.



Employee Screening Program

Designed to uphold CREIL's ethical standards from the outset of employment, this program ensures thorough background checks and assessments for all potential hires. It helps confirm alignment with CREIL's values and reinforces a culture of trust and accountability.



Third-Party Integrity Compliance Due Diligence Program

This program outlines procedures for evaluating the ethical and compliance standing of third parties, including suppliers, contractors, and partners. It helps ensure that all external entities working with CREIL meet the same high standards of integrity and ethical conduct.



Misconduct Reporting, Investigation, and Remediation Program

A confidential and accessible system for reporting unethical behavior or violations of policy. This program ensures that all allegations are promptly and thoroughly investigated, with clear procedures for corrective actions and remediation to prevent recurrence.

Transparency & Anti-Corruption Policies

Transparency in Action: Guarding Integrity, Inspiring Trust

At CREIL, transparency is not merely a procedural requirement rather it reflects our inner ethos, a moral compass that guides every decision, action, and relationship we cultivate.

To give structure to this moral stance, we have forged a living doctrine – the Anti-Bribery, Anti-Corruption, and Anti-Money Laundering Policy – a charter not just of rules, but of purpose. This policy serves as a guide and a guardian, crafted with depth and foresight to:



Anticipate and disarm threats to ethical clarity: Through proactive measures, we seek to prevent both overt and covert entanglements in unethical practices, recognizing that prevention is the truest form of protection.



Instill moral agency within every individual: Each member of the CREIL family is entrusted with the power to act with discernment and honor. The policy delineates responsibilities clearly, not as burdens, but as opportunities to embody ethical leadership in every role and function.



Forge alliances rooted in shared values: We do not enter partnerships lightly. Every collaboration must echo our values, with rigorous standards in place to ensure that our integrity is never diluted, even at the edges of our influence.

This is our creed not carved in stone but lived in spirit. For at CREIL, transparency is not just seen, it is felt, practiced, and passed on as a legacy of trust.



Whistleblower Protection and Ethics Reporting System

To uphold the sanctity of our ethical compass, CREIL has instituted a thoughtfully designed whistleblowing framework, a trusted channel through which every voice, whether named or anonymous, may rise with courage against misconduct. This mechanism not only safeguards our organizational integrity but also empowers employees and stakeholders alike to act as vigilant stewards of transparency, ensuring that no ethical breach goes unseen, and no concern unheard.

Compliance with Legal and Regulatory Requirements

Safeguarding Governance Through Law and Ethical Discipline

At the heart of CREIL's commitment to responsible corporate conduct lies the Legal & Compliance Department a centralized pillar that ensures all operational pathways remain aligned with the evolving landscape of legal and regulatory obligations. This department serves as both a guardian of policy and a strategic advisor, overseeing a range of legal domains including contract oversight, litigation guidance, and the structured issuance of legal opinions.

Alignment with Legal and Regulatory Frameworks

The Legal & Compliance Department is entrusted with the solemn responsibility of upholding the rule of law within CREIL's business ecosystem. It ensures that the company's activities, across all jurisdictions of operation, are in strict accordance with internal policies and external legal standards. From drafting and vetting contractual documents to managing complex litigation risks, the department acts as both shield and compass – protecting the company from legal exposure while guiding it toward compliant, principled growth.



Role in Legal Opinion and Advisory Management

Within the realm of legal advisory, the department fulfills a multi-faceted role, ensuring clarity, consistency, and strategic foresight. Key responsibilities include:



Providing Legal Insight

Offering timely legal opinions and written memos to support informed decision-making across all departments.



Managing External Counsel

Coordinating with external legal advisors when specialized guidance is required, while maintaining oversight of the opinions received.



Initial Legal Assessments

Delivering preliminary evaluations of legal matters and risks, ensuring leadership is well informed from the outset.



Contextual Response

Adapting legal strategies in response to the specific nuances and evolving circumstances of each case.

Regulatory Integrity in 2024

No legal proceedings were initiated in 2024 concerning anti-competitive behavior or violations of competition regulations by any project company operating in the MENA region. This outcome reflects the proactive compliance culture that CREIL continues to cultivate across all its business verticals.

Supplier & Vendor Management

Ensuring Excellence Through Strategic Partnerships

At CREIL, our approach to supplier and vendor management is guided by precision, accountability, and long-term value creation. We view our suppliers not merely as service providers, but as strategic partners integral to our mission of delivering sustainable, high-quality outcomes. To that end, we have established a comprehensive and disciplined framework for Supplier/Vendor Management – one that ensures every engagement meets our rigorous standards for quality, reliability, ethics, and cost-efficiency.

Core Components of the Supplier Management Process

CREIL's supplier management lifecycle encompasses the following key stages:



Supplier Identification

Proactively sourcing potential suppliers aligned with our operational and ethical standards.





Qualification & Evaluation

Assessing suppliers through predefined criteria including technical capacity, financial stability, and ESG alignment.



Contract Negotiation

Establishing clear, fair, and enforceable agreements that protect both parties while aligning with CREIL's business needs and compliance obligations.



Performance Monitoring

Conducting ongoing reviews to evaluate supplier performance in areas such as quality, delivery, responsiveness, and compliance.



Relationship Management

Fostering trust-based, collaborative relationships that encourage transparency and mutual growth.



Continuous Improvement

Regularly refining supplier capabilities and internal processes to enhance supply chain resilience and innovation.

Digitalized Supplier Onboarding via CTGI ERP

All supplier interactions are managed through the **CTGI ERP system**, which streamlines the registration, assessment, and approval processes. The journey begins when a supplier request is initiated within the ERP platform. Prospective suppliers are then invited to complete the CTG Supplier Questionnaire and submit the necessary documentation.

Upon submission, the supplier's data undergoes a formal **due diligence review**, where the Regional Supplier Manager carefully verifies all information to ensure compliance and credibility. Based on this verification:

- The supplier is either approved and formally onboarded, or
- Additional clarification and documentation are requested to complete the process.

Risk Management

Harnessing Risk as a Catalyst for Resilience and Opportunity

CREIL views risk as a driver of growth and innovation. CREIL's multi-layered risk architecture connects accountability with strategic vision, enabling proactive governance. It helps detect early signals, uncover blind spots, and turn uncertainty into action. It integrates dynamic risk intelligence into core decision making using four principles to manage risk proactively and strategically:

Foresight: Spot emerging disruptions.

Anticipation: Assess operational impacts.

Insight: Analyze root causes and dependencies.

Response: Act swiftly and strategically.



4-E Risk Vigilance Model

Early Detection: Monitor threats

Early Insight: Understand patterns

Early Alert: Escalate risks promptly

Early Action: Take rapid, targeted measures



Strategic Outcome

CREIL turns risk into a strategic advantage, fostering resilience and agility. In 2024, out of 64 identified risks, only 11 were medium-level and none was high-level, showing system effectiveness.

Risk Log	Q4-2023	Q4 - 2024					Total in 2024
		New	High	Medium	Low	Closed/ Transferred	
CREIL	25		0	0	15	10	15
Egypt - Alcazar Projects		2	0	5	8		13
Jordan - Solar Alcazar Projects			0	3	15		18
Jordan - Wind Alcazar Projects		1	0	3	15		18
Total in 2024	25	3	0	11	53	10	64





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Social Performance



Under Social Aspect, We Contribute to the Sustainable Development Goals By:

SDG3

Promoting good health and well-being



SDG4

Ensuring access to quality education



SDG5

Advancing gender equality



Social Performance



SDG8

Supporting decent work and economic opportunities



SDG10

Reducing inequalities within and among communities



SDG11

Fostering inclusive, safe, and resilient communities



People First: CREIL's Commitment to Social Impact

Empowerment, equity, Well-being & engagement for lasting impact

CREIL recognizes that the strength of any organization lies in its people and the communities it serves. Hence we place a high value on social performance because investing in people isn't just the right thing to do, it's a smart and sustainable approach to growth. We believe that when employees feel supported, respected, and empowered to grow, they are more engaged, loyal, and productive. A workplace that nurtures well-being and professional development cultivates a culture of motivation and excellence.

Beyond our internal teams, we also strive to be a responsible and active member of the communities where we operate. By participating in local development efforts, educational initiatives, and community outreach, we contribute to shared progress and foster meaningful relationships built on trust and mutual benefit. Additionally, we view diversity and inclusion as essential drivers of creativity and innovation. Welcoming diverse perspectives allows us to make more informed decisions and develop solutions that are both effective and inclusive.

CREIL's commitment to social responsibility reflects our ethical values and enhances our credibility with key stakeholders—from investors and customers to local communities and the broader public. Through strong social performance, we aim to create lasting value that extends far beyond the bottom line.





Stakeholder Engagement

Stakeholders engagement is a core principle guiding our commitment to sustainable development. We see it not as a formal requirement but as a vital process for building trust, generating shared value, and ensuring inclusive progress. Recognizing that sustainable impact stems from collaboration, CREIL emphasizes participatory governance and transparent dialogue. This approach is embedded in our Stakeholder Engagement Plans (SEPs), developed with project partners to reflect the diverse perspectives of both internal and external stakeholders.

Through ongoing, meaningful interaction, we cultivate relationships based on mutual respect and shared purpose, empowering our initiatives to deliver lasting social and environmental value.



Internal Stakeholders

Employees, departments, internal committees and working groups, management and leadership team, shareholders



External Stakeholders

Communities, government departments, regulators, suppliers, vendors, shareholders, civil society organizations, implementing partners, financial institutions, consultants, lenders



Communication Strategies

Regular updates through newsletters, internet, social media and internal information sharing groups, feedback channels, training & development & recognition



Communication Strategies

Sharing of regular projects updates to ensure transparency



Engagement Activities

Regular meetings and interaction with employees, cross departmental collaboration, social and cultural events

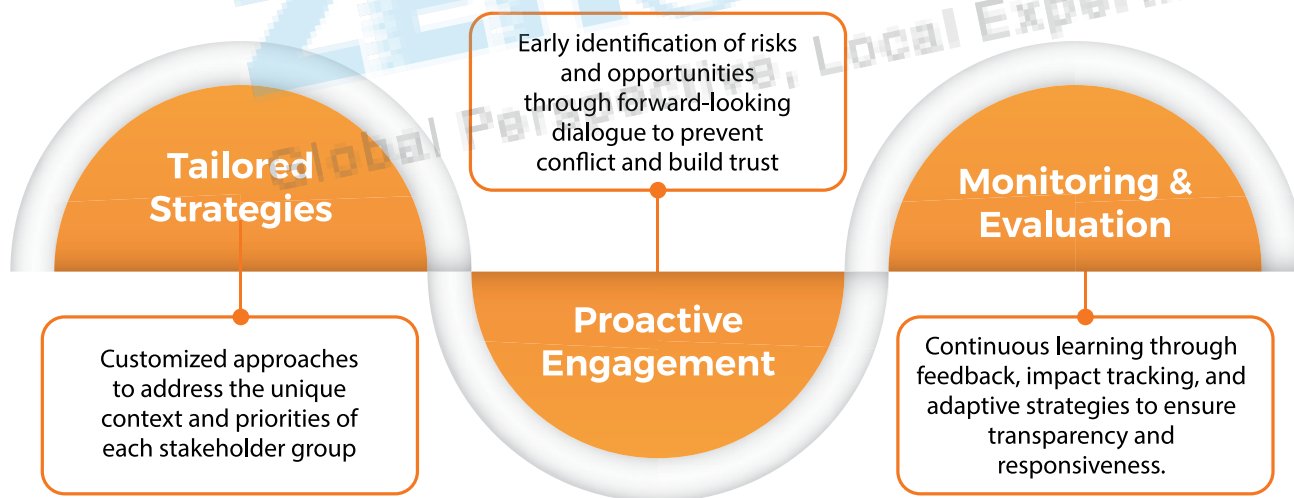


Engagement Activities

Public forums & meetings, seminars workshops for consultations, partnerships and building strategic alliances, social, cultural events, meetings with regulatory bodies & communities



Best Practices by CREIL for Stakeholders Engagement





CREIL'S HUMAN RESOURCE & EMPLOYMENT COMMITMENT

CREIL considers employment more than a contract it is a mean of empowerment, dignity, and shared growth. Together with contractors, CREIL enforces a robust Human Resources policy aligned with labor laws in Egypt and Jordan, covering all employment stages—from recruitment to welfare—with fairness and accountability.

Recruitment is merit-based and ensures equal opportunity for all, free from bias related to gender, ethnicity, or background. This applies to permanent, contractual, and outsourced staff alike.



Permanent employees receive long-term contracts and full benefits as per the HR Manual.



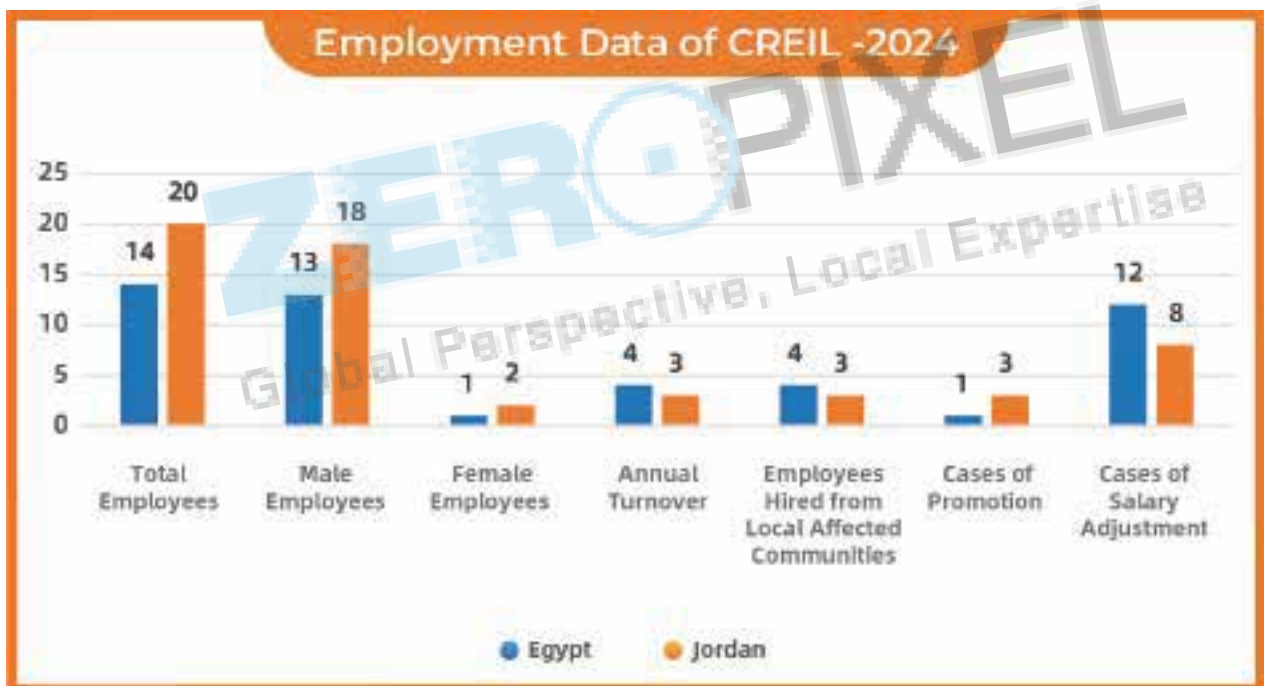
Contractual hires are engaged for fixed-term roles with protection in place.



Outsourced personnel are managed under strict oversight to ensure ethical, lawful, and non-discriminatory treatment.

CREIL goes beyond compliance by prioritizing local hiring, recognizing it as both a business need and a moral duty. Investing in local talent supports economic uplift, resilience, and sustainable community development.







Equitable & Inclusive Human Resource Practices



Diversity, Gender Equity & Inclusion

At CREIL, diversity is embraced as a catalyst for innovation, collaboration, and progress. Our policies uphold clear commitments to anti-discrimination, gender equity, and inclusive practices across the organization.



Equal Employment Opportunity

CREIL ensures equal access to employment and advancement based on merit, without bias toward gender, ethnicity, nationality, or background.



Inclusive Workplace Environment

We promote a respectful, dignified, and accountable culture where inclusion is actively practiced—not passively stated.



Managerial Accountability

Managers are expected to model fairness, applying inclusive principles consistently in recruitment, evaluation, and promotion.



Promoting Equal Recruitment and Remuneration

CREIL's HR framework embeds equity and transparency into all employment practices:



Transparent Recruitment

Recruitment follows standardized, impartial procedures to ensure all candidates are treated equitably and fairly.



Salary Benchmarking

Annual market reviews align pay structures with industry trends to maintain competitive and fair compensation.



Structured Remuneration

Defined salary bands and progression criteria ensure consistency and clarity in employee compensation.



Zero Tolerance Policy

A strong policy against discrimination and harassment is enforced. In 2024, no incidents were reported—affirming our commitment to a respectful, inclusive workplace.



Employee Well-being: Nurturing the Heart of the Organization

Employee's well-being is a core value of CREIL—viewing staff not just as professionals but as whole individuals. The company combines structured policies with a compassionate ethos to foster a workplace where people thrive.



Employee Engagement Plan

CREIL's Engagement and Well-being Plan builds a culture of connection, support, and shared celebration through curated initiatives.



Paid Leave & Hajj Leave

Employees are granted annual, sick, casual, & Hajj leave, reflecting respect for rest, renewal, & spiritual fulfillment.



Disciplinary & Dismissal Framework

Clear, transparent procedures ensure dignity and due process in employee matters.



Comprehensive Benefits

Health insurance cover employees and their immediate families, upholding holistic well-being.



Gender-responsive Benefits

CREIL offers maternity and Iddat leave, helping women manage life transitions without career setbacks.



Allowances & Site Support

Travel allowances ensure fair compensation. Accommodation and kitchens respect cultural diversity and comfort.



Canteens, Water, & Medical Access

All offices and sites include clean water, canteens, and medical facilities—including ambulances—for health and safety.



Recreational Activities

Team-building events foster joy, stress relief, and camaraderie beyond work tasks.



Healthcare & Emergency Response

CREIL's social insurance and emergency systems support physical and emotional health, ensuring timely care when needed.





Workers' Grievance Mechanism (WGM)

Listening with Purpose, Responding with Integrity

At the heart of CREIL's ethical foundation lies a deep commitment to justice, dignity, and dialogue. The Workers' Grievance Mechanism (WGM) is not merely a procedural tool—it is a living system of trust, designed to uphold the voice of every worker and to ensure that concerns are not only heard, but resolved with fairness and empathy.

CREIL, together with its contractors, has institutionalized a comprehensive and responsive grievance redress system that allows workers to raise concerns without fear of reprisal. This mechanism reflects the organization's core belief: that a healthy, resilient workplace is one where transparency, accountability, and respect are not just aspirations, but daily practices.

Purpose and Philosophy of the WGM

The Workers' Grievance Mechanism is guided by the following principles and objectives:



Dignified Redress

To ensure that every grievance, regardless of its nature, is addressed with respect, confidentiality, and seriousness—recognizing the inherent dignity of the individual raising it.



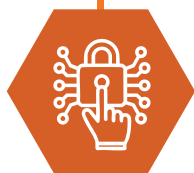
Timely Resolution

To resolve grievances swiftly and efficiently, minimizing delays that can deepen distress or discontent.



Transparency and Fairness

To uphold an impartial process where outcomes are documented, communicated clearly, and evaluated through objective standards.



Accessibility

To ensure that the mechanism is available to all categories of workers—permanent, contractual, and third-party—through clear communication channels, multilingual resources, and culturally appropriate formats.



No Retaliation

To safeguard every worker's right to raise a concern without fear of retaliation or adverse consequences.



Continuous Improvement

To monitor, review, and enhance the mechanism regularly, ensuring it remains responsive to the evolving needs of workers and aligned with best international practices.



WHEN A WORKER SPEAKS, THE ORGANIZATION MUST LISTEN—NOT ONLY WITH ITS EARS, BUT WITH ITS CONSCIENCE



The number of workers' grievances received and recorded in 2024 was eight (08), and all have been effectively closed.

TOTAL GRIEVANCES 2024	GRIEVANCES CLOSED	GRIEVANCES OPEN
8	8	0
		100% CLOSED



Community Grievance Mechanism (CGM) Cultivating Trust through Dialogue

CREIL recognizes that a harmonious relationship with the communities in which we operate is fundamental to the long-term success of our projects. A core tenet of our approach to community engagement is the Community Grievance Mechanism (CGM), a structured process designed to ensure that the concerns, needs, and voices of local communities are addressed with fairness, transparency, and urgency.

We believe that a well-constructed CGM does more than resolve complaints, it builds trust, fosters accountability, and ensures that community perspectives are woven into the very fabric of our decision-making. By actively engaging with communities and listening to their grievances, CREIL not only mitigates potential risks but also enhances the effectiveness of its operations, ensuring that we fulfill our commitment to social responsibility in a meaningful way.

Principles and Objectives of CREIL's Community Grievance Mechanism

The CGM reflects CREIL's deep commitment to mutual respect and collaboration with local communities. Our approach is founded on the following guiding principles:



Trust through Transparency

The CGM provides a clear, accessible process for communities to voice their concerns, ensuring that each grievance is heard, understood, and addressed with transparency at every step.



Timely Resolution

We prioritize the swift resolution of grievances, aiming to address concerns promptly to avoid escalation and enhance community confidence in our operations.



Accountability and Integrity

CREIL takes full responsibility for addressing grievances and ensuring that outcomes are fair, documented, and communicated in a manner that maintains the community's trust in our operations.



Inclusive Decision-Making

By incorporating community feedback into our decision-making process, we enrich the development of our projects, ensuring that local perspectives are considered in shaping our strategies.



Ongoing Engagement

We see the CGM not as a one-time solution, but as a continuous dialogue a means to foster long-term, positive relationships with the communities we serve, and to adapt our strategies based on their evolving needs and concerns.



A Multi-Channel Approach to Community Grievance Registration: Empowering Voices, Ensuring Accountability

CREIL's commitment to openness, transparency, and community empowerment is reflected in its multi-channel grievance registration process. We recognize that each community member has unique preferences and comfort levels when it comes to voicing concerns. To ensure that everyone has an accessible, respectful, and confidential way to raise grievances, we have designed a multi-channel system that provides a variety of options—catering to diverse needs and fostering an inclusive environment for all voices to be heard.





Corporate Social Responsibility (CSR)

In 2024, CREIL, in collaboration with the Benban Solar Developers Association (BSDA), Egypt, continued its commitment to corporate social responsibility by investing in strategic community development programs. With a focus on education, health, livelihoods, environmental sustainability, and economic empowerment. These initiatives have positively impacted local communities in Benban and Mansouriya, aligning with CREIL's vision of shared value and sustainable development.



Livelihood and Economic Empowerment

Maharat Program

In partnership with Life Vision Association, 50 youth received vocational training in trades such as plumbing and carpentry, integrated with environmental awareness sessions.



Taqa Yadawya (Handicrafts Program)

Expanded support for women artisans in loom, beadwork, and jewelry, with skills in marketing and feasibility planning.

Tatweer Program

Focused on enhancing product quality and competitiveness for women in the handicrafts sector.

Ramadan Food Distribution

3,000 Ramadan food boxes distributed to underserved families as part of BSDA's economic relief and exit strategy.



Education and Capacity Building

Scholarship Program

In collaboration with Aswan University and the Ministry of Education, scholarships were awarded to three high-achieving students.

Adult Literacy

50 individuals enrolled in literacy classes, with 6 earning official literacy certificates.

Nursery and Technical School Support

Provided interactive screens to four nurseries and a printing machine to a technical school to enhance the learning environment.

Hydroponics Training

28 agricultural students trained in modern farming techniques to promote sustainable agriculture.

Maaref Program

Provided 200 students with training in English language and computer skills to enhance employability.



Environmental Sustainability

Afforestation Drive

Planted 100 fruit trees in partnership with the Egyptian Society for Integrated Development to promote a cleaner and greener environment.

Nile Valley Seed Bank Project

Signed MoU with RAED and IUCN to preserve biodiversity and genetic resources through seed banking in the Nile Valley.



Health and Sanitation

Sanitation Support

A vehicle was provided to the dialysis unit for safe waste transportation, enhancing healthcare waste management in Benban.

Waste Collection Initiative

A solid waste collection system was launched, currently covering 3,250 households, reducing environmental hazards and improving hygiene.



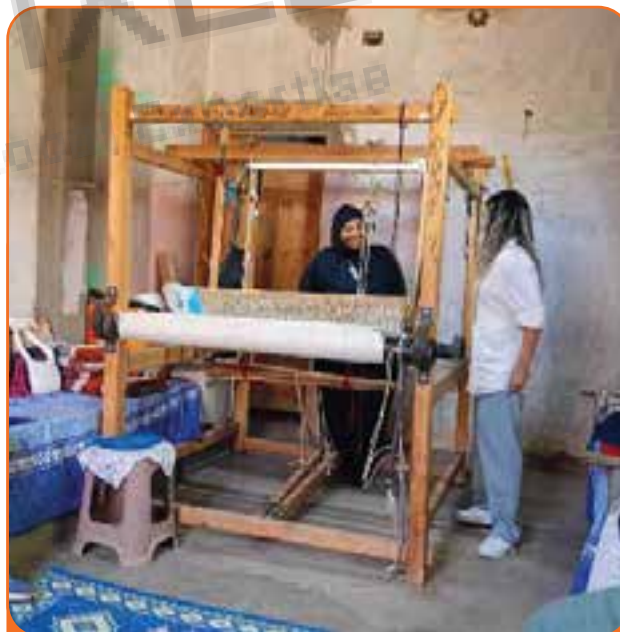


Installation of Water Heating System project at Ma'an Governmental Hospital

As part of CTGI Jordan's ongoing commitment to corporate social responsibility, the company is implementing the "Water Heating System Installation Project" at the Nurses' Residence Building of Ma'an Governmental Hospital—the only major healthcare facility serving over 180,000 residents in the Ma'an Governorate. The new system is expected to benefit over +250 people and will contribute significantly to environmental sustainability, by reducing carbon dioxide emissions by 47 tons per year. This initiative represents a major milestone in CTGI's continued efforts to promote clean energy solutions across Jordan while strengthening local community support.



Water Heating System at
Ma'an Governmental Hospital



Maharat Programme under CSR

Health and Safety Management Framework

Health and safety are integral to CREIL's commitment to operational excellence and corporate responsibility. We proactively implement robust health and safety practices to protect our employees, contractors, communities, and the environment. Our approach is comprehensive, strategic, and continuously evolving to meet industry best practices and international standards.



Development of Project-Specific Health and Safety Plans

For every project and operational site, CREIL develops detailed and tailored Health and Safety Plans. Which serve as the foundation for ensuring a safe work environment and are aligned with project specific needs and risk profiles

These plans include:

- Clearly defined safety procedures
- Emergency response protocols
- Hazard identification and risk mitigation strategies
- Roles and responsibilities of safety personnel



Implementation of Risk-Based Safety Controls

Based on thorough risk assessments, CREIL applies a hierarchy of safety controls, including:

- Engineering Controls – Modifications to equipment, processes, or infrastructure to reduce exposure to hazards
- Administrative Controls – Implementation of policies, work procedures, and scheduling adjustments to minimize risks
- Personal Protective Equipment (PPE) – Provision and enforcement of PPE use where hazards cannot be otherwise mitigated

These controls are systematically monitored and updated as project conditions evolve.



Workforce Engagement and Safety Communication

CREIL fosters a safety-first culture by actively involving employees at all levels. We:

- Maintain open communication channels for reporting hazards or incidents
- Encourage employee participation in safety discussions and decision-making
- Conduct toolbox talks, safety briefings, and awareness campaigns

This participatory approach ensures a shared responsibility for health and safety.



Documentation and Compliance Monitoring

Comprehensive documentation is critical to our health and safety management system. We maintain up-to-date records of:

- Risk assessments and mitigation plans
- Safety audits and inspections
- Training sessions and certification records
- Incident investigations and corrective actions

These records are reviewed regularly to ensure compliance with internal policies and external regulations.



Continuous Improvement and Adaptive Learning

Health and safety management at CREIL is a dynamic process. We are committed to continuous improvement by:

- Periodically reviewing and updating policies and procedures
- Integrating lessons learned from incidents and near-misses
- Adapting to changes in regulatory requirements and stakeholder expectations

This ensures our practices remain current, effective, and responsive.



Collaboration with Regulatory Authorities & Stakeholders

CREIL works closely with local authorities, industry experts, and regulatory bodies to ensure alignment with national regulations and international best practices. We actively engage with:

- Safety and labor departments
- Industry safety forums and alliances
- Independent auditors and consultants

This collaboration strengthens our safety culture & drives innovation in risk management.



Legal and Regulatory Compliance Framework

CREIL is fully committed to operating in compliance with applicable legal and regulatory requirements. Our zero-harm philosophy underpins all activities, aiming to safeguard people, assets, and the environment.

We adhere to the following legal and international standards:

- **National Labor and Safety Laws** - All operations comply with host country legislation regarding occupational health and safety.
- **CTG Management Manual (QG/CTG 0103-2012)** - Our internal guidelines provide a structured framework for quality, environmental, and occupational health and safety (QEOHS) management.
- **IFC Performance Standards** - We incorporate these internationally recognized benchmarks for environmental and social sustainability.
- **EBRD Environmental, Health, and Safety (EHS) Guidelines** - These inform our operational standards and safety protocols.
- **ISO 45001** - CREIL is aligned with this global standard for occupational health and safety management systems.

Outcomes of Promoting a Culture of Safety - 2024 Reflections

At CREIL, safety is not treated as a checklist item, it is a deeply ingrained organizational value that guides every decision, every action, and every interaction. Our commitment to maintaining a robust and unified Quality, Health, Safety, Security, and Environment (QHSSE) management system across all projects is a reflection of our belief that sustainable progress must be rooted in human well-being and operational integrity.

Our Health, Safety, Security, and Environment (HSSE) performance is continuously assessed through rigorous internal evaluations, third-party audits, and annual management reviews. This ensures that our systems remain resilient, adaptive, and aligned with global best practices.

A Defining Achievement: One Million Safe Hours

In 2024, CREIL achieved a major safety milestone—**one million safe working hours with zero Lost Time Incidents (LTIs)** across our **power plants in Egypt**. This extraordinary accomplishment is more than a measure of hours; it is a powerful affirmation of our collective dedication to excellence, discipline, and care. It reflects our success in embedding safety not just into systems, but into the very mindset of our teams. Most importantly, it demonstrates that progress and protection are not opposing forces but partners in sustainable development.



2024 Safety Highlights: Measurable Excellence

- **Zero Lost Time Injuries (LTIs)** were recorded across all Egypt-based projects in 2024.
- **No unsafe acts** were reported throughout the year—underscoring a workplace culture built on mindfulness, peer accountability, and strong leadership.
- **No first aid cases** occurred across all Egypt operations—a testament to the effectiveness of our preventative measures and site-specific risk controls.
- **Four near-miss events** were reported in Egypt. Each was promptly addressed through root cause analysis, mitigation, and formal closure. **Two near-misses were reported in Jordan**, highlighting continued improvement across the regional portfolio.
- **All audit observations raised in 2024** were thoroughly addressed, with nearly 100% of them formally resolved and closed within the same year.





Environmental Performance



Under environmental aspect, We Contribute to the Sustainable Development Goals By:





Beyond Compliance: Environmental Excellence as Our Core Commitment

CREIL treats the environment as a vital partner in our journey, embedding stewardship into every aspect of our operations. Adhering to environmental regulations and standards ensures that CREIL operates within legal frameworks. By focusing on energy efficiency, waste reduction, and sustainable resource management, CREIL proactively managing environmental risks reduces the likelihood of environmental incidents that could disrupt operations and harm our reputation. Integrating sustainable practices drives innovation in our projects and processes, leading to the development of new technologies and solutions that support environmental conservation to contribute in minimizing climate change impact. Demonstrating a commitment to environmental stewardship reflects CREIL's ethical values and environmental responsibility, aligning with broader global environmental considerations.

We hold ISO 14001 certification, demonstrating our strong commitment to environmental sustainability. We have established a robust Environmental Management System (EMS) that fully complies with ISO 14001 standards and undergoes annual audits by an independent certification body to ensure ongoing compliance and continuous improvement.





Advancing Clean Energy Access: Towards a Low-Carbon Future

In 2024, our energy facilities delivered 100% clean, renewable energy to consumers, significantly contributing to carbon emissions reduction across the regions we serve. Through our projects in CREIL Egypt and Jordan, we supplied a total of 1312.97 GWh of green energy. This clean energy output was sufficient to meet the electricity needs of millions of households, reinforcing our commitment to sustainable development and climate responsibility.

Country	Project	Type of Project	Annual Generation (GWh)	Annual CO ₂ Reduction in Tons 2024
Egypt	CTGS1	Solar	147.283	63774
	ATEN		148.442	64276
	Delta		150.265	65065
	Horus		147.948	64061
	SP		148.458	64282
Egypt Total			742.396	321458
Jordan	Al Rajef	Wind	285.826	138911
	Al Shobak		150.337	73064
	Adwaa Maan	Solar	49.989	22395
	Falcon Maan		45.339	20312
	Eagle Karak		18.887	4886
	Eagle Taibah		10.906	4163
	Shamsuna		9.292	8462
Jordan Total			570.576	272192
Total			1312.97	593650





Green House Gas Emissions Overview

During the reporting period, CREIL recorded total GHG emissions of 1,789.31 tCO₂e, consisting of 187.79 tCO₂e from Scope 1 (direct emissions) and 1,601.52 tCO₂e from Scope 2 (market-based indirect emissions) across power plants located in Egypt and Jordan. Within Scope 1, the majority of emissions originated from mobile combustion, followed by stationary combustion and fugitive emissions, with no emissions from industrial gases.

Scope 2 emissions were solely attributable to imported electricity, with no contribution from imported heat. The reported GHG emissions intensity of 2.410 tCO₂e/GWh underscores CREIL's strong foundation in emissions monitoring and presents a promising pathway to accelerate its sustainability journey by integrating cleaner energy sources and advancing operational efficiency.



Emissions			Total tCO ₂ eq
1	Scope 1: Direct GHG emissions and removals in tCO ₂ e		187.790
	Scope 1: Direct GHG emissions intensity (tCO ₂ e/GWh)		0.253
	1.1	Direct emissions from stationary combustion	42.728
	1.2	Direct emissions from mobile combustion	89.848
	1.3	Direct fugitive emissions	55.214
	1.4	Direct emissions from use of other industrial gases	0.000
2	Scope 2: Indirect emissions in tCO ₂ e (market based)		1601.520
	Scope 2: Indirect GHG emissions intensity (tCO ₂ e/GWh)(market based)		2.157
	2.1	Location based indirect emissions from imported electricity	1601.520
	2.2	Market based indirect emissions from imported electricity	1601.520
	2.3	Indirect emissions from imported heat	0.000
Total			1789.309
Total GHG emissions intensity (tCO ₂ e/GWh)			2.410



Resource Use & Efficiency

Maximizing resource efficiency and optimizing resource utilization across all operations remain among our top priorities of CREIL. Our strategy focuses on minimizing energy and fuel consumption, reducing exhaust emissions and waste generation, and extending the lifecycle performance of our technologies and systems. We continuously educate our employees, workers, and contractors on best practices for resource efficiency and actively encourage their participation in sustainability initiatives.



Energy Consumption and Conservation

Throughout 2024, CREIL reinforced its commitment to energy conservation through a range of initiatives designed to enhance operational efficiency and minimize its carbon footprint. We have integrated with efficient technologies such as automated power management systems and LED lighting solutions—while optimizing the architectural design of our facilities for improved energy performance.

To further enhance efficiency, CREIL has deployed advanced monitoring and control systems that enable real-time tracking and management of energy usage, including fossil fuel consumption across both stationary and mobile sources. Complementary employee training and awareness campaigns have been introduced to instill energy-saving habits and behaviors at all levels of the organization. These comprehensive measures have led to significant reductions in overall energy consumption, reaffirming CREIL's strong commitment to sustainability and responsible environmental stewardship.



Water Use and Conservation

Recognizing water as an essential and finite resource, CREIL is dedicated to minimizing water consumption across its operations and promoting sustainable water management practices. In 2024, we implemented a variety of water conservation initiatives aligned with our broader environmental goals. Key measures include reducing unnecessary washing cycles and adopting more efficient drying techniques, ensuring that water use is optimized without compromising operational effectiveness. These efforts reflect CREIL's proactive approach to resource management and its ongoing pursuit of environmental excellence.





Environmental Stewardship

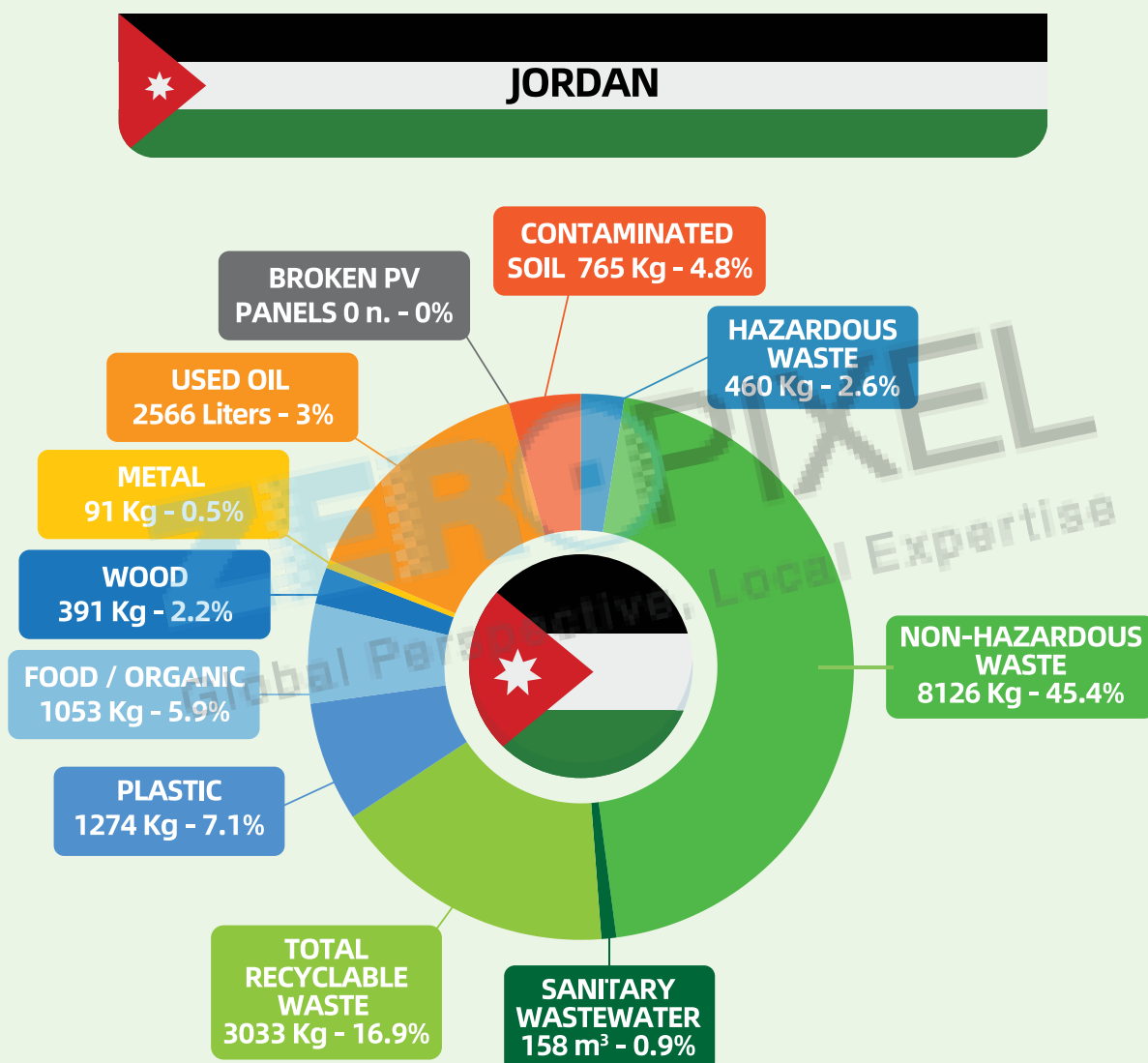


Waste Management

In 2024, CREIL reaffirmed its strong commitment to responsible waste management practices, covering liquid, solid, and hazardous waste streams.

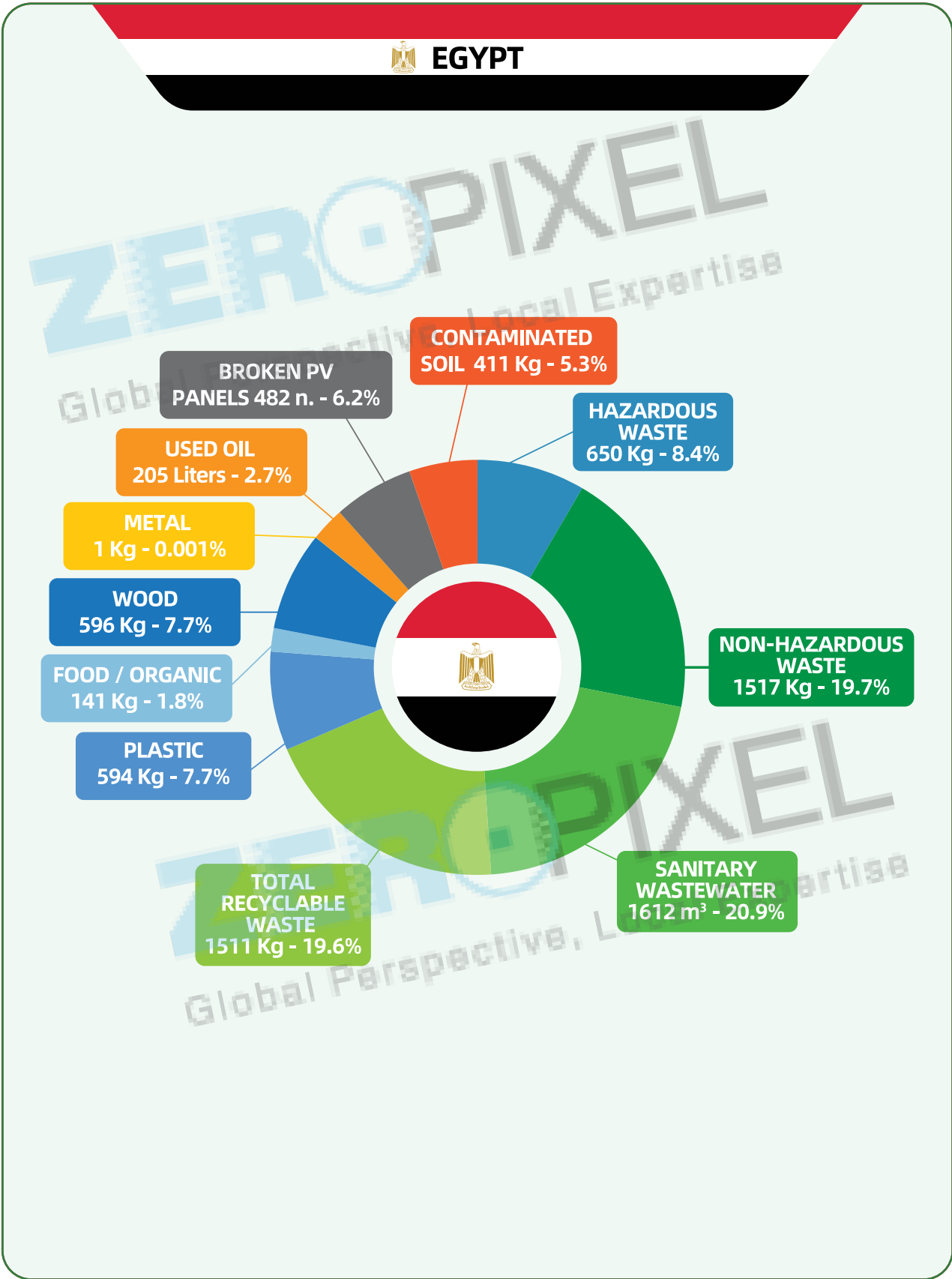
For solid waste management, CREIL adopted a comprehensive and integrated approach that addresses every stage of the waste lifecycle. This includes systematic collection, careful segregation, recycling, reuse, efficient transportation, and environmentally responsible disposal, all conducted in strict compliance with regulatory standards. Through these efforts, CREIL continues to minimize environmental impacts while promoting sustainable waste management practices across its operations.

Quantity of Waste Collected and Disposed off





Quantity of Waste Collected and Disposed off





For liquid waste management, CREIL has implemented a robust set of measures for the efficient collection, treatment, and disposal of wastewater, fully aligned with environmental regulations. These practices ensure that wastewater is managed in a safe, effective, and environmentally sustainable way, minimizing potential risks to both the environment and public health.

In addition, CREIL remains focused on the safe handling and disposal of hazardous waste, adhering to rigorous safety standards to prevent any environmental contamination. Through these thorough and proactive measures, CREIL not only meets regulatory requirements but also reinforces its commitment to responsible and sustainable environmental stewardship.



Spill Prevention

To maintain both environmental and operational integrity, CREIL has instituted comprehensive spill prevention practices. The company has developed and implemented stringent protocols for the safe storage and handling of hazardous materials, including secondary containment systems designed to capture any potential leaks or spills. Regular training programs are conducted for employees to ensure compliance with spill prevention measures and to enable swift action in the event of an incident. No significant spills involving hazardous materials were reported at MENA power plants in 2024.



Air Quality Monitoring

CREIL has adopted a comprehensive range of practices, partnering with a reputable third-party expert for air quality monitoring. The monitoring process focuses on key parameters such as particulate matter (PM10 and PM2.5), nitrogen dioxide (NO₂), sulfur dioxide (SO₂), carbon monoxide (CO), and volatile organic compounds (VOCs). Regular data analysis is conducted to track air quality trends, enabling us to address potential issues proactively before they affect the environment.





Biodiversity Management

The implementation of avifaunal monitoring and bird/bat protection measures at Al Rajef and Al Shobak Wind Farms has significantly minimized biodiversity impacts while ensuring compliance with environmental standards. These efforts have resulted in positive environmental, operational, and community outcomes by integrating scientific monitoring, conservation strategies, and local stakeholder engagement. The project has effectively reduced bird and bat collisions while maintaining sustainable energy production and adherence to regulatory requirements.

Central to this approach is the 'In-flight Monitoring' program, meticulously designed to:

- i) Minimize the risk of bird collisions by ensuring turbines are temporarily halted when birds are detected in close proximity.
- ii) Track and manage the flight paths of Priority Birds and flocks of non-priority Migratory Soaring Birds.



Shutdown Events

In 2024, CREIL wind farms meticulously executed observer-led shutdowns to ensure the protection of avifauna.

- At Shobak Wind Farm: Total shutdowns duration of 14 hours and 37 minutes were recorded.
- At Rajef Wind Farm: Total shutdowns duration of 12 hours and 58 minutes were recorded.

These shutdowns had a negligible impact on the operational efficiency of the wind projects whereas these shutdowns resulted in:

1. Reduction in Bird and Bat collision particularly for Priority Bird Species such as Griffon Vulture, Steppe Eagle, and Bonelli's Eagle.
2. Reduction in avian fatalities.
3. Significant reduce the risk for migratory soaring birds along the Rift Valley/Red Sea Flyway. The use of Vantage Points (VPs) for tracking flight paths ensures timely interventions to prevent bird-turbine interactions.
4. Increasing Efficiency in Carcass Searches and Bias Corrections.
5. Long-term data collection provided valuable insights into bird flight behavior, migratory routes, and habitat use around the wind farm. Findings contribute to national and regional conservation efforts, particularly for threatened species.



Steppe Eagle



Griffon Vulture



Avifauna Monitoring



Future Roadmap

Our future roadmap for advancing Environmental, Social, and Governance excellence is defined by a bold, transformative vision. We are committed to embedding sustainability, innovation, and responsible leadership at the core of our growth strategy. Guided by clear short-term and long-term objectives, CREIL is determined to set new industry benchmarks in ESG performance, fostering resilience, equity, and environmental stewardship across all facets of our operations.



Environmental Stewardship

CREIL is charting an ambitious course towards a greener future by embracing next generation technologies and accelerating the transition to renewable energy sources across its portfolio. We are sharpening our focus on achieving Net Zero Emissions by setting heightened targets for energy efficiency, waste minimization, and greenhouse gas (GHG) emissions control. Our roadmap envisions pioneering sustainable practices, deploying eco-innovations, and driving systemic change to protect and regenerate the environment for future generations.



Social Impact and Inclusion

At the heart of our social agenda is the unwavering commitment to building a dynamic, inclusive, and empowered workplace culture. CREIL will launch enhanced equity and diversity frameworks, advance employee wellness initiatives, and foster leadership development through targeted investments in training and capacity building. Simultaneously, we aim to deepen our social footprint by expanding community partnerships, supporting local development programs, and championing access to education and health. Strengthening occupational health and safety standards remains a non-negotiable pillar of our social strategy.



Governance Excellence

CREIL's governance roadmap is anchored in the pursuit of transparency, integrity, and accountable leadership. We are intensifying efforts to diversify our board composition, strengthen ESG oversight structures, and fortify our risk management frameworks. By embedding ethical business conduct and regulatory compliance into the very fabric of our operations, we aspire to align seamlessly with global best practices. These measures are designed to enhance stakeholder confidence, bolster corporate resilience, and position CREIL as a beacon of governance excellence in the global marketplace.

ZEROPIXEL

Global Perspective, Local Expertise

ZEROPIXEL

Global Perspective, Local Expertise