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1) Company Profile

Company Name		Raya Holding Company for Financial Investments LLC	
Company Purpose		Participating in the establishment of companies issuing securities or increasing their capital, as well as engaging in activities related to securities promotion, underwriting, financial consultancy, and forming and managing securities portfolios in compliance with applicable laws, regulations, and decisions, subject to obtaining the necessary licenses. In accordance with Article (127) of the Executive Regulations, the company may have an interest in or collaborate in any manner with financial companies engaged in similar activities, either in Egypt or abroad. It is also permitted to merge with, acquire, or affiliate with such companies in accordance with the provisions of the law and its executive regulations.	
Company Duration	Twenty-five years starting from May 9, 1999, until May 9, 2024, renewable	Listing Date	The company is listed on the Egyptian Stock Exchange since May 4, 2005
Applicable Law	Law No. 95 of 1992 and its executive regulations and amendments	Nominal Value per Share	Egyptian Pound 0.5
Last Authorized Capital	Egyptian Pound 5,000,000,000 (Five Billion Egyptian Pounds)	Last Issued Capital	Egyptian Pound 1,071,997,595
Last Paid-up Capital	Egyptian Pound 1,071,997,595	Commercial Registry Number and Date of Registration	Number 127574, January 14, 2018
Contact Person		Mr. Ahmed Nour El Din Hassan – Head of Finance and Investment Sector - Investor Relations Manager Ms. Raneem Medhat Meligy – Assistant Investor Relations and Investment Manager	
Headquarters Address		26th of July Street – Touristic Zone – Distinguished District – Behind Dar El Fouad Hospital – 6th of October – P.O. Box: 12568	
Phone Numbers	+20238276000	Fax Numbers	+20238276001
Website		www.rayacorp.com	
Email		Investor_relations@rayacorp.com	

2) Corporate Governance Framework

The company is committed to implementing the highest levels of governance by adhering to all laws and regulations governing corporate governance set forth by the Egyptian Financial Supervisory Authority and the Egyptian Stock Exchange.

Corporate governance is defined as the framework that governs relationships between key parties in the company (board members, executive management, shareholders) to distribute rights and responsibilities among various stakeholders, achieving transparency, fairness, accountability, securing the rights of shareholders and other interests, and ensuring that the company is managed in the best interest of its stakeholders.

Corporate governance is an integral part of Raya Holding's culture and its subsidiaries with the following objectives:

- **Transparency:** Openness in the company's operational and investment activities, moving away from ambiguity, secrecy, and deception, making all matters verifiable and confirmable.
- **Accountability:** Shareholders' right to hold management accountable for its performance, a right guaranteed by law and the company's bylaws. Executive management is accountable to the board, and the board is accountable to the shareholders.
- **Equality:** Equality between small and large investors, locals and foreigners alike. The company's bylaws ensure this principle in terms of equal rights in voting, accountability, nomination, and access to information.
- **Responsibility:** The company's responsibility to recognize the rights of stakeholders granted by law, and to encourage communication and participation between the company and stakeholders in creating opportunities, jobs, and sustainability.

3) General Assembly of Shareholders and Board of Directors

3.1 General Assembly

The ordinary general assembly of shareholders shall be convened within a maximum of three months following the end of the fiscal year. Each shareholder has the right to attend the general assembly meetings, and the invitation shall be published in two daily newspapers. The general assembly shall be held at a location affiliated with the company or its subsidiaries, with transportation provided to the meeting venue if necessary.

Ownership structure as of December 31st, 2023

<u>Shareholders holding 5% or more of the company's shares</u>	Number of Shares	Ownership %
Pharonia for Real Estate Investment- Mona Kheir El Din and Partners	569,192,630	26.55%
Medhat Mohamed Ibrahim Khalil	393,873,260	18.37%
Financial Holdings International Ltd	258,325,380	12.05%
Ashraf Mahmoud Abdo Kheir El Din	231,695,410	10.81%
Triangle Energy International Limited	170,028,850	7.93%
Mona Mahmoud Abdo Kheir El Din	124,199,730	5.79%
Total	1,747,315,260	81.50%

3.2 Board of Directors Composition

Board Member Name	Position (Executive – Non-Executive)	Number of Shares	Joining Date	Representation
Mr. Medhat Mohamed Ibrahim Khalil	Executive	395,997,590	22/6/1999	None
Mr. Ahmed Medhat Mohamed Ibrahim Khalil	Executive	64,838,490	4/11/2008	None
Mr. Ashraf Mahmoud Abdoh Kheir El Din	Non-Executive	231,695,410	26/04/2012	None
Mr. Amr Mohamed Ahmed El Tawil	Non-Executive	185,028,850	25/8/1999	None
Mr. Mohamed Hawa	Non-Executive	258,325,380	20/12/2021	On behalf of Financial Holdings International LTD
Mr. Seif Allah Coutry Saady Hassan	Non-Executive	1,125,000	31/01/2007	None



Mr. Samer Abdel Fattah Mohamed El Waziri	Non-Executive	407,510	04/05/2014	None
Mr. Hamed Mahmoud Hamed Mahmoud Shamma	Non-Executive	3,248,660	21/04/2018	None
Mr. Yasser Zaki Hashem	Non-Executive	-	31/01/2007	None
Mr. Malek Ahmed Ehab Mohamed Sultan	Non-Executive	-	26/04/2012	None
Mr. Sherif Hussein Kamel	Independent	-	30/10/2018	None
Mr. Moustafa Amin Mubarak Mohamed Mubarak	Independent	-	29/04/2017	None
Ms. Noha Hesham Mohamed Amin El Ghazaly	Independent	-	12/04/2022	None
Ms. Reem Moftah Abdelhamid El Saady	Independent	-	12/04/2022	None

Mr. Medhat Mohamed Ibrahim Khalil
Chairman of the Board of Directors

Engineer Medhat Khalil has dedicated his professional career to achieving a specific vision, which materialized within Raya Holding and its subsidiaries. He graduated from Cairo University - Faculty of Commerce - Business Administration Department in 1977 and immediately joined the Arab Investment Bank as a financial analyst in the credit management department. He later joined the Egyptian branch of IBM, and after 15 years of holding senior and leadership positions at IBM, Khalil founded two leading companies in the field of information technology: Protech and Oratech in 1993 and 1997 respectively. In 1998, Protech and Oratech became two of the seven companies that merged to form Raya Holding. Since the establishment of Raya Holding in 1999, Medhat Khalil has served as Chairman of the Board of Directors and Managing Director of the group. The business volume of the subsidiaries has grown from around 88 million Egyptian pounds in 1999 to over 10.8 billion Egyptian pounds in 2020, and the workforce has expanded from 285 individuals to more than 12,250, mostly comprised of specialized technical expertise.

Engineer Medhat Khalil has held leadership positions in many prestigious companies and institutions in the country, including, but not limited to, former Chairman of the Board of Directors of the Smart Villages Company, affiliated with the Egyptian Ministry of Communications, and a member of the Egyptian-American Economic Council. Additionally, Medhat Khalil has been actively involved in various sports, community, and charitable activities, including his membership in the Board of Trustees of Sadat Academy and University, and his membership in the Board of Directors of the Egyptian National Fund for Youth and Sports Activities. He is also a member of the National Sports Council and Chairman of the Egyptian Sailing Federation, contributing significantly to the development of this beloved sport over the years.



Mr. Ahmed Medhat Mohamed Ibrahim Khalil
Chief Executive Officer and Managing Director

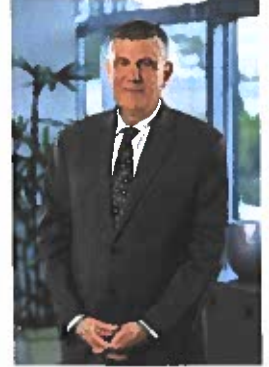
Khalil obtained a Bachelor's degree in Business Administration, with a dual concentration in Finance and Marketing, from the American University in Cairo in 2005. He also earned a Master's degree in Business Administration from Harvard Business School in 2012, focusing on corporate finance and real estate finance. Khalil's cognitive background includes expertise in sales, marketing, and business development gained through his tenure at Microsoft Egypt. Prior to joining Microsoft, Khalil gained extensive experience in retail sales services through his managerial role in the family business, where he managed and developed a chain of local retail stores selling fashion and apparel.

Khalil has been serving as a member of the Board of Directors of Raya Holding since 2008. He has previously held positions as a board member in other leading companies such as Fourie Technologies and Rameda Pharmaceuticals.



Mr. Ashraf Mahmoud Abdoh Kheir El Din
Chief Executive Officer of First Trading and Distribution Company

Ashraf Khair El-Din obtained a Bachelor's degree in Business Administration from Cairo University in 1992. He served as the Sales Manager at Protech Company from 1996 to 1998. Subsequently, Khair El-Din became the owner and General Manager of First Trading and Distribution Company, a Vodafone agent. Currently, he serves as the Chairman of the Board and Chief Executive Officer of First Trading and Distribution Company, which is a franchise partner of Vodafone.



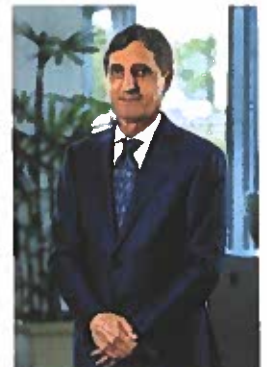
Dr. Hamed Mahmoud Hamed Mahmoud Shamma
Assistant Professor of Marketing at the American University in Cairo

Dr. Hamed Shamma is an Assistant Professor of Marketing at the School of Business at the American University in Cairo. He holds a Ph.D. in Marketing from George Washington University in Washington, D.C., USA. He also holds a Bachelor of Arts (BA) in Business Administration with a specialization in Marketing, and a Master of Business Administration (MBA) with dual concentration in Marketing and International Business from the American University in Cairo. Shamma began his professional career at Orange Egypt, where he was involved in evaluating company performance, analyzing business strategies, forecasting outcomes, and developing appropriate budgets. After earning his Ph.D., Dr. Shamma embarked on an academic career in the field of marketing, accumulating extensive knowledge and experience. He has taught 15 different marketing courses at the undergraduate and graduate levels in Egypt and several other countries. Dr. Shamma has been actively engaged in serving the business and management community, providing consulting and training services to numerous large institutions within and outside Egypt, including the Ministry of Civil Aviation, the Ministry of Administrative Development, Eva Pharma Company, Orange Group Laboratories, Telecom Egypt, the International Advertising Association (IAA), and Flat6Labs business accelerator.



Mr. Yasser Zaki Hashem
Managing Partner at Zaki Hashem & Partners

Yasser Hashem is the Managing Partner at Zaki Hashem & Partners, a leading law firm in Egypt founded in 1953. The firm comprises approximately 80 lawyers with strong local and international legal backgrounds. Zaki Hashem & Partners manages a large portfolio of multinational and local clients. Hashem specializes in corporate law, mergers and acquisitions, capital markets, and telecommunications.



Mr. Malek Ahmed Ehab Mohamed Sultan
Investment Manager at Bayt Holding Company

Malek Sultan holds a Master's degree in Business Administration with a specialization in Finance and Electronic Business from Georgia State University, as well as a Bachelor's degree in Business Administration from Cairo University. Malek Sultan serves as the Operations Manager of a reputable company in Egypt and sits on the board representing the company's investments in various ventures across the Arab Republic of Egypt.

Sultan has played a pivotal role in orchestrating numerous significant deals in the information technology, real estate development, and financial sectors for major institutions in the Arab Republic of Egypt, as well as in Sudan, Kenya, and Uganda. His extensive experience in investments and information technology spans over a decade. Sultan is also proficient in restructuring operations to maximize returns on private equity deals.



Mr. Amr Mohamed Ahmed El Tawil
CEO of Triangle Group

Amr El Tayel returned to Egypt from the United States in 1993, holding an advanced degree from Texas A&M University and bringing practical experience from his role as Director of Construction Management in a real estate development company. In Egypt, he applied his knowledge and experience to expand his family company, Triangle Holdings, which operates in utilities, oil and gas projects and services, and engineering construction. El Tayel is known as an innovative entrepreneur and currently serves as the CEO of Triangle Holdings.

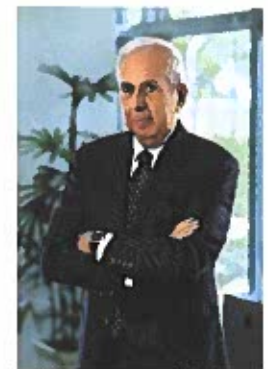


Mr. Seif Allah Coutry Saady Hassan
Chairman of the Board of Directors of Fori Bank Technology and Electronic Payments Company
Managing Director of Fori Microfinance Company

Mr. Saif Qatari has over 30 years of experience in the field of banking services, both domestically and internationally. He also served as an advisor to the Egyptian Minister of Finance for tax administration reform and modernization for three years between 2005 and 2007. Previously, he held the position of Chairman of the Board of Directors and Managing Director of United Bank of Egypt upon his return from the United Kingdom, where he spent 8 years with Bank of America - London - as General Manager of Private Banking Services for Europe and the Middle East.

Mr. Saif Qatari has worked in various sectors and activities in both the public and private sectors, including but not limited to:

- Chairman of the Board of Directors of the Railway Projects Company (Ministry of Transportation)
- Chairman of the Major Financiers Center (Ministry of Finance)
- Executive Director of the "Will" project (Ministry of Industry)
- Board member of Helwan Fertilizers Company
- Member of the General Assembly of EgyptAir (representing the Ministry of Finance)
- Board member of Suez Canal Bank
- Chairman of the Board of Directors and Managing Director of Capital Trust for Consulting and Investment



Mr. Samer Abdel Fattah Mohamed El Waziri
Financial Advisor and Board Member of Raya Holding Company for Financial Investments

Al-Waziri holds a Bachelor's degree in Commerce from Cairo University, as well as a Diploma in Management from Harvard Business School. Samer played a significant role as a member of the management team, achieving substantial financial returns and contributing to building the company, which is now one of the strongest Information Technology and Telecommunications companies in the region.

Previously, Al-Waziri served as the Chief Financial Officer and a Board Member of GlaxoSmithKline until December 2005. He brings with him 29 years of experience in financial management, including interpreting financial data related to manufacturing, marketing, evaluation, general coordination of investment decisions in companies, and strategic planning.



Mr. Moustafa Amin Mubarak Mohamed Mubarak
Managing Partner at Solera Company

Mustafa Mubarak graduated with a Bachelor's degree in Electronics Engineering with a specialization in Communications from the American University in Cairo in 2005. He then pursued a Master's degree in Business Administration with a focus on Financial Management Strategies from the University of Pennsylvania in 2010.

Mubarak began his career as a software engineer at IBM from 2005 to 2006. He later worked as an economic researcher at the Ministry of Trade and Industry from 2006 to 2007. He then moved to the Reserve Management Unit at the Central Bank from 2007 to 2008. Subsequently, he held the position of Contracts Manager at McKinsey Middle East in 2010.

In 2013, Mubarak founded Solera Company, where he currently serves as the Managing Partner.



Dr. Sherif Hussein Kamel
Dean of the School of Business at the American University in Cairo

Dr. Sherif Kamel is the founding Dean of the School of Business at the American University in Cairo, and the President of the American Chamber of Commerce in Egypt. As a researcher, consultant, and strategic planner for over 25 years, Kamel is a proponent of diversity and inclusion policies, following a leadership approach to achieve desired goals. He served as the Regional Institute for Information Technology (1992-2001), and was the Director of Training and Professional Development at the Information Center and Decision Support of the Egyptian Cabinet, thus advising governmental organizations and some companies in organizational transformation, executive development policy, information technology, and strategic management. Dr. Sherif Kamel holds a Ph.D. in Information Systems from the London School of Economics and Political Science, in addition to a Bachelor's and Master's degree in Business Administration from the American University in Cairo. Due to his diverse services in information technology, Kamel has won numerous awards from the International Association for Information Management in Canada and the United States (1999) and the Egyptian Cabinet (2011). Dr. Kamel is a member of several international organizations and institutions, including:

- Member of the Advisory Board of the Association to Advance Collegiate Schools of Business (AACSB) in the Middle East.
- Member of the Egyptian American Business Council.
- Member of the International Scientific Committee.
- Member of the Board of Trustees of the Education for Employment Foundation.
- Former Non-Executive Board Member of the Commercial International Bank (CIB) Egypt.



Ms. Noha Hesham Mohamed Amin El Ghazaly
Egypt Advisor at Mediterranean Capital Partners

Noha El-Ghazaly has over 14 years of experience in financial services markets. She earned her Bachelor's degree in Economics from the Faculty of Economics and Political Science at Cairo University in 2007. She also holds a Master's degree in Business Administration from Edinburgh Business School – Herriot Watt University, United Kingdom. She began her professional career in 2007 as an analyst at HC Securities & Investment.

She currently serves as the Egypt Advisor at Mediterranean Capital Partners, a private investment company focusing on African assets, with a value of 450 million euros and headquartered in Barcelona, Spain. She is also a member of the Investment Committee at SANAD ESF II, a direct investment fund based in Luxembourg, initiated by the German Development Bank, which invests in regional financial institutions focusing on micro, small, and medium enterprises and startups in the financial technology sector. Additionally, she is an independent board member at Middle East Glass Manufacturing, the second-largest glass factory in Africa.

Noha El-Ghazaly has led and participated in over 25 merger and acquisition deals, as well as capital market transactions totaling over \$1.4 billion. She has held positions as Executive Board Member and Head of Investment Banking Sector at Pharos Holding for Financial Investments, and as CEO at HC Securities & Investment. She has also served as a board member at HC Brokerage.

She has been recognized by Forbes magazine as one of the Top 100 Powerful Businesswomen (2020) and Top 100 Influential Women (2018) in the Middle East, and by Financial News London as one of the Top 50 Financial Businesswomen in the Middle East in 2019.



Mr. Mohamed Hawa
Board Member

Mr. Mohamed Hawa is a seasoned banker with 15 years of experience at Credit Suisse and Deutsche Bank. He has a proven track record in direct equity investment, investment banking services, providing consultations, and executing transactions worth billions of US dollars in regional and global assets through stocks, merger and acquisition operations, and structured financing. Mr. Mohamed holds top rankings in stock research and is a skilled analyst and strategist in the banking sector, covering over 19 banks with a market capitalization of \$300 billion and \$800 billion in regional market capitalization.

Mr. Mohamed obtained a Bachelor's degree in Business Administration, with a double concentration in Finance and Finance Specialization, from the American University of Beirut - Lebanon in 2002. He also holds a Master's degree in Economics from the London School of Economics in 2005, with a specialization in corporate finance.



Ms. Reem Mofteh Abdelhamid El Saady
Senior Regional Manager for Small and Medium Enterprise Development and Financing Program (Consultancy) for Egypt and the Arab Levant

Reem Al-Saadi boasts over 25 years of experience in international financial institutions, government, and development organizations. She earned her Bachelor's degree in Economics from the Faculty of Economics and Political Science at the American University in Cairo in 1987. Additionally, she obtained a Master's degree in Economics and Political Science from the American University in Cairo in 1991. Currently, she is a doctoral candidate at the Faculty of Economics and Political Science, putting the final touches on her dissertation focusing on Egyptian small and medium-sized enterprises in the era of reforms.

Reem Al-Saadi joined the European Bank for Reconstruction and Development in May 2012 and currently serves as the Senior Regional Manager for the Small and Medium Enterprise Development and Financing Program (Consultancy) for Egypt and the Arab Levant. The program supports the growth of small businesses with a particular focus on women and youth. Before joining the European Bank for Reconstruction and Development, Reem Al-Saadi worked as an advisor to the Minister of Investment. During her tenure at the ministry, she established the "Start-Up Center for Entrepreneurship and SME Development" as well as the "Start-Up Fund for SME Development" - one of the first venture capital funds dedicated to financing small and medium-sized enterprises and innovative startups.

From 2010 to March 2012, she served as a board member and CEO of the Start-Up Private Equity Fund for SME Financing Projects. Reem Al-Saadi was also appointed as a designated member of the technical committee established by the Minister of Trade and Industry in 2017 to design the organizational structure of the new National Agency for SME Development. From 1996 to 2009, she served as the Program Coordinator for the Swiss Egyptian Development Fund - a private fund dedicated to supporting social and economic development in deprived communities and empowering women.



3.3 Role and Responsibilities of the Board of Directors

The Board of Directors plays a pivotal administrative role within the company. It assumes the management of the company's affairs based on the mandate issued by its General Assembly. The Board presents the annual report on the business results for the fiscal year to the Ordinary General Assembly within three months following the end of the fiscal year.

The responsibilities and duties of the Board are outlined in the company's bylaws and the decisions of the Egyptian Financial Regulatory Authority, which include:

- Establishing mechanisms and systems to ensure compliance of all company employees with laws, regulations, and internal policies. The Board is also responsible for establishing an early warning system to detect any irregularities or deviations and ensuring prompt action is taken. This system should include measures to protect sources of information and whistleblowers reporting corruption and misconduct.
- Developing a plan for monitoring authority within the company for senior management positions as well as Board members to ensure the sustainability and effective operation of the company.
- Identifying the powers delegated to one of its members, committees, or others. The Board must also specify the duration of the delegation, the periodic reports received from the committees and the executive management, and monitoring the results of exercising those delegated powers.
- Establishing preventive procedures, tools, and mechanisms to secure the flow of information and control the accuracy and integrity of data within the company, protecting it from manipulation and breaches whether from within the company or externally, such as securing internet usage and mobile devices against hacking and piracy.

- General oversight of the data disclosure process and communication channels, ensuring the integrity of the financial and accounting reports issued by the company, as well as ensuring the independence of both internal audit activity and compliance with the company's policies.

Chairman of the Board

Mr. Medhat Mohamed Ibrahim Khalil, Chairman of the Board of Directors, is responsible for the optimal management of the Board's affairs, activating its performance, and developing its work. It is also his responsibility to take all necessary measures to ensure that the Board fulfills its responsibilities and functions completely. He ensures that the Board members are aware of their roles and responsibilities and that they respect the boundaries and powers specified for the Board of Directors, those defined for managing the company.

Among his key tasks and responsibilities are:

- Issuing the invitation for the Board of Directors meetings, setting its agenda, and managing its sessions.
- Summoning the Ordinary and Extraordinary General Assembly meetings to consider the agenda presented by the Board of Directors.
- Ensuring the availability of sufficient and accurate information to the Board members and shareholders in a timely manner.
- Ensuring that decisions are made on a sound basis and based on comprehensive knowledge of the issues, with the necessity of ensuring the existence of an appropriate mechanism to ensure the effectiveness of implementing those decisions in a timely manner.
- Receiving reports and recommendations from all committees and presenting them to the Board periodically for necessary action.
- Ensuring that all Board members conduct self-assessment to indicate the extent of their commitment to their duties.
- Ensuring that the Board fulfills its tasks in the best interest of the company while avoiding conflicts of interest.
- Ensuring the effectiveness of the governance system implemented by the company as well as the effectiveness of the Board's committee's performance.

Chief Executive Officer and Managing Director

Mr. Ahmed Madhat Mohamed Ibrahim Khalil, the Chief Executive Officer, and Managing Director, holds the highest executive position within the company's workforce and is responsible for the daily and overall executive management of the company before the Board of Directors.

Below are the roles and responsibilities of the Chief Executive Officer and Managing Director:

- Chairing the executive work of the company and managing its daily affairs, supervising the operations of all company departments and sections, monitoring the performance of all activities, making decisions to ensure smooth operations and goal achievement, and working to increase customer satisfaction with the company.
- Implementing all company policies, regulations, and internal systems.
- Proposing topics for discussion at regular meetings of the Board of Directors in consultation with the Board Chairman.
- Supervising the preparation of regular financial and non-financial reports on the company's business results and performance evaluation, as well as corporate governance reporting, and reviewing all responses to auditor inquiries before preparing these reports.

- Actively participating in building and developing a culture of ethical values within the company, proposing incentive systems and monitoring mechanisms adopted by the Board to
- Defining the responsibilities and authorities of all company employees in accordance with applicable work regulations and Board decisions.

Secretary of the Board of Directors

Mr. Ahmed Nour El-Din Hassan is the Secretary of the Board. He coordinates between the members of the Board of Directors and the management of the company by:

- Preparing, organizing, and managing the logistics of board and committee meetings, assisting the Board Chairman in preparing the meeting agenda, preparing information, data, and details on agenda items, and sending them to members before the meeting with sufficient time.
- Assisting the Board Chairman in preparing and organizing general meetings of shareholders and managing their logistics.
- Monitoring the issuance and implementation of Board resolutions, informing the relevant departments, and preparing follow-up reports on their implementation.
- Preserving and documenting all matters related to Board decisions and agenda items, ensuring that the Board receives important information in a timely manner.
- Coordinating with all Board committees to ensure effective communication between these committees and the Board of Directors.
- Coordinating with relevant committees to provide necessary information to support the Board Chairman in evaluating Board members and committee members, and the proposals presented by the Board to the general assembly regarding the selection or replacement of any members.

Formation of Board Committees

Audit Committee		
	Name	Position
1	Mr. Seif Allah Coutry Saady Hassan	Chairman of the Audit Committee (Independent Board Member with expertise)
2	Mr. Yasser Zaki Hashem	Member of the Audit Committee (Non-Executive Board Member)
3	Mr. Sherif Hussein Kamel	Member of the Audit Committee (Non-Executive Board Member)
4	Mr. Moustafa Amin Mubarak Mohamed Mubarak	Member of the Audit Committee (Independent Board Member with expertise)
5	Ms. Noha Hesham Mohamed Amin El Ghazaly	Member of the Audit Committee (Independent Board Member with expertise)

Nomination and Remuneration Committee			
	Name	Member Status	Position
1	Mr. Medhat Mohamed Ibrahim Khalil	Chairman of the Board	Committee Chairman
2	Mr. Amr Mohamed Ahmed El Tawil	Non-Executive Board Member	Member
3	Mr. Yasser Zaki Hashem	Non-Executive Board Member	Member
4	Mr. Moustafa Amin Mubarak Mohamed Mubarak	Non-Executive Board Member	Member

Investment Committee			
	Name	Member Status	Position
1	Mr. Ahmed Medhat Mohamed Ibrahim Khalil	Executive Board Member	Committee Chairman
2	Mr. Amr Mohamed Ahmed El Tawil	Independent Board Member	Member
3	Ms. Noha Hesham Mohamed Amin El Ghazaly	Non-Executive Board Member	Member
4	Mr. Hossam Hussein Mohamed Ahmed	Chief Financial Officer	Member

Sustainability Committee			
	Name	Member Status	Position
1	Mr. Ahmed Medhat Mohamed Ibrahim Khalil	Independent Board Member	Committee Chairman
2	Ms. Reem Moftah Abdelhamid El Saady	Executive Board Member	Member
3	Mr. Usama Zaki	CEO of Raya Electric	Member
4	Mr. Hamed Mahmoud Hamed Mahmoud Shamma	Non-Executive Board Member	Member
5	Ms. Yasmine Sakr	Corporate Social Responsibility and Sustainability Senior Manager	Member

ESOP Committee			
	Name	Member Status	Position
1	Hossam Hussein Mohamed Ahmed	Chief Financial Officer	Committee Chairman
2	Hazem Abdel Hady	Chief Human Resources Officer	Member
3	Helal El Housary	Committee Member with Expertise	Member

Tracking of the Board of Directors meetings and its committees

Attendance schedule for Board members at board meetings, committees, and general assembly meetings throughout 2023

	Name	Board Meetings	General Assembly Meetings	Audit Committee	Nomination and Remuneration Committee
1	Mr. Medhat Mohamed Ibrahim Khalil	5/5	-	4/4	1/1
2	Mr. Ahmed Medhat Mohamed Ibrahim Khalil	4/5	1/1	4/4	1/1
3	Mr. Ashraf Mahmoud Abdoh Kheir El Din	4/5	-	4/4	1/1
4	Mr. Amr Mohamed Ahmed El Tawil	2/5	1/1	4/4	1/1
5	Mr. Mohamed Hawa	5/5	-	4/4	1/1
6	Mr. Seif Allah Coutry Saady Hassan	5/5	-	4/4	1/1
7	Mr. Samer Abdel Fattah Mohamed El Waziri	5/5	1/1	4/4	1/1

8	Mr. Hamed Mahmoud Hamed Mahmoud Shamma	5/5	-	4/4	1/1
9	Mr. Yasser Zaki Hashem	5/5	-	4/4	1/1
10	Mr. Malek Ahmed Ehab Mohamed Sultan	5/5	1/1	4/4	1/1
11	Mr. Sherif Hussein Kamel	2/5	-	4/4	1/1
12	Mr. Moustafa Amin Mubarak Mohamed Mubarak	3/5	-	4/4	1/1
13	Ms. Noha Hesham Mohamed Amin El Ghazaly	4/5	-	4/4	1/1
14	Ms. Reem Mofteh Abdelhamid El Saady	3/5	1/1	4/4	1/1

3.4 Advisory Committees

Audit Committee:

- Review and audit the company's internal control procedures.
- Review and audit the accounting policies applied in the company and the changes resulting from the application of new accounting standards.
- Review and audit the internal audit function, its procedures, plans, and results.
- Review and audit periodic management information presented to various management levels, its preparation systems, and timing of presentation.
- Review the procedures followed in preparing and reviewing the following:
 - A- Periodic and annual financial statements.
 - B- Public or private offering prospectuses for securities.
 - C- Budgets, including cash flow statements and estimated income statements.
- Ensure the implementation of necessary control methods to safeguard the company's assets and periodically evaluate those administrative procedures to ensure compliance with the rules and prepare reports to the Board of Directors accordingly.
- The committee is responsible for verifying the company management's response to the recommendations of the company's auditor and the Financial Regulatory Authority.
- Any other powers deemed appropriate by the company's Board of Directors, in accordance with the rules of listing and delisting securities on the stock exchange.

Nominations and Remuneration Committee:

- Recommend nominations for membership on the Board of Directors in accordance with the criteria set by the Board and approved by the company's General Assembly.
- Periodically and continuously review the required skills needed for Board membership and prepare a statement of the qualifications required for Board membership.
- Review the composition of the Board of Directors and make recommendations regarding changes that can be made, notifying the Board accordingly in preparation for presenting them to the General Assembly.
- Continuously verify the independence of independent members and ensure there are no conflicts of interest if a member serves on the board of another company whose interests conflict with Rayat Holding for Financial Investments S.A.L.
- Propose clear policies for compensating Board members and senior executives, utilizing performance-related criteria in determining such compensations within the framework of using performance-based standards.
- Propose the monetary remuneration received by the company's Board members and key executives.

Investment Committee

- Oversees the management of the company's investment portfolio, including asset allocation, risk management, and investment strategy development.
- Conducts thorough due diligence on potential investment opportunities, including financial analysis, market research, and risk assessment, to ensure alignment with the company's investment objectives and risk tolerance.
- Makes investment decisions based on the committee's analysis and evaluation of investment opportunities, taking into account factors such as financial performance, market conditions, and regulatory considerations.
- Monitors the performance of existing investments on an ongoing basis, assessing their financial and operational performance, identifying emerging risks, and making adjustments to the investment portfolio as needed.
- Ensures compliance with relevant laws, regulations, and internal policies governing investment activities, maintaining high standards of corporate governance and transparency.
- Communicates investment strategies, performance updates, and investment decisions to key stakeholders, including company executives, board members, and shareholders, providing transparency and accountability.
- Prepares and presents regular reports to the board of directors and senior management on investment activities, performance metrics, and market trends, providing insights and recommendations for strategic decision-making.

Sustainability Committee

- Developed a sustainability policy that includes various environmental policies that take into account global environmental standards and local regulations in Egypt.
- Providing necessary consultations for the development and review of sustainability practices.
- Reviewing studies and reports related to sustainability in the securities market issued by the Egyptian Stock Exchange.
- Developing necessary training plans regarding sustainability.

ESOP Committee

- Conducting periodic reviews of the executive regulations of the Companies Law
- Establishing the standards followed in the system.
- Supervising the system by studying the addition of new beneficiaries
- Determining the number of shares allocated to beneficiaries that the company intends to grant according to the established criteria.

Executive Committee

The Executive Committee is chaired by the Chief Executive Officer and Managing Director and includes the Deputy Chief Executive Officers as its members. Its meetings are held regularly with the attendance of sector directors and heads of key departments to monitor the group's operations and ensure the implementation of executive and operational decisions through regular monitoring reports. The committee also ensures the adherence to all company policies, regulations, and internal systems.



4) Regulatory Environment

Internal Control System:

The company's Board of Directors is responsible for the internal control system of the company, reviewing it annually to ensure its effectiveness. This is achieved through adopting responsibilities and governance structures aimed at effectively fulfilling the tasks of internal control and ensuring the efficiency and continuity of internal control aspects within the company. The company adopts a set of policies, procedures, and work ethics to:

- Completely separate the responsibilities and authorities of all employees within the company.
- Completely separate the positions of the Chairman of the Board of Directors and the Managing Director, in line with recent amendments to laws and regulations issued by the Egyptian Financial Regulatory Authority.
- Ensure the accuracy and quality of information, providing accurate and precise information about the company to both the company and others.
- Protect the company's physical assets from potential risks and document and record those assets in the company's records.
- Increase the company's productivity efficiency and achieve its objectives at the lowest cost and with the same quality.
- Ensure the accuracy of instruction execution, to ensure that all instructions have been implemented as required.
- Ensure the application of corporate governance rules through the precise implementation of various governance instructions and rules.
- The Audit Committee presents its report to the Board of Directors every three months. The committee is entitled to request information from any department in the company and exercises its powers in accordance with the decision of the Board of Directors of the Egyptian Financial Regulatory Authority.

Internal Audit Management:

- There is an independent internal audit management in the company, led by Mr. Amir Anwar, representing the role of management in evaluating and improving the effectiveness of internal control and the company's management system, to achieve the company's objectives, protect its assets, and add value to the company.
- Scope of Work of Internal Audit Management Includes:
Conducting periodic examinations of departments, including control systems and risk management within the company, during suitable periods to determine whether administrative, accounting, and control tasks and functions are effectively accomplished, in accordance with the policies, procedures, and instructions approved by the company and in line with the company's objectives and best management practices, including:
 - a) The methods and techniques used to maintain and protect the company's assets, including informational assets, from the risks of theft, damage, destruction, misuse, neglect, inefficiency, improper business practices, and inadequate or inappropriate disclosure.
 - b) The reliability and quality of financial and operational information security, as well as the methods used to identify, measure, classify, and report on such information.
 - c) The existing systems to ensure compliance with policies, plans, and procedures that affect the company.
 - d) The effectiveness and efficiency of resource utilization at reasonable costs.
 - e) Informing responsible management personnel in the audited departments of the results of the internal audit and the opinions and recommendations reached to ensure necessary actions are taken to address identified weaknesses. Evaluating the plans and procedures adopted by relevant departments to address the observations and recommendations contained in the audit report, and if the actions taken are found to be inadequate, discussing this with responsible employees to ensure the adequacy of the measures taken.
 - f) Assisting in planning, designing, and developing information systems to ensure adequate control over the systems, and ensuring that all system audit procedures are conducted in a timely manner.
 - g) Providing consultancy services upon request from the Board of Directors, Audit Committee, or executive management to improve the effectiveness and efficiency of the company's operations, conducting investigations into cases of fraud, corruption, or any special examination at the request of the Board of Directors, Audit

Committee, or company management, or if the internal audit has sufficient evidence indicating the possibility of such cases.

- h) Developing an audit plan for the departments to be audited, based on an assessment of the risks present in the company as a whole. The management provides quarterly and annual reports, in addition to reports on specific tasks and activities.

The Company's Auditor:

The company's auditor is appointed through nomination by the Audit and Governance Committee, and this nomination is presented to the Board of Directors for submission to the company's General Assembly at the end of the fiscal year. Mr. Mohamed Ahmed Abu Al-Qasim has been reappointed as the company's auditor according to the decision of the Ordinary General Assembly dated April 30, 2020. The auditor submits a semi-annual report on the company's periodic financial statements and an annual report on the independent review of the financial statements to the members of the company's General Assembly. The auditor is engaged with and responds to their inquiries regarding the company's financial statements and all audit and governance-related matters in a timely manner.

5) Disclosure and Transparency

Essential Information and Financial and Non-Financial Disclosure

The company commits to the disclosure requirements set by the Egyptian Financial Regulatory Authority and the Egyptian Stock Exchange. It seeks to achieve transparency by disclosing financial and non-financial information through its annual and periodic financial statements, the annual and periodic reports of the auditor, the Board of Directors' report, accounting policies, budget estimates, essential information, information about board members, shareholder structures, and dividends. These disclosures are made through the company's website and submitted to the Egyptian Stock Exchange. Additionally, they are published in daily newspapers regarding periodic and annual financial statements and executive management reports.

The company also discloses the following information through its periodic and annual financial reports, the Egyptian Stock Exchange, and its website:

- Internal information including the company's objectives, vision, nature of activities, and future plans.
- Ownership structures of subsidiary companies related to the company.
- Transactions with related parties and swap contracts.
- Disclosure to shareholders and regulatory authorities about treasury shares.
- Providing the Authority and the Exchange with decisions of the Ordinary and Extraordinary General Assembly immediately after their conclusion and at least before the start of the next trading session following the meeting. The company also commits to providing the Exchange within a week from the date of the General Assembly with the minutes, approved by the Chairman of the Board of Directors.
- Providing the Authority and the Exchange with a statement, approved by the Board of Directors of the company, of its most significant business results compared to the corresponding period, immediately after the approval of the annual or periodic financial statements, before the start of the next trading session following the meeting.
- Announcement of the competent authority's decision on cash dividends, bonus shares, or both.
- Disclosure when a shareholder or related party exceeds or decreases their ownership stake by 5% or its multiples of the company's listed capital on the Exchange or voting rights, including shares acquired through subscription rights.
- Disclosure of the company's future investment plan and the shareholders' views on the company's management if their stake and related parties reach 25% or more of the company's capital or voting rights.
- Immediate disclosure of any judicial rulings imposing imprisonment penalties against any members of the issuing body's board of directors or key officials.

6) Investor Relations

The Investor Relations Department of the company, led by Mr. Ahmed Nour El-Din Hassan, works on enhancing the quality of its services and relations with investors by connecting the company with the investment market. It establishes communication channels with investors, conveying market perspectives and investor concerns to the Board of Directors continuously. This is achieved through ongoing communication with financial portfolio managers, financial analysts, brokers, and other stakeholders in the market. The following are the main activities conducted to strengthen relationships with current and potential investors:

- Regular participation in investment conferences and meetings both domestically and internationally.
- Holding meetings with prospective investors and developing necessary strategies to target and attract long-term investors.
- Enhancing the company's image in financial markets and financial media.
- Building a lasting relationship with financial analysts through special and general meetings, conferences, forecast studies, inquiries, and analysis of feedback.
- Writing and distributing periodic and annual financial reports and press releases.
- Coordinating internal financial report sources and ensuring appropriate interpretation of data.
- Collaborating with the financial management of the company regarding disclosure matters.
- Enhancing participation on the company's website, preparing required disclosure reports, and updating investor relations pages on the company's website continuously.
- Maintaining current investors and attracting new ones by raising market awareness about the company's operations and future growth opportunities, as well as understanding factors affecting its profitability.
- Communicating with analysts, investors, and media representatives and providing information to minimize rumors and incorrect data leading to fluctuations in prices and trading volumes.
- Organizing company information according to applicable disclosure rules.
- Establishing and maintaining a database of investors, financial analysts, and portfolio managers.

During 2023, the Investor Relations Management and the team engaged in the following activities:

- Communicating and hosting investors and analysts in meetings held at the company and project sites.
- Holding regular phone meetings with analysts and investors to discuss the company's financial and investment developments.
- Contacting buy and sell operations analysts to follow up on matters related to the company and the market, monitoring new investment bank reports issued regarding the company and the market, and educating investors.
- Preparing a daily report for the Group's management on the company's stock performance and the stock market, including related news.

7) Disclosure Tools

Board of Directors Report

The company issues an annual report in accordance with Law No. 159 of the year 1981 and its executive regulations, to be presented to the General Assembly of Shareholders and regulatory authorities. This is in addition to the executive management report on periodic financial statements.

Disclosure Report

The company issues a quarterly disclosure report on the shareholders' structure and members of the board of directors, prepared by the company's management with the assistance of its investor relations department.

Website

The company's website <http://www.rayacorp.com> is divided into five main sections, which include both financial and non-financial data related to the company and its various projects:

1. About Us
2. Raya Holding Subsidiaries (The Group)
3. Corporate Social Responsibility
4. Latest Company News
5. Investor Relations
6. Media Center

8) Charters and Policies

Code of Ethics and Business Conduct

The Code of Ethics and Business Conduct entails employees performing their duties with honesty, integrity, and objectivity, continuously working towards the group's objectives within the limits of their delegated authority, and executing their tasks with good faith, free from malice, negligence, violation of the law, or harm to public interest, whether for personal gain or that of others. The company conducts its business with integrity and honesty, respecting the interests of business partners, while adhering to the group's policies and prevailing principles of operation. All members of the company are always committed to maintaining the company's good reputation, focusing on key points outlined in the company's policies such as conflict of interest, dealing with others, maintaining confidentiality, accepting and giving gifts, bribery and corruption, non-discrimination, compliance with laws and regulations, and preventing sexual harassment.

Succession Planning Policy

The Succession Planning Policy involves establishing a career ladder framework and reaffirming the values of commitment and developmental readiness at all levels of management within the group. It includes developing a system for building second-tier talent (Succession Plan) to ensure the continuity of operations for implementing the group's policies. This necessitates having alternatives for critical leadership positions to ensure the ongoing execution of the senior management's vision (without being tied to or influenced by individuals in case of any unforeseen circumstances). Additionally, it involves addressing organizational needs by appointing suitable employees (based on the skills and competencies required for the position), whether from existing staff or through new hires.

Whistleblowing Policy

Whistleblowing is the process of reporting unethical matters within the company, which may include wrongful actions, illegal behavior, financial misconduct, or threats to employees or the organization. Raya Holding Group is committed to providing a policy to protect the individual who reports, ensuring the encouragement of employees and others within the group to come forward with disclosures while guaranteeing complete confidentiality for the reporting individual. It is important to note that the reporting process is based on objective documents or information.

Related Party Transactions Policy

The company takes necessary measures aimed at controlling the trading activities of insiders in the company's shares and regulating relationships with related parties, and entering into swap contracts in accordance with the rules of the Egyptian Financial Regulatory Authority through:

1. Prohibiting insiders or related parties from trading in the company's shares during 5 business days before and 1 business day after the publication of any material news, with notification to the stock exchange.
2. Notifying the Stock Exchange's Disclosure Department immediately upon any changes to the composition of the Board of Directors or executive management.

3. Not allowing insiders to exceed a trading period of one month from the date of delivering the trading notice to the stock exchange.
4. Insiders' transactions in the company's shares (selling or buying) must be conducted on the specified trading form and after obtaining prior approval from the Compliance Officer or the Head of Corporate Governance, in accordance with the rules and instructions of the relevant regulatory authorities.

Corporate Social Responsibility and Environmental Policy

The strategic focus of corporate social responsibility at Raya Holdings is centered on programs aimed at developing and supporting human capital, with the goal of equipping youth with the knowledge and skills necessary to drive forward our industrial, economic, and societal progress.

Aligned with this strategic direction, we have three interconnected pillars of strategy:

1. Supporting Community Development Activities: This involves a focus on youth development initiatives.
2. Encouraging Employee Engagement and Volunteerism.
3. Raising Awareness about Key Corporate Social Responsibility Issues.
4. Through these initiatives, we aim to contribute positively to society, empower individuals, and address pressing social and environmental challenges while advancing our organizational objectives.

9) Corporate Social Responsibility Projects Report - 2023

Report on the Impact of Corporate Social Responsibility Projects for the Year 2023

Raya Holding's CSR strategic mandate is to focus on Human Capital development and supporting programs to equip youth with the necessary knowledge and skills to drive our industries, economy, and communities forward.

Following this strategic direction, we have the following three strategic interrelated pillars:

- 1- Supporting Community Development Activities: Focusing on Youth Development
- 2- Encouraging Employee Engagement & Corporate Volunteering
- 3- Creating Awareness about Key CSR issues

Community Development Activities:

Estedama: empowering women of Menofia through artisanship

Estedama is a multi-governorate project by Sona3 el Kheir NGO which trains and employs women in handicrafts through Estedama centers. Raya collaborated with Sona3 el Kheir to establish a center in Barheem village, Menofia. Training will be provided to 90 women in four types of handicrafts and 60 of them will be employed in the centers after completing their training.



Raya's Initiative for Fighting Stunting “ نمو ”

In Egypt, nationwide, about one in five children under the age of 5 (21%) is stunted or too short for his or her age. Egypt ranked 11 among the 14 countries with the largest number of stunted children all over the world. Childhood stunting and anemia are significant hindrances to children's cognitive and physiological development. The purpose of the project is to develop an effective and efficient integrated preventive intervention in Ezbet Khairallah community that suffers from high rates of stunting.



This program aims to achieve the realization of children's rights of proper health care and nutrition to protect them from stunting and anemia through decreasing the percentage of stunting and anemia by in Ezabat Khair Allah. This will be achieved through providing caregivers (mothers and family members) with the knowledge and skills as well as the needed support to achieve optimal feeding practices for their children. We work on having measurable outcomes and impact, which include job creation, medical intervention to infants and mothers, food support, and awareness sessions for the community.

Key Facts & Statistics

- 135 mothers were impacted by this program.
- 137 infants were impacted by this program.
- 1,000 community members



Raya's Scholarship Program

Aligned with Raya's CSR mandate to equip Egyptian youth with necessary skills and knowledge to drive our industries and economy forward, Raya Holding have launched in 2019 a scholarship program providing candidate with strong academic records the opportunity to pursue their undergraduate studies. As a start, in collaboration with Nile University, this program is offered to the children of Raya's employees, aspiring to scale this program to a bigger pool of Egyptian students within our community. 8 students are currently benefiting from this scholarship.



Corporate Volunteering & Civic Engagement Activities

The real impact lies in being connected and engaged in the community. For that reason, Raya's CSR department is focusing on corporate volunteering and engaging employees in the company's CSR initiatives.

Gaza Urgent Relief Campaign

Upon the tragic events starting October 2023, Raya quickly offered a lumpsum amount to the Egyptian Food Bank for their urgent Gaza relief campaign. 25 Raya volunteers went to the Egyptian Food Bank to pack food boxes for the same campaign.



Ramadan Campaign

In 2023, in collaboration with Resalat Nour Wala Nour Raya Holding provided food boxes containing Raya Food Trading brands in ultra-poor villages in el Ismaleya, 48 Raya employees eagerly participated in this Ramadan in entirely packing the 1,480 food boxes.



Key Facts and Statistics:

- 1,480 families impacted.
- 48 Raya Corporate Volunteers

Creating Awareness about Key Sustainability Issues

Towards a more Diverse and Inclusive Workforce

Committed to promoting gender diversity and inclusion, Raya Holding Chairman and Founder Mr. Medhat Khalil signed the Women’s Empowerment Principles (WEP) Statement of Support. These Women Empowerment Principles is an initiative between UN Women and the UN Global Compact, the WEPs are a set of seven steps providing guidance to businesses on how to promote women’s participation and leadership in the workforce.



Pathfinder Collaboration: World Bank Gender Equity Model (GEM) & Egyptian Equity Seal (EGES)

In collaboration with Pathfinder International, Raya is implementing a Gender Equity Framework consisting of three pillars: Sustainability Management Framework, The Women’s Empowerment Principles (WEPs), and the Egyptian Equity Seal (EGES).

The aim of this project is to create a more equitable ecosystem and to integrate more women into the value chain of Raya. This is using the World Bank Gender Equity Model (GEM) and includes applying for the Egyptian Equity Seal (EGES). The GEM focuses on the following areas: recruitment, career development, family-work balance, and sexual harassment policies. The process is a grassroots one, with the company developing its own committee, leading the adoption of the Gender Equality Measurements (GEM) in company policies and in human resource management, with Pathfinder acting as a consultant.



Developing Inclusive Workplace Solutions

In collaboration with Helm, providing full-pledged solutions towards effective and sustainable inclusion of persons of determination in the workplace, Raya is contributing to the Skills Enhancement and Employee Development Program (SEED) by creating an accessible online “Customer Service Basics” course on Helm Academy.



This program aims to prepare people with disabilities for the labor market and teach them about customer service basics, positive attitude benefits, and how to deliver a high customer experience, to achieve and maintain customer satisfaction.

In addition to creating and sponsoring the course, Raya Holding covered 300 Scholarships for persons with disabilities to attend SEED program.

Moreover, in our efforts to promote a more inclusive workplace, Raya offered Helm’s Disability Ethics Course to 100 employees. This course aims to teach how to deal with Persons with Disabilities and offer help when required. This helps individuals and organizations to break down social barriers and end "awkward" situations.



Breast Cancer Awareness Day x Baheya

Considering the well-being and health of our employees is part of being a responsible business. For that purpose, we are keen to conduct wellness sessions for our employees. This year, in collaboration with Bayeha Hospital, we have conducted breast cancer awareness enabling our female employees to better understand what cancer is, correct misconceptions about this disease, how to early detect it, and conduct regular self-tests. We also invited one of Raya’s cancer fighters to share her story of battling cancer, providing words of hope and wisdom.



Planting Seeds of Hope

This year, we have conducted a planting tree events in two public schools in 6th of October. Raya volunteers participated in planting 300 trees in these schools in efforts to combat climate change and improving our environmental footprint.



Advocating Responsible Business Practices and Sustainability

Raya Holding an Active Participant in UN Global Compact

Acknowledging the significance of promoting sustainable business practices, Raya was among the first companies in Egypt to be a signatory to the United Nations Global Compact (UNGC) initiative- a global initiative promoting corporate sustainability and development. Raya has been an active participant in this initiative since 2004; showing its support to protect human rights, preserve the environment, and conduct ethical business.



Raya Holding Participating in UN Climate Accelerator

As an active member of the UNGC, Raya Holding decided to join the UN Global Compact Climate Ambition Accelerator in 2023.

This is a six-month program designed to equip companies with the knowledge and skills they need to accelerate progress toward setting science-based emission reduction targets aligned with the 1.5C pathway, setting them on a path toward net-zero emissions by 2050. The program has given us access to global best practices in measuring and setting carbon emission targets. In addition to participating in the program, we have developed, in parallel, our internal capacity-building training focusing on key concepts outlined in the program, such as the usage of GHG protocol standards.



Raya’s Sustainability Report for 2022

The role of CSR in corporations is to concretize business contributions toward sustainable development. Through CSR each company develops a holistic view of its role in society, examining its business practices for “good” business. Businesses must deal with their stakeholders responsibly and ethically, to ensure a healthy and safe working environment and to promote the well-being of their employees among other stakeholders.

As part of Raya’s transparency and disclosure practices, Raya Holding published its Sustainability Report for 2022.

The report is based on a comprehensive materiality assessment and has been aligned with the Global Reporting Initiative Standards (GRI), UN Global Compact Ten Principles and the UN Sustainable Development Goals. It also



presents Raya's progress on the Task Force on Climate-Related Financial Disclosure. This report also includes Carbon Footprint Calculation for Raya Holding Headquarters, Raya Data Center, and Raya Foods.

The importance of this report lies in communicating to the stakeholders, employees, business partners, investors, and to the public Raya's commitment to a continuous improvement towards sustainable business practices addressing economic, governance, environmental, and social performance.

CSR Donations, Contributions, and Community Engagement Expenses for the year 2023:

CSR Programs and Initiatives	EGP
Ramadan campaign	600,850
Employability Disability Program- SEED	200,000
Gaza Relief Campaign	500,000
Engagement Activities & Expenses	129,000
UN Global Compact Membership Fees	37,020
Estedama Project	500,000
Sustainability Report and Carbon Footprint	1,802,200
Total	3,769,070

Company Legal Representative
Name: Medhat Mohamed Ibrahim Khalil
Signature:



Company Stamp

