

Innovating With Purpose
Delivering With Quality



the sweet side of life

2024/25 ESG Report





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Chairman's Note

Dear shareholders,

I am proud to share Edita's 2024 Sustainability Report, a reflection of disciplined progress in a demanding year. Economic volatility, shifting consumption patterns, and rising environmental expectations shaped the context, yet our direction remained steady. We focused on the essentials that matter most to our stakeholders and to our long-term resilience, putting sustainable practices at the heart of running the business.

Our plan this year drew strength from integration. Operational initiatives, digital upgrades, and environmental actions were designed to reinforce one another. This allowed us to capture meaningful efficiencies while improving safety and quality, and it ensured that savings were achieved without compromising standards.

The most visible changes happened in our plants, where people do the work and where protections matter most. We upgraded protections, tightened practices, and introduced clearer procedures and training. These steps made our sites safer and more efficient at the same time, creating a healthier environment for our teams and a more reliable base for production.

Digital transformation amplified these gains. Paperless shop floors, handheld reporting, and digitized safety inspections reduced errors and accelerated decision-making while reducing our resource use. The common thread was efficiency that lasts, not one-off fixes.

On the environmental front, we advanced resource stewardship and prepared the ground for larger moves. We expanded wastewater treatment capabilities, improved water use through targeted process changes, and reduced energy consumption with maintenance programs that address real losses rather than symptoms. We also completed feasibility work for renewable power and centralized chilling. These studies will inform phased implementation plans with clear savings, payback expectations, and measurable reductions in emissions and consumption.

Market actions aligned with this discipline. In 2024, we continued to refine our portfolio, focusing on propositions that deliver value under inflationary pressure, and bringing targeted innovations to market where they could win. The result is a more efficient product mix that supports both consumer access and operational performance.

“ I am proud to share Edita's 2024 Sustainability Report, a reflection of disciplined progress in a demanding year. ”



Moreover, and through the Edita Foundation for Social Development, we continued to extend our impact beyond factory walls, supporting healthcare, education, and social welfare initiatives in underserved communities. By partnering with NGOs and local organizations, the Foundation plays a key role in strengthening social inclusion and advancing our commitment to shared value creation.

Looking ahead, our priorities are clear. We will scale environmental projects, extend digital controls deeper into operations, and continue to strengthen workplace protections as we grow. Sustainability is the lens through which we set priorities, allocate capital, and measure success. It is how Edita builds a stronger business and creates lasting value for all stakeholders.

Hani Berzi
Group Chairman & CEO

About Edita



At a Glance

Edita Food Industries leads the snack food industry across the Middle East and North Africa, with a well-established legacy of excellence, innovation, and adaptability.

Since its founding in 1996, Edita Food Industries has maintained a reputation for delivering high-quality,

market-driven snack products. The company is committed to anticipating and meeting evolving consumer preferences while remaining agile across constantly evolving markets.

Edita's journey began with the launch of Egypt's first packaged croissant under the brand Molto, a milestone that laid the foundation for long-term success. Today, the company's portfolio has expanded to include over 170 SKUs, with the most recent addition being frozen foods under Molto Forni. To produce its innovations, Edita operates from seven state-of-the-art, ISO-certified facilities,

with six in Egypt and one in Morocco. The company now serves both local and international markets, expanding its regional leadership and deepening its global presence.

With a strong foundation in research, innovation, and brand equity, Edita is well-positioned for sustainable growth. By continuously enhancing its operations, expanding its product offerings, and investing in new markets, the company remains committed to delivering long-term value for stakeholders and reinforcing its leadership in the snack food sector.



8,000+

Employees



16.1^{EGP}_{BN}

2024 Revenues
(33.2% y-o-y)



7

State-of-the-art
Facilities



3,840_{MN}

Packs Sold in 2024



36

Production Lines



>20

Regional Export
Destinations



170+ SKUs
Across Seven
Segments


BAKERY




CAKES










RUSKS






WAFERS




CANDY




BISCUITS




FROZEN







VISION

Setting the benchmark for snacking with our high-quality, innovative products.



MISSION

Together, spreading joy through trusted brands.

Our Philosophy

Core Values



Trust

Edita believes in mutual trust, valuing its people as its greatest asset and supporting their growth to achieve both company success and individual career goals.



Responsibility

Responsibility towards Edita's stakeholders and community, as well as commitment to quality, are pivotal to the company's strategy and operations.



Teamwork

Teamwork is core. Edita believes that the power of "we" is key to achieving its goals.



Innovation

Innovation is what defines and leads Edita as a company.



Our Approach

Strategy

Edita embeds ESG principles in its operations, combining business success with responsible practices that support people, communities, and the environment. The company's strategy continued to reflect its ambitions in 2024, focusing on sustainable operational performance that creates shared value.

Strategy Pillars

Grounded in the belief that business success must go hand-in-hand with ethical stewardship, Edita's commitments are anchored in six strategic areas that shape its ESG agenda.



Energy and Resource Efficiency

- Prioritizing smart consumption of energy and water.
- Reducing GHG emissions and overall resource use through targeted interventions and efficiency programs.
- Exploring growth opportunities in clean and renewable energy solutions to support sustainable industrial growth.
- Targeting a 10% reduction in energy and water consumption per unit by 2030, using 2024 as the baseline year.



Consumer Well-Being

- Reformulating recipes, improving nutritional value, and embracing a "clean label" approach to additives and ingredients, all with the support of Edita's research and innovation (R&I) team.
- Auditing and assessing raw materials and packaging suppliers to ensure compliance with quality and food safety standards, and providing support for corrective actions if needed.



Stakeholder Engagement

- Maintaining an open dialogue through structured forums, meetings, platforms, and community outreach initiatives to invite ongoing input from key groups.
- Using a Stakeholder Engagement Plan (SEP), launched in 2019 under the Edita Vendor Assessment Plan (EVAP), to address concerns effectively and inform operational improvements.



Workplace Health and Safety

- Adhering to stringent safety protocols and creating hazard-free environments across facilities.
- Complying with ISO 45001 standards and consistently providing personal protection equipment (PPE).



Digital Transformation

- Simplifying internal systems and improving productivity and data accuracy.
- Investing in digital infrastructure development, including SAP systems, QR tracking, hand-held devices for multiple operational purposes, fleet tracking systems, and mobile-based tools.
- Accelerating a transition to paperless operations using alternative digital solutions where viable.



Good Governance

- Prioritizing clear reporting, ethical oversight, and constructive dialogue with stakeholders.
- Receiving overall guidance from a cross-functional team of experts.
- Reinforcing sound practices through regular public disclosures and active engagements with stakeholders through events such as the annual general meeting.



Assessing Strategy Impact

Edita monitors and evaluates its ESG strategy regularly to ensure progress against its commitments, address emerging risks, and adapt to evolving stakeholder expectations. This ongoing review helps strengthen accountability and drive long-term sustainable value.

Methods employed include, but are not limited to:

- Regular assessments of its environmental performance through tools like plant scorecards, as well as dedicated policies, frameworks, and plans.
- Benchmarking against global standards and disclosing performance with the assistance of specialized third parties and platforms that track KPIs linked to international frameworks.

Stakeholder Engagement

Stakeholder engagement is both a pillar of Edita's strategy and a mechanism that shapes it, ensuring ESG priorities are sound, relevant, and material. The company communicates with all stakeholder groups, from employees and customers to partners, regulators, and communities, with consistency and transparency. Its goal is to build trust, gather meaningful feedback, and ensure that its decisions align with the needs and expectations of these groups.

Communication Channels



Employees

- Updates from the CEO and internal newsletters help keep employees in the know, cultivating trust.
- Departmental meetings and climate surveys facilitate open communication and accountability.
- The "In Touch" program provides a dedicated space for employees to provide their feedback and be heard.
- The "IVoiceUp" platform, available to both employees and suppliers, encourages safe, anonymous reporting and constructive suggestions.



Customers

- Timely updates through its website, social media platforms, and marketing campaigns that highlight product updates, promotions, and launches.
- Improving hotline and online channels to streamline customer feedback and resolving complaints.
- Monthly customer satisfaction surveys conducted through its call center to evaluate service quality and enhance customer experience.
- Documenting concerns and improvements through a dedicated CRM system.



Business Partners

- Flexible and reliable communication channels established under the SEP with Edita's suppliers and vendors. These include meetings and one-on-one opportunities, surveys, social media platforms. They also cover dedicated community events, including a monthly wholesalers' gathering.
- Regular updates on compliance, safety standards, and company developments to keep partners aligned.



Shareholders

- Up-to-date corporate and investor relations (IR) websites, including recent earnings releases, reports, and regulatory disclosures.
- Annual general meeting.
- Direct lines of communication through investor roadshows, conferences, and individual meetings.



Government

- Open communication with all relevant regulatory bodies to ensure proactive compliance with national laws and policy updates.
- Sustainability reports and ESG data reported alongside annual disclosures to share contributions and areas of development.



Non-Governmental Entities

- Dedicated teams at the Edita Foundation for Social Development to connect with NGO partners and help drive community progress.
- Partnership agreements that drive positive results across education, healthcare, and social development.



Setting Our Priorities

To identify the issues most relevant to Edita's stakeholders and most material to its long-term performance, the company combine insights from stakeholder engagement with a structured review of operations, risks, and opportunities. This provides a clear birds-eye view of the areas it considers most critical to delivering value responsibly and sustainably.

Edita's approach groups these priorities into four themes:



Environmental Impact

The company focuses on how operations interact with the environment, from managing energy and water use to sourcing raw materials responsibly and minimizing waste. This includes ongoing transitions towards greener processes, reflecting a commitment to efficiency and resource stewardship.



Community Initiatives

Through the Edita Foundation for Social Development, the company channels resources into education, empowerment, and community well-being. These initiatives reflect its belief that long-term business success is inseparable from social progress.



Responsible Operations

Edita's responsibility begins with people, ensuring safe workplaces, investing in employee development, and maintaining constructive employee relations. It also extends to consumers, where the company upholds rigorous standards of quality and food safety, invests in research and innovation, and commits to ethical marketing. Digital transformation is also a key pillar, enabling smarter, safer, and more efficient operations across the business.



Good Governance

Strong governance underpins the company's entire sustainability journey. This includes a transparent organizational structure, active board oversight and monitoring, and strict adherence to compliance standards. Internal auditing, cybersecurity measures, and risk management frameworks also ensure the integrity and resilience of operations.



By setting its priorities this way, Edita ensures that sustainability efforts address the issues that matter most to its stakeholders, business continuity, and the communities and markets it serves.



Environmental Impact

Energy Footprint

Edita uses advanced environmental management systems to enhance energy efficiency and responsible consumption.

Edita Risk and Environmental Management System (eREMS¹)

Edita uses the eREMS to mitigate environmental risks and optimize energy efficiency across its footprint. The system's standard operating procedures (SOPs) are regularly augmented in line with IFC standards, intermittent legal amendments, best practices, business needs, and mitigation for arising risks.

24

SOPs
(Up from 14 in 2017)

Safety, Health, and Environment (SHE) Manual: This specialized manual helps the company seamlessly integrate environmental sustainability best practices across its six ISO-14001 certified facilities.

ISO 50001 Certification

Edita is actively progressing towards obtaining ISO 50001 certification for energy management by 2025, enabling the company to establish a robust energy management system and enhancing energy efficiency. The certification will also provide a structured framework for monitoring and implementing new energy initiatives, ultimately driving sustainability and operational excellence across all facilities.



Monitoring Energy Consumption

Edita's comprehensive energy monitoring systems and initiatives include:



Benchmarking Annual Consumption

To identify inefficiencies and set improved targets.



Specialized Energy Profiler

To track use through scorecards that maintenance utilize to detect overconsumption of natural gas and electricity.



Assessing Oven Burner Emissions

To reduce CO₂ emissions.



Inspecting Compressed Air Networks

To optimize energy efficiency.



Implementing Heat Recovery Systems

In chocolate production lines specifically to conserve energy.



Inspecting Steam and Hot Lines Insulation

To reduce heat losses that may impact NG consumption.



Thermal Panel Photography

Inspecting the temperature of electric panels to reduce energy loss by detecting cable overloads and poor connections.

¹ More about the eREMS' benchmarking methodology and resulting targets is available in the appendix, page 56.



Energy Saving Efforts

Streamlining Baking and Production

Edita uses the scorpion system to monitor oven heat profiles, optimizing energy consumption while preserving product quality.

Augmenting Electrical Systems

Thermographic inspections of electrical panels and connections are carried out regularly. These checks have identified overloads and poor connections, which were then refurbished and corrected. The

improvements have also had a direct impact on lowering electricity consumption.

Refurbishing Compressed Air Systems

A thorough overhaul and preventive maintenance plan targeted compressed air systems to eliminate leakage points across Edita's plants. Damaged components were repaired or replaced, significantly reducing energy consumption. The periodic inspection plan has led to marked improvements in electricity use, particularly in E06 and E07.

Ongoing Initiatives

Edita is exploring long-term energy solutions by evaluating projects that can enhance efficiency, reduce costs, and support sustainability goals.

Solar Energy

Edita is planning to begin the installation of solar power stations at its headquarters and the ECI plant in 2025.

Environmental Action Timeline in 2025

August 2025

Budget allocated for ISO 50001 certification and GHG calculations

September 2025

Pre-auditing phase and assessment

December 2025

- Obtaining ISO 50001 certification
- Submitting GHG Benchmark



Environmental Sustainability Roadmap

In 2025, Edita set a new roadmap to boost environmental sustainability targets and act positively on its carbon footprint.

Updated Management System

- Developing a new sustainability policy to be implemented across its operations.
- Obtaining ISO 50001 accreditation for its implemented management system by Bureau Veritas.

Conducted Benchmarking Exercises

In line with regulations set by national and international entities, including the Egyptian Ministry of Investment and Foreign Trade's General Organization for Export and Control and the Egyptian Organization for Standards & Quality (EOS), Edita:

- Calculated its GHG emissions across the supply chain to benchmark its status and advance it by identifying areas for improvement.
- Aligned the business with current environmental regulations and put safeguards in place as a form of readiness for future changes.

10-12 team members.....
per plant

97 employees.....
received ISO 50001 training

Energy Teams

Edita has appointed dedicated energy teams tasked with overseeing the implementation of its environmental sustainability roadmap and ensuring operation-wide compliance. Comprised of diverse members from all parts of the operation, they conduct regular meetings to verify the effectiveness, applicability, and ROI of existing initiatives. They are also authorized to explore and study energy efficiency initiatives.

Ongoing responsibilities:



Planning

Develop energy management plans and policies, often involving cross-functional collaboration.



Implementation

Put energy-saving initiatives and projects into action, including implementing new technologies and process changes.



Monitoring and analysis

Track energy consumption using monitoring tools, analyze data to identify anomalies and opportunities, and measure the success of projects against performance targets.



Strategy development

Work with management and other departments to define and execute strategies for reducing consumption and improving efficiency.



Continuous improvement

Regularly review the program's effectiveness and adjust to ensure ongoing improvement.



Water Use²

3.37 m³.....
Water consumption per production ton in 2024

75 m³.....
Daily wastewater treatment capacity at the ECI

Edita has implemented a structured consumption plan to promote water conservation across its operations. This includes the installation of water meter gauges to monitor and regulate usage effectively, enhanced consumption targets in select plants, and internal awareness campaigns.

Tracking Consumption

Edita tracks consumption and identifies root causes of excessive use across its footprint through water flow meters installed in key areas, including production zones, utility sections, locker rooms, and bathrooms. This data-driven approach enables benchmarking against annual targets and managing water use accordingly.

In 2024, water consumption decreased by 9%, from 3.69 m³ per production ton to 3.36, due to multiple initiatives aimed at reducing changeover water consumption, introducing closed washing cycles, and maintaining water and steam networks to minimize losses.

New Wastewater Treatment Efforts

In 2024, Edita launched a new wastewater treatment plant at the Edita Confectionary Industries (ECI) plant with a daily treatment capacity of 75 m³ of industrial wastewater. The plant meets legal requirements that include the national labor law of industrial wastewater disposal and lowering effluent analysis parameters below set thresholds.

The company has also managed to gain approvals from the Ministry of Environment in 2025 for all its plants to engage in wastewater treatment, meeting all legal environmental requirements.

Ongoing Reduction Practices

- **Hard candy cleaning optimization:** Recycling caustic soda in tanks, reducing 30 m³ in annual water consumption.
- **Freska line optimization:** Using improved cleaning substances for faster sanitization, reducing 24 m³ in annual water consumption.
- **Increasing wastewater treatment capacity:** Constructing wastewater treatment plants at its E07 and E08 facilities, adding to the rest of its wastewater treatment infrastructure already operating at E06, E10, and E15.

² Edita's water use over the years is listed in the appendix, page 57.

70%
of Edita's direct materials
are locally sourced

Responsible Sourcing

Edita's supply chain plays a critical role in ensuring product quality and environmental stewardship. By embedding sustainability principles across procurement and logistics, prioritizing local sourcing, and strengthening supplier governance, the company enhances the efficiency of its operations while supporting local economic development.

Sustainability and Efficiency in Sourcing

Edita is actively embedding sustainability considerations into its sourcing and supply chain practices:

- Lean manufacturing principles are applied to reduce waste, improve material utilization, and enhance operational efficiency.
- Sustainable packaging solutions are being explored to comply with environmental regulations and reduce the company's environmental footprint.
- Digitalization of supply chain workflows is

enabling better visibility and decision-making, supporting both environmental objectives and governance through reduced paper use and faster data processing.

Local Sourcing and Supply Chain Localization

To mitigate currency risks and reduce dependency on volatile global markets, Edita is steadily increasing its reliance on local raw materials.

- Local materials currently represent 70% of direct material costs, providing greater price stability and shorter lead times compared to imported inputs.
- The company is expanding its network of domestic suppliers, particularly for key inputs such as cartons and display boxes, and conducting capability assessments to ensure consistent adherence to Edita's values on sustainability and compliance.

Supplier Governance and Long-Term Partnerships

Strong supplier relationships are central to Edita's sourcing strategy. The company focuses on strategic partnerships rather than short-term transactions to enhance reliability and shared accountability.

- Closer collaboration with suppliers ensures adherence to strict material specifications and quality control standards, reinforcing trust and regulatory compliance across the supply chain.
- Long-term contracts with key suppliers provide price stability, secure priority access during shortages, and support more accurate budgeting.
- Dual-sourcing strategies help mitigate supply risks by avoiding over-reliance on a single vendor.



Waste Management

Edita prioritizes safe waste management as part of its sustainability framework. The company is developing a comprehensive long-term waste control plan and sets progressively ambitious annual targets, using statistical tools to improve monitoring and quick response.

Minimizing Waste

In 2024, Edita's total production waste slightly decreased from 0.69% to 0.68%. Efforts that contribute to waste minimization include a SAP monitoring system that sets annual waste targets by production line and product category.

Going Paperless: Increasing Resource Efficiency

Edita's "Going Paperless" initiative continues to lead to notable savings in paper use on an annual basis.

- The initiative substituted 95% of paper line reports, saving >500,000 papers per year.
- The administrative waste application (piloted at E07) and spare parts repair digital workflow programs, implemented across all plants, are saving >10,000 papers per year.

Waste Disposal Management System

Edita follows solid SOPs for systematic waste processing, documentation, and disposal. This covers:

- Tracking routes for all waste types: cartons, papers, expired products, production waste, scraps, consumables.
- Working only with licensed recycling companies that meet system requirements.
- Categorizing waste by material (carton, paper, plastic, chemical, wood, metal, organic, etc.) and sorting by hazard level.
- Hazardous waste is collected in designated areas away from residential zones and transported by government-authorized companies per the Ministry of Environment regulations.
- Non-hazardous waste is shredded to prevent reuse and then sold to authorized dealers.
- Residual waste is collected twice daily and transported by three contractors covering Beni Suef, 10th of Ramadan City, and 6th of October City.



Looking Ahead: Key Environmental Targets



WATER DISCHARGE QUALITY

Maintain full compliance with regulatory standards by continuously monitoring the quality of water discharged from all facilities.



WASTE GENERATION AND DIVERSION RATE

Increase the percentage of waste diverted from landfills through recycling, composting, and other waste management strategies, aiming to minimize production-related landfill contribution.



CARBON FOOTPRINT (TOTAL CO₂ EMISSIONS)

Track and reduce total greenhouse gas emissions across scope 1 and scope 2 activities, with a focus on identifying reduction opportunities in production and energy use.



ELECTRICITY CONSUMPTION (KWH PER PRODUCTION TON)

Improve energy efficiency by reducing electricity consumption per ton of output produced, supported by data monitoring and targeted operational improvements.



PACKAGING MATERIAL REDUCTION

Achieve measurable reduction in packaging material used per product, supporting sustainable packaging practices and minimizing environmental waste.



WATER USAGE (M³/UNIT OF PRODUCTION)

Reduce water consumption per unit of production by implementing water-saving technologies and optimizing process efficiencies.



ENVIRONMENTAL IMPACT INITIATIVES

Expand the number of environmental projects and initiatives aimed at protecting and restoring local ecosystems.



NATURAL GAS CONSUMPTION (M³/PRODUCTION TON)

Lower natural gas consumption per ton of product produced by enhancing operational efficiency and energy management practices.



Responsible Operations

For Edita's People

Occupational Health and Safety

Adverse working conditions can have a profound impact on employees, which is why Edita's SHE team plays an active role in identifying risks, implementing proactive safety measures, and monitoring workplace conditions. By continuously evaluating potential hazards and developing strategies for risk mitigation, the company fosters a culture of safety and prevention across all levels of operation.

Workplace Protections

Ergonomic Conditions

Recognizing the risks of poor ergonomic conditions in the workplace, Edita prioritizes inspecting and improving them across its facilities. In 2024 and 2025, a comprehensive inspection was conducted across all production plants.



Inspected Activities	Areas Requiring Attention	Improvements
Packaging	<ul style="list-style-type: none"> • Packaging conveyor dimensions (depth and height) in relation to ideal ergonomic standards. • Seating duration and repetitive patterns among packaging workers. 	Adjusting seating heights relative to packaging conveyors to improve workstation ergonomics.
Manual Lifting Processes	<ul style="list-style-type: none"> • Manual lifting activities during raw material feeding. • Frequency of manual lifting and feeding into vessels and mixers, and related staffing levels. 	Using aiding tools (U stake lifters) for lifting 50 kg sugar sacks during the feeding process to sifters (tested and implemented by 2025).
Workstation Setups	<ul style="list-style-type: none"> • Stair dimensions used to access feeding tanks and mixers. 	Using anti-slip coating for ladders to mitigate slip hazards, such as those caused by oil depositors, and addressing overall workstation configurations based on inspection findings to improve conditions.

In addition, and as a standard practice, Edita monitors sick leave patterns, including illness day rate (IDR) per employee, and lost time injury rate (LTIR) to detect any increases that may indicate ergonomic-related health concerns. Sick leave rates related to slipped disc and joints and muscle inflammation continued declining in 2024, and ergonomic surveys are showing a reduction in reported cases of discomfort and strain. LTIR³ increased from 0.21 in 2023 to 0.26 in 2024 due to the addition of two new business lines at Edita Morocco and E09 in Egypt.

³ Impact figures for IDR and LTIR over the years are listed in the appendix, page 59.



Sugar Dust Control

Edita's environmental measurement plan monitors dust exposure and identifies areas where excessive dust particles are generated. It aims to significantly reduce associated dangers, including combustible dust hazards, explosion risks, and compromised air quality. In line with this, the company installed industrial-grade dust collection systems in 2024.

- Centralized sugar milling is conducted for the 6th of October plants at E08, where dust collectors are installed to control dust dispersion.
- The E10 plant operates its own sugar milling process. A new dust collector was installed there, significantly improving air quality in the sugar milling area.
- Grounding equipment and anti-static materials are used in processing areas to reduce dust ignition risks and incidents.

Oil Mist Control

Oil dispersion from spraying on cake lines was affecting working conditions in production halls and causing oil losses. In 2024, Edita introduced multiple efficient solutions to mitigate this issue.

- Applying new spraying methods to reduce oil dispersion.
- Installing oil mist absorbers on sprayers to capture and recycle excess oil, decreasing impact on production halls.





Heat Stress Mitigation

In 2024, Edita addressed chronic heat stress issues in E06's Hall B and Hall C. While overall impactful, these efforts significantly reduced heat stress levels in Hall C, where conditions had been a recurring concern.

- Invested in the rehabilitation and redesign of the ventilation system of the plant.
- Replaced metal ducts with fabric distribution ducts, improving air distribution and increasing ventilating power across the facility.

Noise Control

Improvements have been made in 2024 to noise control measures across all plants to ensure a safe working environment:

- Plant layouts clearly mark areas where noise levels exceed occupational health thresholds, such as near grinders and mills.
- Noise silencers have been installed in mixers and flour sieves as an engineering control practice.
- Mandatory PPE use is enforced in these high-noise areas for all employees.
- Noise exceedances are reported immediately to the HSE department, which investigates and coordinates corrective actions with the maintenance team.
- Regular noise measurements are carried out across all functions to ensure compliance with regulations and maintain safe noise levels.

600

isolation points logged and placards created

1,800

total planned isolation points

6

coded isolation types

35

production lines covered

933

machines logged

5,100

safety barriers tracked

13

barrier types

32

production lines covered



Machinery Safety

In 2024, Edita strengthened its machinery safety framework to protect workers, standardize procedures, and improve operational safety across all production lines.

Machinery Isolation and LOTO Placard System

- Redesigned the isolation process and logged isolation points for every machine, with plans to expand and standardize across all lines.
- Categorized isolation points into six coded types and assigned trained production and maintenance personnel.
- Procured and logged isolation tools for all isolation types.
- Installed detailed placards at each isolation location, showing isolation and de-isolation steps with diagrams to support rotating personnel.
- Identified and logged energy isolation points (electrical, natural gas, steam, compressed air), with illustrative placards installed on all lines.
- Trained dedicated isolation personnel to operate and maintain the system.

Safety Barriers

- Logged safety barriers for machines across production lines to verify installation and effectiveness.
- Developed a digital application that uses machine barcodes to give inspectors access to detailed barrier checklists.
- Launched testing at E10, with full rollout planned for 2025.



Fire Safety and Emergency Responses

In 2024, Edita enhanced its fire safety and emergency response systems across plants and distribution centers through digital tools, infrastructure upgrades, and regular drills to strengthen preparedness and response capabilities.

Fire Alarm and Firefighting Systems Upgrades

- Civil defense authorities approved the fire detection and firefighting systems and renewed the operating license.
- E06 Plant: Alarm system upgraded to cover all rehabilitated areas, including the centralized subassemblies strip.
- E10 Plant: Fire alarm system renovated, with sensor points expanded to cover operations, warehouses, and administration areas.
- Continuous improvements across all plants include:
 - Installation of additional gauges
 - Network pressure reducers
 - Flow sensors to enhance system performance and response readiness

Fire Drills and Training

- Six fire drills per plant annually, ensuring at least two drills per shift per location.
- SHE champions in distribution centers trained to lead fire and evacuation drills independently.
- Drills have been executed successfully without direct SHE management supervision, maintaining acceptable response times.

Digitalized Inspection Systems

- Digital inspection systems have been implemented across five plants, enabling real-time monitoring of daily, weekly, and monthly inspections.
- Firefighting inspection application:
 - Uses handheld devices to scan barcodes on fire extinguishers, boxes, and pumps, linking to dedicated checklists for inspection.
 - Allows managers to monitor firefighting readiness centrally.
 - Currently operational in E06, E07, E08, E10, ECI, and HQ DC. Testing covered all distribution centers in 2025.
- Additional digital systems support:
 - Housekeeping inspection checklists
 - Behavior-based safety inspections
 - Management tour inspections
 - Corrective action registration
- Employee safety observation reporting system is active in all seven plants (Egypt and Morocco), allowing staff to log safety observations directly from their desktops using guided questionnaires.

Height Control

Several measures that improve safety and efficiency when working at height and moving across production areas were implemented in 2024 and 2025.

- Crossover ladders were installed in production halls to reduce ergonomic and impact risks, prevent potential equipment damage, and provide a safer, more structured way for employees to move between areas without disrupting workflows.
- Steel-caged ladders and lifelines are used for roof access, eliminating unsafe practices and minimizing the risk of falls, especially on fragile sandwich panel roofs.
- Safety for rooftop utility access was improved by addressing hazards linked to prolonged weather exposure and potential roof deterioration over time.
- Safety lifelines were installed on the roof for E07's production hall A.

Surveillance Cameras

Edita continuously monitors the shop floor using 24/7 surveillance cameras to ensure safety, compliance, and quality control.



Investigating Accidents

Capturing and reviewing incidents to enhance workplace safety.



Tackling Process Non-Conformance

Identifying and addressing operational inefficiencies.



Managing Quality Control

Ensuring consistent product and process standards.



Spotting Security Breaches

Detecting unauthorized access and maintaining security protocols.

Fleet and Supply Chain Resilience

Edita is installing an In-Vehicle Monitoring System (IVMS) across its sales fleet to enhance safety, optimize routes, and improve distribution reliability. These systems support driver accountability and vehicle tracking by flagging unsafe behaviors such as harsh braking and speeding, while also improving route efficiency and security. Overall, it helps reduce accidents and operational risks, as well as strengthen worker safety and supply chain resilience.

Continuity Planning and Testing

Edita takes a proactive approach to business continuity, regularly reviewing and updating its protocols to mitigate risks and ensure uninterrupted operations. The company regularly tests and updates business continuity plans to align with industry best practices and regulatory requirements. Strategic planning ensures critical operations remain functional during emergencies, minimizing disruptions to production and supply chains.

150

vehicles with IVMS in 2024

750

vehicles with IVMS in 2025
(out of 1,200 vehicles)



Trainings

In 2024, Edita continued to strengthen its commitment to developing its people across all functions through targeted safety programs, skill-building initiatives, and unified training tracks designed to support both operational excellence and career growth.

Unifying the Message

To ensure every employee receives the same high-quality training experience, Edita launched a major initiative to unify training materials across the entire group.

- The SHE Department began standardizing content to deliver one clear message, regardless of location or role.
- To support this, Edita partnered with consultants to develop pre-recorded modules tailored to the company's SOPs and work environment, making learning more consistent and accessible.

Building Safety Skills Across the Workforce

Training targets were fully met in 2024, with priority given to new employees in E09 and Morocco, ensuring that essential safety and operational practices were embedded from day one.

Training programs cover a wide spectrum of essential topics, with four new priority training modules developed in 2024. These modules are designed to deepen employees' technical knowledge while maintaining consistent standards across all plants.

New:

Manual Handling

Electrical Safety

Machinery Safety

Energy Isolation

Existing:

Chemical Handling

Forklift Safety

First Aid

Working at Heights

Defensive Driving

Confined Space Entry

Emergency Response

6

training hours/
employee (average)

32K+

total training
hours delivered

5K+

employees trained



eREMS Awareness

Edita strengthened awareness and training under the eREMS to build consistent safety knowledge and practices across all levels.

- **Standardized Training Modules:** Technical material for subject-matter experts and recorded modules for operational teams
- **Management & Supervisory Training:** “Managing Safely” and “Risk Assessment – Basic Concepts,” *completed in 2023*
- **SHE Representatives Training:** ISO 45001 Occupational Safety & Health Management System training, and “Train the Trainer” Program (Highfield Qualifications), *completed in 2024*
- **Visual Awareness:** Continuous replay of awareness videos in cafeterias to reinforce key safety messages.

The Edita Manufacturing Academy

The Edita Manufacturing Academy maintained its commitment to developing the industrial workforce by launching new training journeys following the successful completion of “The 7 Habits of Highly Effective People” program. In 2024, the academy introduced two tailored soft skills development tracks:

- **“Osta Hareef”** for male blue-collar employees, which commenced in September.
- **“Mafish Zayaha”** for female employees, which began in February.

Both programs are designed to enhance personal and interpersonal effectiveness, supporting continuous growth and a positive workplace culture within Edita’s manufacturing operations.

1,453

Workers trained since the academy's inception.



Learning and Development Tracks

Employee development is a key priority for Edita. Regular assessments identify knowledge gaps, shape career paths, and highlight high-potential employees. Customized training journeys are designed for each job grade, ensuring that every employee receives development opportunities relevant to their level. These journeys consist of a series of structured training topics that support growth from entry-level employees starting their careers up to managerial roles, fostering continuous learning and internal capability building.

New experiential learning simulations were introduced to enhance leadership, planning, and change management capabilities, including:



Credo

Situational Leadership



Unstoppable

Transforming Resistance



Handle

Conflict Modes & Handling People



Plan Pro

Planning



Maze

Coping with Change



Amplify

People Management & Coaching

Soft Skills

(White Collar)

584/596

in attendance

84

training days

Soft Skills

(Blue Collar)

892/4,575

in attendance

42

training days

Technical Training

577

training days

100%

participation rate



Employee Affairs

Edita remains committed to the well-being, growth, and satisfaction of its workforce. In 2024, the company continued to invest in protecting their rights and fostering a supportive and inclusive work environment.

Labor Rights

Edita complies fully with Egyptian labor law and international labor standards, ensuring fair and respectful treatment for all employees. The company enforces strict bans on forced labor, child labor, discrimination, and harassment. Employees can report concerns confidentially through IVoiceUp and In Touch, with zero tolerance for misconduct.

Compensation and Benefits

In 2024, Edita implemented an **average 22% merit increase** across the organization to counter economic pressures. Additional measures included higher car, fuel, and mobile allowances, and a new technical allowance for IT staff to maintain competitive compensation and ease the impact of inflation and currency devaluation.

Improving Workplace Culture

Through the ePulse engagement survey, Edita engages all employees and business units across the organization, with a goal of achieving at least 80% participation. The aim is to identify areas for improvement and build a more empowering workplace culture.

Team Engagement

Edita organized a range of activities in 2024 to strengthen team connections, including Ramadan Suhoor gatherings, food truck outings, cooking competitions, and caricature sessions. The company often aims to create opportunities for employees to engage and collaborate outside daily work routines.

Diversity and Inclusion⁴

- **Equal Opportunity:** Edita enforces strict anti-discrimination policies through clear communication and onboarding. All candidates are evaluated solely on qualifications and experience. Whistleblowing mechanisms ensure violations are addressed promptly.
- **Targeted Recruitment:** Despite industry challenges, Edita actively recruits women and individuals with disabilities, prioritizing fixed-hour roles to increase female participation in shift-based operations.
- **Celebrating Inclusion:** In 2024, the company marked International Women's Day by recognizing outstanding female employees and hosted inclusive Labor Day and Ramadan events to foster unity.
- **Advancement and Equity:** Edita provides equitable benefits, support, and development opportunities. Targeted programs prepare women for leadership roles, while efforts continue to close the gender pay gap and reinforce inclusive values through regularly updated policies and induction materials.

A Culture Against Harassment

Edita enforces a strict anti-sexual harassment policy across all locations and levels of the organization. Employees must refrain from any behavior, including remarks, gestures, or actions, that could be interpreted as harassment. Incidents can be reported confidentially to the Compliance and Corporate Governance Department, and all reports are investigated promptly with disciplinary action taken in line with company policy and legal requirements.

⁴ More information on Edita's hiring trends is available in the appendix, page 58.



For Edita's Consumers

Quality and Food Safety

Edita adheres to strict local and international food safety standards and is registered on the National Food Safety Authority (NFSA) whitelist. The company regularly benchmarks its operations against global best practices to ensure consistent quality and product safety.

In 2024, Edita continued to strengthen its Food Safety Management System (FSMS) through:

- Auditing and assessing suppliers of raw and packaging materials to ensure compliance with quality and food safety standards and collaborating on corrective actions where required.
- Continuously maintaining and updating the FSMS to align with international quality and food safety requirements.
- Monitoring all existing distribution centers and actively participating in task forces assessing potential new sites.
- Following and implementing all applicable local and international regulatory requirements, ensuring full compliance across operations.
- Enhancing internal communication of quality and food safety issues to relevant departments throughout the food chain.
- Implementing training and awareness programs on the FSMS for employees across plants and distribution centers.
- Upgrading the traceability system through handheld technology, reducing response time by more than 80%.



Certifications and Audits Passed in 2024

- FSSC V.6 certifications for E06, E07, E10, E15, and E08.
- ISO 22000 & ISO 9001 certifications for Edita Frozen Foods Industries.
- HALAL recertification at E15 and E08.
- The first announced inspection by NFSA at Edita Frozen Foods Industries.

Certifications and Audits Passed in 2025

- HALAL recertification for E06, E07, and E10.
- ISO 9001 recertification for E06, E07, and E10.
- Passing a surveillance audit for ISO 9001 and 22000 certificates for E09.
- Passing a surveillance audit for FSSC and ISO 22000 for E06, E07, E08, E10, and E15.
- HALAL certification for E09.

Research and Innovation

Edita's R&I department leverages nearly three decades of experience to develop new products and improve existing ones. Guided by consumer insights and global trends, the team expands the company's portfolio through new flavors, variations, and categories while ensuring full compliance with Egyptian and international food standards under NFSA supervision.

These tenets are at the core of Edita's R&I operation:

- Food safety and regulatory compliance are embedded from the earliest R&I stages (lab prototype) through line trials to commercial launch.
- The team will explicitly adhere to international food safety regulations throughout the New Product Development (NPD) cycle.
- Strong internal governance structure for NPD ensures quality, safety, and timely launches.
- Cross-departmental "Task Force Teams" ensure alignment among R&I, marketing, supply chain, engineering, and production.

By continuously diversifying and expanding its product mix, Edita strengthens its market position, reaches new consumer segments, and builds resilience against changing market dynamics.

Enhancing Product Quality and Nutrition

Aligned with global food standards, Edita continues to develop healthier options that meet both regulatory requirements and consumer expectations. In 2024, the R&I team advanced its long-term program to improve product quality and nutritional value, an initiative launched in 2019.

- Transitioned multiple product lines to non-hydrogenated fats, including Molto, Bake Rolz, Bake Stix, uncoated wafer products (Freska Sticks and Freska Fingers), and Oniro.
- Focused on expanding these improvements across the full portfolio, emphasizing the use of natural ingredients, flavors, and colors, as well as developing products with improved nutritional profiles and potential nutritional claims (source of fiber/protein, lower sugar variants).
- Commitment to a "clean label" approach by using fewer additives and sourcing from ISO 9000-accredited, NFSA-whitelisted suppliers.
- Increasing efforts to align with global food regulations and respond to consumer health trends, despite inherent category challenges (high sugar/fat content).

New Product Launches in 2024



Cakes

- HOHOs King
- Flavored HOHOs (coffee cream, chocolate cream)
- HOHOs Mix (limited editions)
- Twinkies in salted caramel, coffee, and peanut butter
- TODO Cupcake in chocolate, salted caramel, and red velvet



Bakery

- Molto Magnum Mix (peanut butter, strawberry cheesecake)
- Molto Pate (cheese fillings)
- Molto XXL (larger portion format)



Wafers

- Vegan Choco Bar
- Upsized Flavored Choco Bar
- Mini Choco Bar (budget segment)



Candy

- Family-sized Dolce, Jellix, and BonBon Burts
- New Jellix Cola flavor
- Lollies launch



Biscuits

- Flavored Oniro Choco Lava
- Oniro Teabix (light everyday snacking)



Frozen Foods

- Molto Forni Pizza Family
- Molto Forni Sweet Pie Family





Ethical Marketing

Edita's brand stories are designed to engage consumers through authentic and responsible narratives. The marketing team ensures that every message reflects the brand's core essence and value proposition, avoiding exaggeration, misrepresentation, or manipulation at all times.

Ethical marketing is an integral part of Edita and a founding pillar that fosters the trusting relationship consumers have with its brands. The company prides itself on being consumer-centric. This is reflected not only in products designed to satisfy consumer needs and preferences, but also in the transparency and accountability standards it upholds to foster trust, build strong brand reputations, and drive long-term consumer relationships.

Key practices that ensure ethical marketing include:

Transparency

Edita provides full disclosure of all materials used in the production of its products, with nutritional information clearly presented across all packaging. In addition, any product claim communicated to consumers is based on actual evidence at the product level.

Listening to Consumers

A 24-hour call center is available to address consumer concerns and complaints. Every issue undergoes thorough investigation, followed by clear corrective actions to prevent future recurrence.

Inclusivity

As a company that caters to the mass Egyptian population, Edita stands firmly behind inclusivity. This is reflected in a diverse product portfolio that addresses different taste preferences, healthier options, product formats, and varying purchasing abilities. The company ensures there is something for everyone.



144

report types completed digitally

31

handheld devices activated

10

production lines covered

Digital Transformation

Edita continued to accelerate its digital transformation in 2024, integrating technology-driven solutions to optimize performance across its operations and footprint.

Going Paperless: Digitizing Efforts

Part of its ongoing sustainability strategy, the “Going Paperless” initiative remains a priority at Edita to minimize waste and integrate advanced technologies into the core of its operations. In 2024 and 2025, the company further expanded the initiative through several key moves.

- Edita has now fully digitized observation cards, firefighting inspection records, and SHE reporting across its facilities.
- E07, Edita’s largest production site, has completed its shift to a fully paperless system.

It is worth mentioning that as of 2024, all Edita factories apart from E09 have now transitioned to 100% paperless operations.

Cashless Payments and Collections

Edita signed an agreement with Fawry to enable cashless collections across its points of sale, improving trade cash management and operational efficiency. Through this partnership, distribution and retail partners can deposit sales funds through Fawry’s extensive e-payment network. Integrating Fawry’s fintech solutions streamlines financial transactions, strengthens the trade cash cycle, and enhances overall operational performance.

Digital Processes

Edita's digitization program covers essential processes and functions, including workplace safety systems, applications, and observation reports and record-keeping through Microsoft Forms, with many different areas positively impacted as seen throughout the report so far. It also extends to:



Critical Safety and Management Checklists

Including HKI, BBS, and CAPA entries.



The Approval Cycle for Management of Change (MOC) Processes

Providing better record-keeping, historical tracking, and proactive risk mitigation.



A Centralized Digital Log For Material Safety Data Sheets (MSDS)

Offering instant accessibility to all documented chemicals in storage.



Handheld Devices Integrated with Edita's SAP Application

Enabling faster data access, extraction, monitoring, and analysis, as well as the complete digitization of production line reports.



QR Code Identification Across All Distribution Centers

Eliminating manual data logging errors and enabling seamless data tracking by automatically printing and recording all information in SAP.



Handheld Barcode Scanners

Enabling storekeepers to instantly retrieve essential batch details, such as batch numbers, posting dates, and order numbers.



Further digitization efforts in 2024 include:

- **Handheld devices** piloted in E07 have been rolled out to all remaining plants, adopted by production, maintenance, SHE, and quality teams.
- **A unified digital system** was implemented in five plants to manage housekeeping, behavior-based safety, management tours, and corrective actions.
- **Safety observation reporting** is fully functional across all seven plants in Egypt and Morocco.
- **Digital SHE reporting**, piloted in E06 and E07, was expanded to five plants.

Edita Foundation For Social Development

About the Foundation

Established in 2020, Edita Foundation for Social Development translates Edita's values into meaningful action across Egypt. The Foundation champions initiatives that deliver long-term social impact, focusing on healthcare, education, and community empowerment.

Operating beyond donations, the Foundation strikes strategic partnerships and carefully designs programs to enable capacity-building, social inclusion, and sustainable practices. It aims to make a lasting difference in the lives of children, families, and under-resourced communities in both urban and rural areas.

In 2024, the Foundation expanded its footprint through impactful collaborations and targeted outreach across Cairo, Upper Egypt, and the Delta region.

Healthcare Initiatives

Edita Foundation x Human Fraternity Foundation (HFF)

120

Medical convoys over 5yrs

150K

People impacted

EGP 12M

Value

Edita Foundation signed a cooperation protocol, the largest in its history, with HFF in 2024 to roll out 24 medical convoys annually over the next five years. The convoys will aim to address critical health needs and improve access to medical care across the country. The foundation will also be supporting HFF's Fratello Humanity Restaurant, providing products for the benefit of 75K people in need.

Edita Foundation x Raie Misr Foundation for Development

30

Medical convoys launched

4.5-6K

Children and family members impacted

EGP 1.05M

Value

Another cooperation protocol was signed with Raie Misr in 2024 to launch medical convoys in highly marginalized and disadvantaged communities. The convoys delivered essential healthcare services, including tests and medications, to children and their families in Cairo and Upper Egypt. Support covered the convoys' full operating expenses.

Advancing Maternal and Child Health

Furthering its work in healthcare, the foundation continues to support efforts to improve maternal and child health. This includes a 30-month program running from 2023 to 2026 to combat stunting symptoms. This initiative reflects the foundation's sustained commitment to improving health outcomes across Egypt in the long-term.



More Initiatives

Sponsoring Postgraduate Studies

The foundation launched an annual scholarship program for postgraduate students interested in pursuing master's degrees in sustainable social responsibility. It aims to equip Egypt's future leaders with knowledge and skills that drive impactful change across the country's social landscape.



Sharing Treats with the Community

6k

People reached monthly

10k

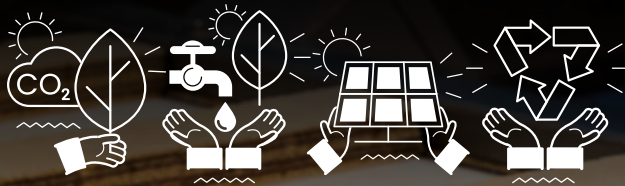
Monthly value

Edita Foundation signed a six-month cooperation protocol with Tarrof Association for Charity to supply a range of its products monthly to different groups, including orphans and the elderly.

Good Governance

Organizational Structure

Edita's current organizational structure is designed to drive sustainable growth by enhancing agility and sharpening specialization across business segments and regions. It clearly defines roles and streamlines operations, strengthening the company's ability to adapt to market changes and scale effectively.



Board of Directors and Committees

Over its lifetime, Edita's Board of Directors has included experienced professionals from the FMCG and financial sectors who have guided the company's transition from a family business to a publicly traded regional player.

In 2024, the Board helped navigate economic challenges, including local inflation, ensuring Edita stayed on track for growth and exceeded its targets. The Board currently has seven members: two executives and five non-executives, four of whom are independent.

Board Members



Eng. Hani Berzi
Group Chairman & CEO

Eng. Hani Berzi is the Chairman of Edita Group, one of the leading groups in the snack food, baked goods, and confectionery sector in

Egypt and the Arab world. With over 39 years of experience in managing food industry companies and projects, he has significantly contributed to the modernization of Egyptian industry and the enhancement of exports.

His professional journey began in 1986 with his family-owned company, Tasty Foods Egypt, specializing in snack production. He advanced through various positions, eventually becoming the Head of Sales and Marketing between 1990 and 1992 following PepsiCo International's acquisition of a stake in the company. In 1993, Eng. Berzi founded Digma Trading Company, specialized in food products distribution. In 1996, he founded Edita Food Industries and joined its board, later assuming the role of Chairman and Managing Director in 2006.

In addition to his role at Edita, Eng. Berzi holds several public positions, serving as a Board Member at the Industrial Development Authority (since 2024), the National Food Safety Authority (since 2024), and the Food Export Council (former Chairman from 2009–2011 and 2016–2024), as well as a Board Member at the Chamber of Food Industries, Export Development Fund, and the Egyptian Center for Economic Studies. He also previously served on the Board of the Federation of Egyptian Industries (2007–2010).

Moreover, he is a member of several bilateral business councils, serving as Chairman of the Egyptian-Greek Business Council (Egyptian side), and a member of the Egyptian-UAE, EgyptianMoroccan, Egyptian-Iraqi, and Egyptian-Italian Business Councils. He also serves as a Board Member of Zamalek Sporting Club. Additionally, Eng. Berzi is a Board Member of Concrete Fashion Group for Commercial and Industrial Investments (since 2024), where he chairs the Remuneration Committee and serves on the Audit Committee. He has also previously served on the boards of Arafa Investment and Consultancy (2018–2024), where he chaired both the Audit and Remuneration Committees, as well as Technopack (1987), Rotopak (1989), and Egypt Sack (1997).

In 2025, Eng. Berzi was appointed as a member of the Advisory Committee for Export Development under the Prime Minister's office, fostering communication between the government and the private sector. He holds a Bachelor's degree in Computer Science and Control Engineering from the Faculty of Engineering, Ain Shams University.



Mr. Samir Nabih Aziz Berzi
Vice Chairman

Mr. Berzi has 42 years of experience in the food and beverage industry, having started his career by joining

the family business at Tasty Foods Egypt. In 1986, he founded Berzi Confectionery S.A.E, specialized in producing wafers biscuit and snack food. The company was later merged into Tasty Foods Egypt, where Mr. Berzi sold part of his shares to PepsiCo. During that period, he also served as Vice President of Industrial Operations at Tasty Foods Egypt.

Mr. Berzi established several companies, including Digma Trading, a fast-moving consumer goods distribution company, and Edita Food Industries in 1996, followed by Edita Confectionery Industries. Mr.

Berzi served as a board member and Chairman of Edita Food Industries until 2006. He is currently a board member and the Chairman of Edita Trade and Distribution (formerly Digma Trading) and Edita Confectionery Industries.

Mr. Berzi is a shareholder and a board member of several other companies, including Mirage Hotels S.A.E. which owns the JW Marriott at Mirage City, Sakkara Tourism Investment S.A.E. which owns the Mirage City compound in New Cairo and Le Pacha which owns Le Pacha 1901 restaurants on the River Nile. Mr. Berzi graduated from Cairo University in 1982 with a BA in Commerce.



**Mr. Mounir Fakhry
Abdel Nour**
Board Member, Representing
Quantum Investment B.V.

Mr. Mounir Fakhry AbdelNour is a distinguished business leader and former government official. He served as Minister of Tourism (2011–2012) and Minister of Trade, Industry, and Investment (2013–2015).

Currently, he chairs multiple leading industrial and non-banking financial institutions in Egypt while serving as Senior Advisor to Rothschild & Co in Paris, a global leader in financial advisory services. Prior to entering government, Mr. AbdelNour was a banker with Banque de l'Union Européenne and American Express. In 1978, he founded the Egyptian Finance Company, a holding of investments in industrial and tourism sectors, and in 1983 Vitrac, a leading Egyptian maker of jams, juices, and syrups in the 1980s and grew the company into a category-defining player with a dominant market share in

Egypt and strong export network. Mr. AbdelNour led Vitrac's sale in 2002 to Hero Group, a leading Switzerland-based, international consumer foods company. Mr. AbdelNour was Chairman of Hero Middle East from 2004 to 2011. His past directorships include service to the Egyptian Exchange (1999–2002), the Federation of Egyptian Industries (2004–2007), the Egyptian Competition Authority (2005–2007), among others. He also served as an elected Member of Parliament from 2000 to 2005.

He is currently the Chairman of the Board of Trustees of the French University in Egypt "L'Université Française d'Egypte" and member of the Board of Trustees of the Nile University in Cairo.

Mr. AbdelNour was awarded the prestigious « Officier de la Légion d'honneur » in 2016 by the President of the French Republic. He was further promoted in 2025 to the rank of « Commandeur de la Legion d'honneur ». Mr. AbdelNour holds a B.Sc. in Statistics from Cairo University's Faculty of Economics and Political Science and an M.A. in Economics from the American University in Cairo.



Mr. Tamir Saeed
Board Member,
Representing Kingsway

Mr. Saeed boasts over 20 years of experience in the finance industry, having started his career at Goldman Sachs where he spent eight years in a variety of roles in the firm's Investment Banking, Equity Derivatives Trading, and Principal Strategies groups. He currently serves as Managing Partner and Senior Investment Analyst at Kingsway Capital Advisors LLP, a leading investment management firm based in London. Prior to Kingsway, he worked

as an Investment Analyst at THS Partners, focusing on Frontier Consumer Franchise equity portfolios. Earlier in his career, he served as an Analyst in the UK Advisory Group, Investment Banking Division at Goldman Sachs, where he conducted financial analysis and due diligence for various transactions.

He graduated from the University of Cambridge, UK, with an MA in Economics, and he is a CFA holder.



Ms. Randa Abdou
Independent Board Member

Ms. Randa Abdou is a seasoned professional with over three decades of experience in marketing strategy and entrepreneurship. She is the founder of BLUECHIP Advisory, a company that provides comprehensive business guidance and advisory services to a diverse range of companies.

In 1996, she founded Marketing Mix Consultancy, Egypt's first marketing consultancy firm led by practitioners with FMCG backgrounds, and co-founded Creative Lab Advertising in 2001. Prior to this, Ms. Abdou held key positions, serving as Marketing Manager at PepsiCo Foods Egypt, Market Research Planning Manager at Procter and Gamble Egypt, and originally began her career as an Account Executive at Americana Advertising. Throughout her career, Ms. Abdou's impactful contributions have garnered widespread recognition. She was honored as one of the "Top 50 Most Influential Women in Egypt" in 2020 and received the Distinguished Alumni Award from the American University in Cairo in 2015. Additionally, her positive contribution to the Egyptian economy was acknowledged by the

Ministry of Investment in 2007. She was also featured in publications by academic entities like University of California, San Diego and Wharton University.

Ms. Abdou holds a Bachelor of Arts degree in Mass Communication with honors from the American University in Cairo and a Master's Degree in International Marketing from the University of Strathclyde, Scotland as a Chevening scholar.



Dr. Samiha Fawzy
Independent Board Member

Dr. Samiha Fawzy brings more than four decades of expertise in the fields of economics, public service, and academia and currently holds the position of Professor of Economics at

Cairo University. Her research work focused on a wide range of topics including trade, industrial economics, investment theories, multinational corporations, and corporate governance. With a distinguished career spanning both governmental roles and educational leadership, Dr. Fawzy has made significant contributions to economic policy and academic work in Egypt and the broader Middle East and North Africa region.

Previously, Dr. Fawzy has held pivotal roles in the public sector including Minister of Trade and Industry in the Arab Republic of Egypt in 2011, and prior she

served for eight years as the First Assistant to the Minister of Trade and Industry. She also served as the Economic Advisor to the Chair of the Egyptian Parliament, where she provided strategic guidance on economic matters. Currently she is engaged as a Non-Executive Board of Directors Member at The Central Bank of Egypt (2023- to date), Misr Insurance Holding Company (2023- to date), and The New Giza University Board of Trustees (2017 to date). Additionally, she previously held board memberships in various esteemed institutions, including the Egyptian Telecommunication Regulatory Authority (ETRA), the Egyptian Institute of Directors (EIoD), and the Egyptian Competition Authority (ECA).

She earned her PhD in Economics from Cairo University in 1984.



Dr. Ahmed Ghoneim
Independent Board Member

Dr. Ahmed Ghoneim is a Professor of Economics at the Faculty of Economics and Political Science, Cairo

University, and a research fellow at the Economic Research Forum. He also works as a consultant for international organizations, including the World Bank, WIPO, UNDP, and the Arab League, bringing extensive expertise in trade policy, regional trade integration, the multilateral trading system, the WTO, and the economics of intellectual property.

Dr. Ghoneim has held several executive positions, including advisor to Egypt's Ministers of Trade and Industry, deputy head of the Economics and Financial Research Center, and head of the European Studies Center at the Faculty of Economics and Political Science, Cairo University. From 2014 to 2018, he was Egypt's Cultural Counselor and Head of the Educational Mission in Germany, Austria, and 10 other countries. He was the first CEO of the National Museum of Egyptian Civilization (2020-2024) and of the Grand Egyptian Museum, while advising the Minister of Investment in Foreign Trade on foreign trade.

He was also a board member of Abu Dhabi Islamic Bank in 2021, representing Egypt's National Investment Bank. He currently serves on the boards of NMEC, GEM, the Supreme Council of Antiquities, the Tourism and Antiquities Support Fund, the Tourism Promotion Authority, Edita Food Industries, Delta Insurance, and the Export Development Bank as a representative of the National Bank. He is also a member of the board of trustees of the Academy of Exporting and serves on the foreign trade committee at the Federation of Egyptian Industries.

He holds a PhD in Economics from the University of Erlangen-Nuremberg in Germany and an MA in Development Economics from the Institute of Social Studies in Netherlands.

Board Committees

Audit Committee

In line with EGX listing rules, Edita's Board of Directors oversees an Audit Committee to strengthen oversight, ensure compliance, and support robust internal controls. The committee:

- Reviews internal and external audit reports and monitors the company's financial statements.
- Tracks updates to Egyptian Accounting Standards (EAS) and International Financial Reporting Standards (IFRS).
- Oversees the activities of the Internal Audit Department.
- Provides recommendations on the appointment of external auditors and acts as a liaison between the Board and auditors when needed.
- Ensures compliance with external auditor recommendations and EFSA guidelines.
- Reviews internal audit procedures and company policies for alignment with applicable laws and regulations.
- Monitors audit findings, reports significant risks to the Board, and reinforces the company's internal control and risk management framework.

Structure and Attendance

Name	Role	Attendance
Dr. Ahmed Ghoneim	Head of Committee	1/4
Mr. Mounir Amin Fakhry Abdel Nour	Member	4/4
Ms. Samiha Fawzy	Member	4/4

Remuneration Committee

The Remuneration Committee oversees compensation structures, ensuring they align with company objectives, legal requirements, and shareholder transparency.

- Develops policies on salaries, compensation, and benefits for employees and senior management.
- Sets the frameworks, terms, and conditions of employment for the Chairman and executive directors.
- Oversees executive remuneration throughout their tenure and upon departure.
- Ensures executive directors receive performance-based incentives.
- Maintains transparency between the Board and shareholders regarding executive remuneration.
- Meets quarterly with the VP of HR and Administration in attendance; other directors join as required.
- Grants promotions and bonuses through annual profit-sharing based on employee performance.

For the year-ended 31 December 2024, Edita has distributed EGP 800.1 million from the company's profits to shareholders and EGP 88.9 million to employees. In addition, annual board remuneration per member is set at EGP 1.25 million.

Structure and Attendance

Name	Role	Attendance
Mr. Tamir Saeed	Head of Committee	1/1
Mr. Mounir Amin Fakhry Abdel Nour	Member	1/1
Ms. Randa Abdou	Member	1/1

Risk Committee

The Risk Committee supports the Board in ensuring effective risk management across the organization.

- Oversees the implementation of the company's risk management framework.
- Identifies, assesses, and manages strategic, growth, market, and operational risks.
- Reviews and approves primary risk policies and business continuity plans.
- Evaluates risk frameworks, analyses, and management reports.
- Presents major risks and related action plans to the Board for approval.

Name	Role	Attendance
Mr. Mounir Amin Fakhry Abdel Nour	Head of Committee	1/1
Mr. Samir Nabih Aziz Berzi	Member	1/1
Ms. Randa Abdou	Member	1/1

Crisis Management Committee

The committee oversees Edita's crisis preparedness and response under the Board's guidance, ensuring smooth operations during disruptions.

- Oversees and implements the company's crisis management framework.
- Collaborates with Internal Audit and Compliance & Governance departments for monitoring, evaluation, and planning.
- Holds weekly meetings to address emerging challenges and coordinate responses.
- Reviews past incidents and market conditions to inform planning.
- Develops business continuity plans, crisis control strategies, and disaster recovery procedures.



Compliance



Edita's Compliance and Corporate Governance Department

Edita's Compliance and Corporate Governance Department ensures full adherence to laws and regulations, protecting the group of companies from potential sanctions and supporting transparent, accountable operations. Its responsibilities include:

- Aligning corporate policies with Edita's strategic direction as well as governmental, regulatory, and industry requirements.
- Staying up to date on new laws and regulations in all countries where the group operates and ensuring internal policies are updated accordingly.
- Informing stakeholders about relevant laws and corporate policies affecting their roles, including regulations on securities, antitrust, and environmental compliance.
- Managing Edita's whistleblowing channel to promote ethical conduct and a safe environment for reporting concerns or violations.
- Reviewing contracts and agreements to ensure alignment with Edita's policies and legal obligations.
- Collaborating with auditing entities to prevent illicit activities, including money laundering, corruption, and terrorism financing.

Action Taken in 2024

Collaboration with the IFC: In 2023 and 2024, the department worked closely with the International Finance Corporation (IFC) as part of their funding-related assessment. The collaboration focused on reviewing and enhancing key policies, such as the HR Policy, Code of Conduct, Code of Ethics, and Work Grievance Policy. Moreover, and as part of ongoing efforts to strengthen the company's governance framework, two new policies were added to the corporate manual: the Anti-Discrimination Policy and the Third-Party Code of Conduct.

Proactive engagement with government

authorities: Several policy proposals were submitted with the aim of enhancing the investment climate and driving economic growth. Key recommendations covered:

- Supporting export-oriented businesses
- Reducing financial and tax burdens
- Streamlining import and export procedures
- Facilitating industrial development
- Advancing sustainability and renewable energy initiatives

Key regulatory issues resolved: The department successfully lobbied against the 1% training fund

levy on companies that already provide employee training. As a result, the new Labor Law capped the contribution at EGP 30 per employee, with the possibility of a full exemption upon demonstrating the provision of internal training programs. This achievement has generated significant cost savings for the organization.

Contract review: A full review of all contracts and third-party agreements was conducted across the organization. This process ensured that each agreement complied with Edita's internal policies, met legal and regulatory requirements, and aligned with the company's risk management standards.

Awareness and training: The department rolled out a series of awareness initiatives throughout the year, covering policy awareness sessions, interactive policy questionnaires, self-assessments tailored to managerial responsibilities, and regular "policy tips" communications.

In Edita Morocco, the department conducted comprehensive whistleblowing awareness campaigns for all employees and provided training for the HR team on handling complaints confidentially and impartially.

Compliance Efforts

Financial and Non-Financial Disclosures: Edita is listed on the Egyptian Exchange (EGX) and fully complies with its listing and disclosure requirements. The company submits annual and quarterly financial statements in line with EAS and IFRS standards and are made accessible to stakeholders through the company's website and at least two local daily newspapers. Edita's corporate affairs are governed by the Egyptian Companies Law, the Egyptian Capital Market Law, Investment Law and all other applicable regulations.

Non-Financial Disclosures:

- Company goals, strategies, and plans
- Transactions with subsidiaries or relevant third parties
- Potential risks and risk management techniques
- Periodical, timely reports to the EGX and the LSE
- Disclosure of board decisions and reports
- Disclosure of decisions of the General Assembly



Internal Auditing



Edita's Internal Audit Department oversees policies⁵ and procedures that strengthen compliance and improve operational efficiency. Its work focuses on preventing corruption, promoting ethical behavior, supporting the company's strategic objectives, and creating value for stakeholders.

Monitoring and Oversight

The department monitors the implementation of internal policies, codes, and regulations to ensure alignment with legal standards and best practices. It verifies that operations are consistent with company goals and supervises the risk management framework and internal controls.

⁵ More insights into Edita's internal policies and procedures can be found in the appendix, page 60.

Investigations and Ethical Conduct

The department investigates reported misconduct, such as fraud, embezzlement, theft, and waste, and reviews hiring processes to ensure transparency and merit-based selection. It works proactively to promote ethical conduct across the organization.

Advisory Role and Reporting

Acting as both advisor and consultant, the department regularly reviews operations and provides detailed reports to the Audit Committee, the Chairman, and Vice Presidents. These reports outline findings and recommend improvements across all divisions.

Information Safety and Cybersecurity

Edita's Information Security and IT departments are jointly responsible for protecting the company's digital assets and infrastructure. Their mandate includes continuously updating security controls, addressing breaches, and mitigating risks related to information theft, misuse, or system damage.

A Proactive Approach

To reduce potential risks across the company's network, Edita prioritizes investments and security controls that keep evolving threats in mind, adopting a proactive, risk-based approach to cybersecurity and protection. This includes:

- In partnership with the Information Security Committee, the departments actively monitor and enhance Edita's Data Loss Prevention (DLP) system to safeguard the company's information assets, detect potential breaches, and implement protective measures.
- Implementing a Vulnerability Assessment and Penetration Testing program, which conducts annual system and network scans to identify and remediate vulnerabilities.
- Continuous internal assessments of digital infrastructure, network security, and application access management by Edita's Information Security team to ensure that SAP roles and SharePoint permissions follow best practices.

Cybersecurity Department

In 2024, Edita's newly launched Cybersecurity Department achieved significant progress in strengthening the company's defenses amid an

increasingly complex threat landscape. By combining technical enhancements with employee awareness efforts, the department reinforced Edita's security posture while supporting its ongoing growth and operations. Key initiatives and achievements included:

- Promoting a security-aware culture through targeted emails, departmental briefings, and onboarding sessions for new hires.
- Addressing vulnerabilities identified in the December 2023 assessment and established a biannual schedule for ongoing vulnerability assessments and penetration testing.
- Deploying a behavior-based Endpoint Detection and Response (EDR) system, an automated patch management solution, and machine-learning tools to enhance email security and block phishing, impersonation, and spam threats.
- Leveraging the Security Operations Center (SOC), the team provided 24/7 monitoring to detect and neutralize threats before they could escalate.
- Extending cybersecurity support to Edita's expansion into MIFAD and Iraq, ensuring secure, scalable operations.
- The department's efforts were validated by an external audit conducted by Grant Thornton, which reported zero critical or high-risk findings.

Future Readiness

Edita is implementing a new cybersecurity policy as part of its journey toward ISO 27001 certification. This initiative will further reinforce security measures, supporting Edita's digital transformation strategy and long-term business goals.

Risk Management



Financial Risk Management

Edita is exposed to various financial risks due to market volatility, including foreign exchange, interest rate, credit, liquidity, and security risks. The Central Treasury Department oversees the management of these risks, operating under policies approved by the Board of Directors. The Board has established a comprehensive financial risk management framework that includes specific policies addressing key areas such as currency and interest rate exposures, credit risk, the use of derivative and non-derivative financial instruments, and the prudent investment of excess liquidity. This framework ensures that financial risks are systematically identified, assessed, and mitigated in alignment with the company's strategic objectives.

Risk Management Department

Edita's dedicated Risk Management Department systematically identifies, evaluates, and addresses potential financial and non-financial risks. It ensures a proactive approach to safeguarding existing operations and new business ventures through two key pillars.

Pillar 1: Risk Management and Mitigation Plans

- Assessing strategic, operational, financial, and reputational risks on an ongoing basis.
- Proposing mitigation measures to minimize potential losses.
- Conducting risk assessments for new projects before implementation.
- Evaluating changes to existing operations to identify emerging risks.
- Ensuring proper controls are in place to manage risks effectively.

Pillar 2: Crisis & Business Continuity Management

Edita has developed Crisis Management and Business Continuity Plans that include disaster recovery procedures and contingency measures. These plans ensure the company can respond effectively to unexpected events or operational disruptions. During incidents, coordination with key stakeholders ensures swift and efficient decision-making, with risk strategies submitted for approval to the Internal Audit Executive Head, Risk Committee, and Group CEO.

Appendix

Environmental Impact

The eREMS: Benchmarking and Defining Targets

Using SHE policies, the eREMS benchmarks Edita's performance against ten KPIs covering plants, distribution centers, and sales fleet. Based on performance requirements, the KPIs contribute with varying significance to overall compliance.

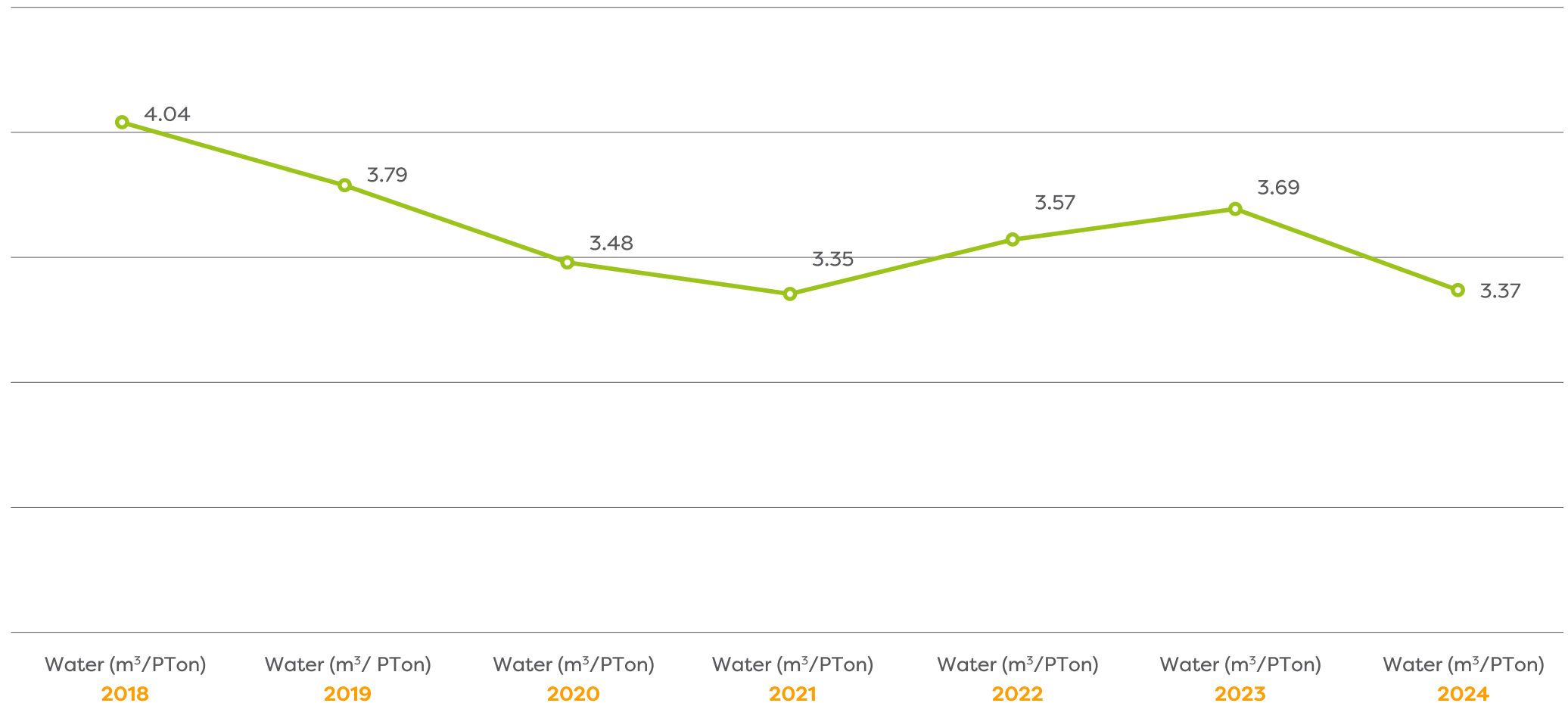
1. Corrective / Preventive Actions (25%) 100% closure of corrective and preventive actions raised.	3. Loss Time Incident Rate (10%) Target is the average of the past five years' LTI rate per plant.	5. Observation Cards (10%) Two observation cards per month submitted by each MBA (Management by Area).	7. Top Management Tours (5%) Monthly tours conducted by top management.	9. Based Behaviour Safety (5%) One collaborated inspection per month per department with a safety representative.
2. Energy & Water Consumption (15%) Achieving set targets for energy and water use as per production forecasts.	4. Training Program (10%) Six hours of focused training per employee, aligned with job description and location.	6. eREMS Audit (10%) Percentage score of completed audits, directly reflected in KPI results.	8. Emergency Drills (5%) Each employee must attend two emergency drills per year.	10. Housekeeping Inspection (5%) One collaborated inspection per month per department with a safety representative.

Energy Consumption in 2024

Utility type	Unit	2022	2023	2024	Change Rate (2023-2024)	Reason
Grid Electricity	MwH/production ton	0.46	0.48	0.44	-8%	No significant change in efficiency
Natural Gas	m ³ /Pton	82.79	80.64	83.7	+1.69%	Increased energy demand

Water Use

Edita's Water Consumption in 2024 (m³/Production Ton)



Responsible Operations

Workplace Protections: Ergonomic Conditions

Illness Day Rate/Employee

Year	Rate
2020	6.03
2021	4.47
2022	5.26
2023	5.33
2024	6.25

Lost Time Injury Rate

Year	Rate
2020	0.11
2021	0.16
2022	0.06
2023	0.21
2024	0.26

Employee Affairs: Diversity and Inclusion

Employees and New Hires by Gender⁶

Year	2022		2023		2024	
Employees by gender	Number	%	Number	%	Number	%
Female	225	3.17%	311	4.39%	366	4.3 %
Male	6,868	96.82%	6,758	95.6%	7977	95.6 %
Total	7,093		7,069		8343	
New hires by gender	Number	%	Number	%	Number	%
Female	41	3%	62	5.37%	36	3.93 %
Male	1,306	97%	1,090	94.6%	880	96.1 %
Total	1,347		1,153		916	

⁶ Includes outsourcing



New Hires by Category and Gender

Year	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
New Hires (blue collar)	21	1,235	1,256	27	994	1,021	6	821	827
New Hires (white collar)	20	71	91	26	75	101	30	59	89

New Hires – Management

Year	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
New Hires	6	9	15	2	9	11	11	17	28

Good Governance

Edita's Internal Policies and Procedures

Whistleblowing

Edita designed a formal policy to encourage employees to report any instances of corporate wrongdoing, irregularities, misconduct, and violations against laws and internal policies. The policy explains how an employee can use the internal system IVoiceUp to anonymously report adverse incidences, suspected corruption, bribery, and any other suspicious activities. It also explains how the complaint will be handled, in reassurance on how seriously Edita handles all submitted grievances. Furthering its anonymity pledge, the policy also clearly states that under no circumstances will whistleblowers be pursued for their submissions or will the process affect their careers at Edita.

Code of Conduct

Edita's Code of Conduct underpins its governance and compliance framework. It outlines clear expectations for employee behavior in areas including work ethics, legal compliance, information security, health and safety, and the responsible use of company assets. The code is designed to uphold high standards of integrity and professionalism while promoting operational excellence.

Anti-Bribery/Anti-Corruption (ABAC)

Edita has a strict, zero-tolerance policy in place against all forms of bribery, kickback, and corruption, which it defines as employees using

their official positions for personal gain. Under the company's Code of Conduct, any individual who receives any form of bribery or commissions — offering or receiving any material of value for the purpose of incurring change in personal behavior or professional decisions — will be penalized. Employees should not provide or seek to obtain any valuable exchanges with customers, suppliers, individuals, or institutions that are involved in a business relationship with Edita, and they must not accept, directly or indirectly, any offering that is intended to alter business decisions.

Gifts

Under its HR policy, Edita clearly states that employees are not permitted to accept gifts from other employees of the company, or from entities that the company is in business with. Symbolic gifts of a specified lower value are excluded from the policy, with the HR department available to advise on individual cases.

Information Security

Under this policy, Edita describes the minimum level of information protection that must be implemented across its operations to mitigate risks that stem from the theft, loss, misuse, damage, or abuse of company assets. The policy also explains the responsibility of Edita's people in protecting the confidentiality and integrity of the data they handle at all times. Through strict adherence,

Edita strives to protect its information and data banks, maintain adequate regulatory compliance, and ensure business continuity. More details on the company's related efforts can be found in the Information Security and Data Protection section.

Project Management

Edita created this policy to homogenize its project management protocols and ensure that all its projects follow a consistent framework across their versatile phases. The policy insists on clear project ownership and employs methodologies that facilitate successful delivery against clear time, cost, and quality parameters. Since implementation, this policy has proven essential to Edita's success, and it has assisted the company in streamlining operations for better results.

Management of Fixed Assets

A consistent growth in its fixed assets has prompted Edita to enforce a policy that helps it monitor asset location, quantity, condition, maintenance, and depreciation status. The company believes this to be crucial for financial accounting purposes, as well as beneficial in safeguarding assets against theft, corruption, and misuse.





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