

# Sustainability Report 2022

Enabling Sustainable Mobility and  
Responsible Finance for a Liveable Future



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# About this Report

## Reporting Content and Scope

The GB Corp 2022 Sustainability Report outlines our performance and progress on defined material topics and is in line with the expectations and requests of our stakeholders. The report covers the activities of GB Corp’s headquarters, manufacturing plants, as well as service centers and other admin/office buildings.

The report has been prepared through a collaboration of different businesses and departments that comprise the group, overseen and approved by the GB Corp Board of Directors.

This is our seventh sustainability report and our second GRI report. All reports are accessible from the GB Corp website. The provided data is limited to GB Corp own operations unless stated otherwise.

## Reporting Period

This report covers activities that took place from January 1st, 2022, to December 31st, 2021, including some key activities undertaken until the first quarter of 2023. As for quantitative performance, since some results need to be tracked on a periodic basis, a progress covering the past two years is presented (specifically for environmental performance indicators). The reporting cycle for this report is one year.

## Reporting Frameworks

This report has been developed in accordance with the GRI Standards as well as contains disclosures in line with the following frameworks: Sustainability Accounting Boards Standards (SASB) – Automobiles Standard, United Nations Global Compact (UNGC) and the Task Force on Climate-Related Financial Disclosures (TCFD).

## Assurance

Masader, Corporate Sustainability Consulting Firm (S.A.E.), has provided a limited assurance statement on the content of this report.

## Terms used in this report, unless otherwise specified.

- ↪ **GB Corp** “The Group”, “We”, “Us” refer to the group as whole, including its consolidated subsidiaries.
- ↪ **“GB Auto”** refers to the listed company and its subsidiaries (GB Corp’s Auto and Auto-Related Arm)

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## A Tribute to our Former Chairman

### DR. RAOUF GHABBOUR

The Chairman of GB Corp, passed away last November at the age of 69.

We honor the legacy and accomplishments of Dr. Raouf Ghabbour, the man who was the main pillar of the ascension of GB Corp. Under his inspiring leadership and thoughtful supervision, GB Corp grew to become one of the region's leading automakers and a versatile group uniting solid corporate governance, exceptional customer experience, and uncompromised commitment to quality. Dr. Raouf's ingenuity, curiosity, and insight made the company endure the most turbulent times. His inclusive global vision has continuously inspired new opportunities that expanded the boundaries of the possible.

From a young age, Dr. Raouf was passionate about entrepreneurship and determined to make a name for himself. In 1993, Dr. Raouf entered the car sales industry after receiving a tip from a friend that Hyundai was searching for a new distributor in Egypt. Following a successful presentation, Dr. Raouf secured the distributorship by agreeing to invest in a manufacturing facility. His initial foray into the industry involved importing only 1,000 cars, all sold out within a month. Despite his lack of knowledge in car manufacturing, Dr. Raouf ventured into this field, relying on his perseverance and work ethic to navigate the challenges that came his way.

At the age of 32, Dr. Raouf rebranded GB Auto and expanded the business to become one of the largest automobile distributors and assemblers in the Middle East. He spearheaded the reform and diversification of the company, as well as its listing on the Egyptian Exchange. His relentless drive for excellence and entrepreneurial spirit laid the foundation for GB Corp's continued success and growth, inspiring many to follow in his footsteps. His legacy

lives on, and his impact on the automotive industry and beyond will be felt for generations to come.

With Dr. Raouf's vision for the future of building a class of Non-Banking Financial Institution (NBFI) services, GB Corp is constantly expanding its portfolio of offerings and diversifying its services to meet the demands of a wider range of clients. As a result, GB Capital was well established as a NBFI committed to providing the Egyptian market with a comprehensive suite of financial solutions that cater to the evolving needs of its customers. GB Capital is continuously adding new services to its NBFI portfolio, including leasing, consumer finance, factoring, microfinance, nano-financing, SME lending, insurance, mortgage finance, securitization, fleet leasing, e-payments, and other related services. These offerings cater to a wider segment of clients, both corporate and individual, and reflect the company's commitment to providing innovative and convenient solutions to meet the diverse financial needs of its customers.

Moreover, Dr. Raouf's commitment to responsible and sustainable business practices has been a driving force behind GB Corp's success as a renowned sustainable enterprise. Under his guidance, the company has embraced a forward-thinking investment strategy that places ESG considerations at the forefront of decision-making. His dedication to the development of Egypt extended far beyond merely business success, he had a genuine desire to give back to the community. With a focus on education as the key to improving the country's health and economy, Dr. Raouf has undertaken numerous charitable initiatives, particularly in the fields of children's health and housing.

Without a doubt, Dr. Raouf Ghabbour's story is one that should be shared with anyone who has aspirations of making an impact in the world. Throughout his life, he demonstrated that no goal is out of reach for someone with passion, focus, and an unbeatable work ethic. His leadership and thoughtful supervision were a beacon of hope for

those who strive to create meaningful change and make a difference in the world.

Dr. Raouf will be deeply missed, but his legacy will continue to inspire future generations of leaders in the automotive industry and beyond. His impact on the world will be felt for generations as his moral compass, wisdom, and persistence continue to guide us. Once, Dr. Raouf said that his proudest moment is "When any of my new ventures become successful and reaches a leading position in the market." Moving forward, we want to make Dr. Raouf proud and pledge our dedication towards maintaining the status of GB Corp as a global leader.



## Letter from the CEO

### NADER GHABBOUR

Chief Executive Officer, GB Corp



The past year has been a major milestone in the GB Corp’s journey. A new brand, rapid digitalization and mainstreaming of sustainability across the business lines have come together to drive our impact.

Our choices and habits must align with nature’s limits in a rapidly changing world. This is why GB Corp’s impact is built on multiple strands of effort, combining quality, supply chain due diligence, digitalization, women empowerment and greening of our business lines. This is how we build a future-proof and agile business model contributing to Egypt Vision 2030 and the UN Sustainable Development Goals.

One of our key achievements of the past year has been the Supplier Gate, a new efficient framework and digital tool for managing our supplier relations and building a resilient, transparent, and streamlined supply chain. Our suppliers now enjoy a smoother user experience and can better understand our criteria while we better assess supplier performance and build long-term relationships. Implementing such practices yields results. This was a year of flawless business integrity with zero cases of corruption, human rights violations, and discrimination. None of this would be possible without the daily choices made by our employees, and we take good care to engage, retain and develop our talent. During the past year, we invested in their career development through professional courses and tailored training opportunities, with over 40,000 hours of training.

We have also made significant steps forward on digitalization across the customer journey, from the first interaction with GB Corp to enhance sales and after-sales experience. A wide range of newly introduced digital tools and channels enable quick and efficient consideration of customer inquiries. The recently launched Forsa app providing people with greater financial flexibility has witnessed a strong start and is now available across more than 4,000 stores. MNT-Halan’s buy-now-pay-later digital

consumer finance product has also achieved significant growth and strengthened our position in the fintech space. We are well-positioned to continue delivering on our digital growth strategy moving forward, leveraging our position in the fintech market and bringing innovative solutions to the financing space. Among the multiple launches of the past year, I am proud of GB Corp bringing to the Egyptian market incredibly fuel efficient vehicles and multiple models with enhanced safety features. And our operational lease solutions have been recognized for their flawless service.

Our CSR efforts have witnessed another productive year spanning healthcare, vocational training and empowerment of youth and women. At the same time, GB Ventures and GB Academy continued to foster a new generation of professionals and business leaders ready to embrace the challenges of our time. We also continued our work aligned with the Women Empowerment Principles, with an increase of female employees in top management from 5% to 10% and a new flagship initiative expanding opportunities for women in the automotive industry in collaboration with the National Council for Women and ALEXBANK.

In a time of geopolitical tensions, disrupted supply chains and aggravating challenges, GB Corp keeps treading its resilient and impactful path. I hope this report highlights crucial milestones and achievements while providing a complete and transparent disclosure of our ESG performance. COP27, hosted by Egypt, has brought a clear message: we need urgent action on mitigation and adaptation and rapid expansion of sustainability finance. Having contributed to COP27 through a clean 100%-electric 30-bus fleet, GB Corp has reiterated its commitment to a clean and sustainable future. The COP27 was also a significant reminder that maintaining the status quo won’t help solve the climate emergency.

Sincerely yours,

## Letter to Investors

### MARINA KAMAL

Investor Relations Assistant Vice President, GB Corp



The solid performance reflected in our financial statements tells a story of business success, but inside is the story of transformation, streamlined processes and well-performing value chains.

GB Corp has always made responsibility, due diligence, and sound risk assessment cornerstones of its investment strategy. Today, we are learning what it takes to make ESG a baseline for our investments, grounded in streamlined decision processes and criteria, strong ethics, and solid economics.

We are also working to understand better how nature-related risks can impact our business. While supply chain disruptions and price fluctuations are obvious outcomes of climate change, we are preparing the ground for a comprehensive assessment of physical and transition risks across our industries.

Taking the path of sustainability and impact investing means asking the right questions.

How could resource scarcity influence the pace of electrification? How will human mobility patterns change under different degrees of warming? What start-ups can make a real and vivid difference in the world while building on a robust and sustainable business model?

Answers to all those questions directly impact our financial indicators. GB Corp aims to create economic, environmental, and social synergy while accelerating sustainability transitions and meaningfully developing our business. We believe this is an approach that makes sense.

# 2022 Corporate Achievements and Highlights

## CORPORATE HIGHLIGHTS



GB Auto supplied 30 electric buses to COP 27



GB Auto supplied 24 locally manufactured Volvo buses to Cameroon for the African Cup of Nations



GB Auto receives the HMC Best Voice of Customer Award



GB Auto introduces the new Changan CS35 & CS55 Plus to the Egyptian automotive market



GB Auto's Chery Tiggo 8 rolls out its new "Tiggo 8 Pro" with advances safety, technology, and design features

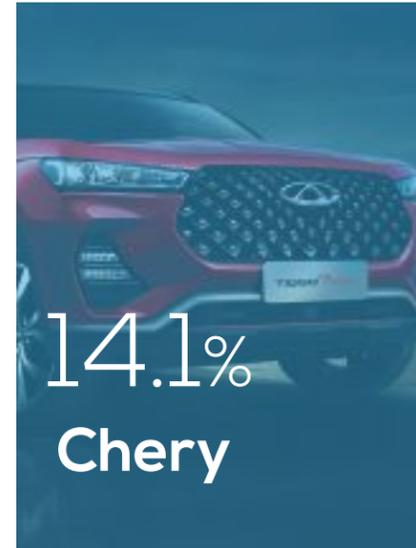


GB Capital steers the consumer finance space by launching "Forsa Mobile Application" with a buy now pay later model

## Market Share Of Key Players



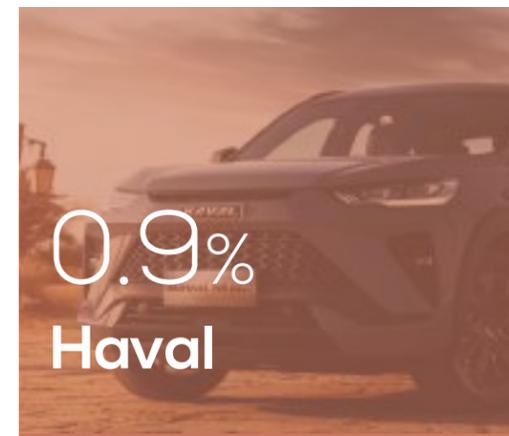
23.5%  
PC market share



14.1%  
Chery



7.4%  
Hyundai



0.9%  
Haval



1.0%  
Changan

## SUSTAINABILITY MANAGEMENT PERFORMANCE 2022

01



**Carbon Disclosure Project:**  
GB Corp scores C in CDP's 2022 Climate Change Questionnaire

02



GB Corp one of top 50 Listed Companies in Egypt in 2022

03



Frost & Sullivan Institute Recognizes GB Corp with Award for Enlightened Growth Leadership, 2022

04



GB Corp one of Egypt's top 30 listed companies by ESG score in the EGX ESG Index

FINANCIAL PERFORMANCE

**GB Corp**

EGP

**EGP 29,789 MN**

TOTAL REVENUE

**GB Capital**

EGP

**EGP 7,995 MN**

TOTAL REVENUE

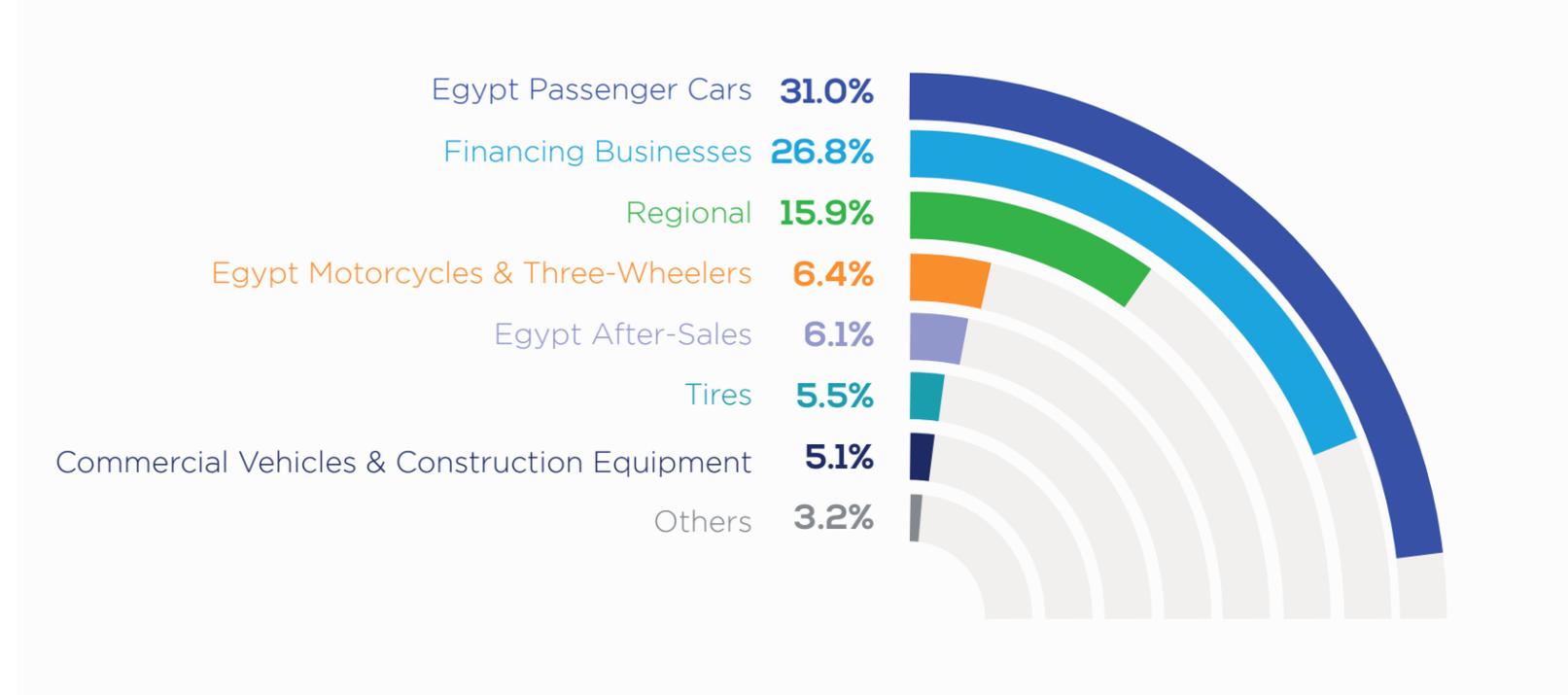
**GB Auto**

EGP

**EGP 21,794 MN**

TOTAL REVENUE

FY22 GROUP REVENUE CONTRIBUTION



# 2022 ESG Performance Highlights

## Environment



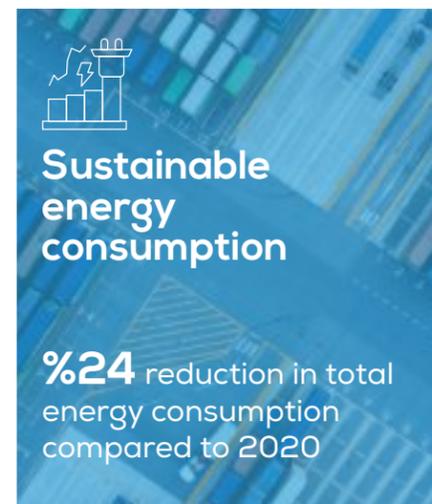
**Renewable energy advancement**

Our Prima facility began operating its solar PV plant, consuming 150,000 kWh, resulting in 69 tCO<sub>2</sub>e of avoided emissions



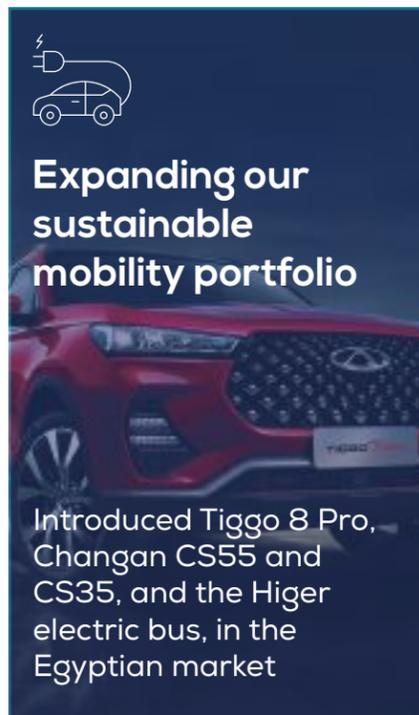
**Carbon footprint management**

**%8** reduction in scope 2 emissions compared to 2021



**Sustainable energy consumption**

**%24** reduction in total energy consumption compared to 2020



**Expanding our sustainable mobility portfolio**

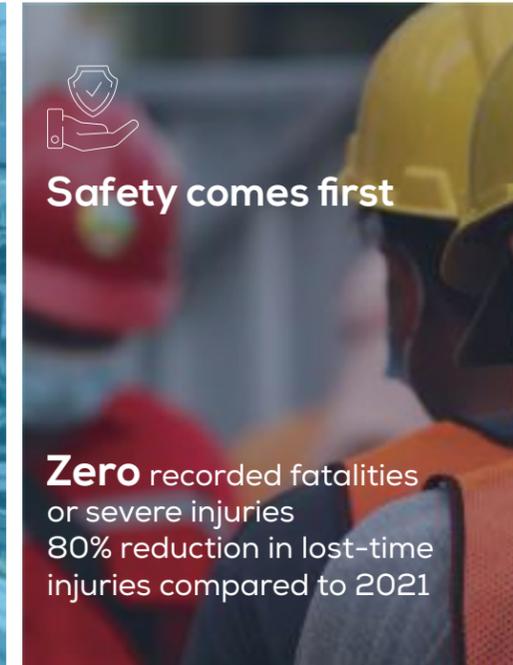
Introduced Tiggo 8 Pro, Changan CS55 and CS35, and the Higer electric bus, in the Egyptian market

## Social



**Advancing women in the workforce**

**%38** increase in women employees across GB Corp from 2021 to 2022



**Safety comes first**

**Zero** recorded fatalities or severe injuries  
80% reduction in lost-time injuries compared to 2021



**Robust Health & Safety Management**

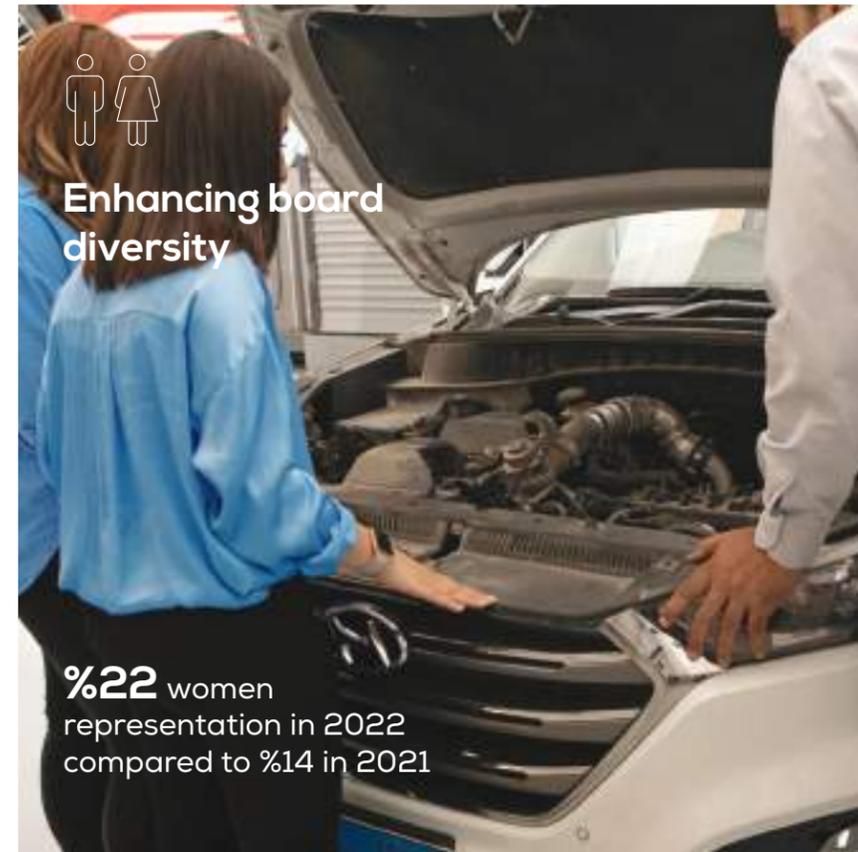
**%100** of business sites are ISO 9001 certified



**Social contribution at the core of GB Corp**

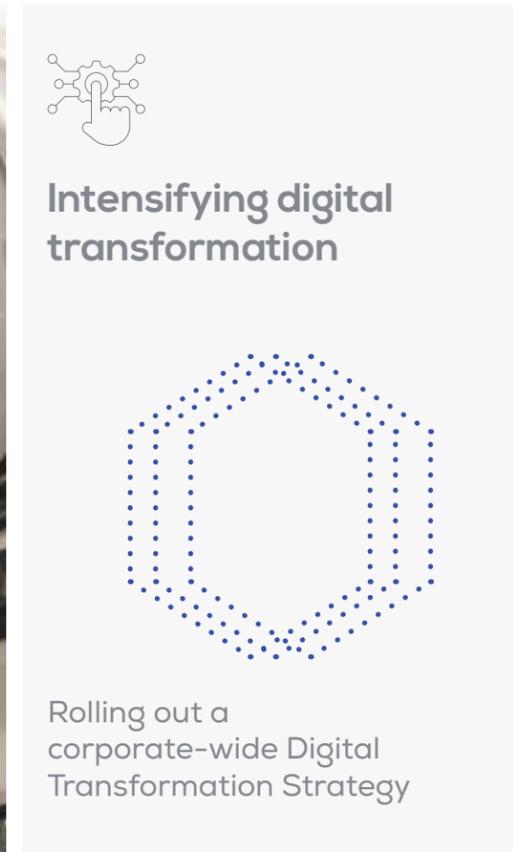
LE 37.4 MN donations by GB Corp in 2022

## Governance



**Enhancing board diversity**

**%22** women representation in 2022 compared to %14 in 2021



**Intensifying digital transformation**

Rolling out a corporate-wide Digital Transformation Strategy



**Amplifying sustainability governance**

Establishing an **ESG Committee** that oversees and integrates ESG across GB Corp's business activities

# 01

## Brief Portrait

- 1.1 An Overview of GB Corp
- 1.2 Our Portfolio
- 1.3 GB Corp's Shareholding Structure

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GB Auto group has fully rebranded to «GB Corp». The new brand identity consolidates its leadership position across many vital economic and industrial sectors over more than 80 years.

It also reinforces the Group's strategy which has let it become an institutionally regulated economic organization that strongly contributes to achieving its ambitions in light of shifting local and global economic landscapes.

# 1.1 An Overview of GB Corp

As a company with many subsidiaries, our internal core values connect and align all our sub-brands in a cohesive manner while staying true to our essence and identity.

We chose to adopt GB Corp as a representation of who we are as an entity today, and who we want to be in the future. The unified entity encompasses GB Auto, GB Capital, GB Logistics, GB Ventures, GB Academy and the Ghabbour Foundation for Development as subsidiaries of GB Corp. We launched the new corporate strategy and identity as **GB Corp** with the slogan **The Power of Mobility**.

## VISION



The world is constantly moving, transforming, and evolving. Change is inevitable and accelerating. **At GB Corp, we aspire to make mobility in all its forms accessible for everyone.**

## MISSION



GB Corp provides integrated mobility solutions. Whether you are moving from point A to B, planning for a better opportunity, or aspiring for a better quality of life, we make the next step easier. **With GB Corp, you will always be moving forward.**

## CORE VALUES



**WE ARE AMBITIOUS ACHIEVERS**  
We are a results driven organization, we set ambitious and challenging targets, and aspire to consistently achieve them in best interest of the communities we serve.



**WE ARE RESILIENT**  
We embrace everyday challenges with open hearts and minds, and we view them as opportunities for improvement.



**WE OPERATE AS ONE TEAM**  
Our people are the backbone of our success. We work within a culture of mutual trust and integrity, common objectives, and accountability.



**WE ACT WITH DIGNITY & RESPECT**  
We believe that the cornerstone of our culture is to act and treat everyone with fairness and respect.



**WE DON'T COMPROMISE QUALITY**  
We are driven by excellence; we constantly search for innovative solutions to ensure that the quality we offer is always up to the required standard.

## 1.2 Our Portfolio



### Auto

With over 8 decades of experience in the automotive industry, GB Auto is now a market leader famous for its reputable service offerings. It is renowned for providing an unmatched service level in a multitude of product segments across the Middle East and Africa. This includes manufacturing, assembly, distribution, and after-sales of different types of vehicles ranging from 2&3 wheelers, passenger cars, commercial vehicles, construction equipment and tires. Derived from the authentic vision of mobility, GB Auto sets in motion the industry standards through partnering with globally recognized automotive brands.

#### AUTO AND AUTO-RELATED ARM

|                      |  |  |
|----------------------|--|--|
| Passenger Cars       |  |  |
| CV & CE              |  |  |
| Two & Three Wheelers |  |  |
| Tires                |  |  |

### Capital

GB Capital is a leading non-bank financial services provider in Egypt playing a key role in providing financial mobility in more than one agile form. GB Capital oversees the operations of a diverse range of service providers that offer credit and other financial solutions to a versatile client base ranging from major corporations and small and medium enterprises to retail clients and individuals eligible for micro credit. GB Capital continues to build on strict and robust credit, provisioning and risk classification policies specifically developed for each industry and customer segment.

#### NON-BANKING FINANCIAL SERVICES ARM

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |

### Logistics

GB Logistics is an Integrated Service Provider (ISP), specialized in offering high-quality logistics services to customers in Egypt and worldwide. GB Logistics provides excellent full-service logistic solutions that add value to its appreciated partners. Managing an integrated supply chain on behalf of our partners is done using the latest operational solutions and advanced technologies.



## Ventures

**GB Ventures** is a specialized technology Venture Capital focused primarily on seed investments within the mobility ecosystem. It was founded to identify high potential startups in a wide range of sectors; and more importantly to efficiently help the next generation of innovators and entrepreneurs become scalable market leaders.

GB Ventures' acceleration program supports startups with the needed funding, expertise, mentorship, resources, and networks to develop their strategies and expand their businesses.

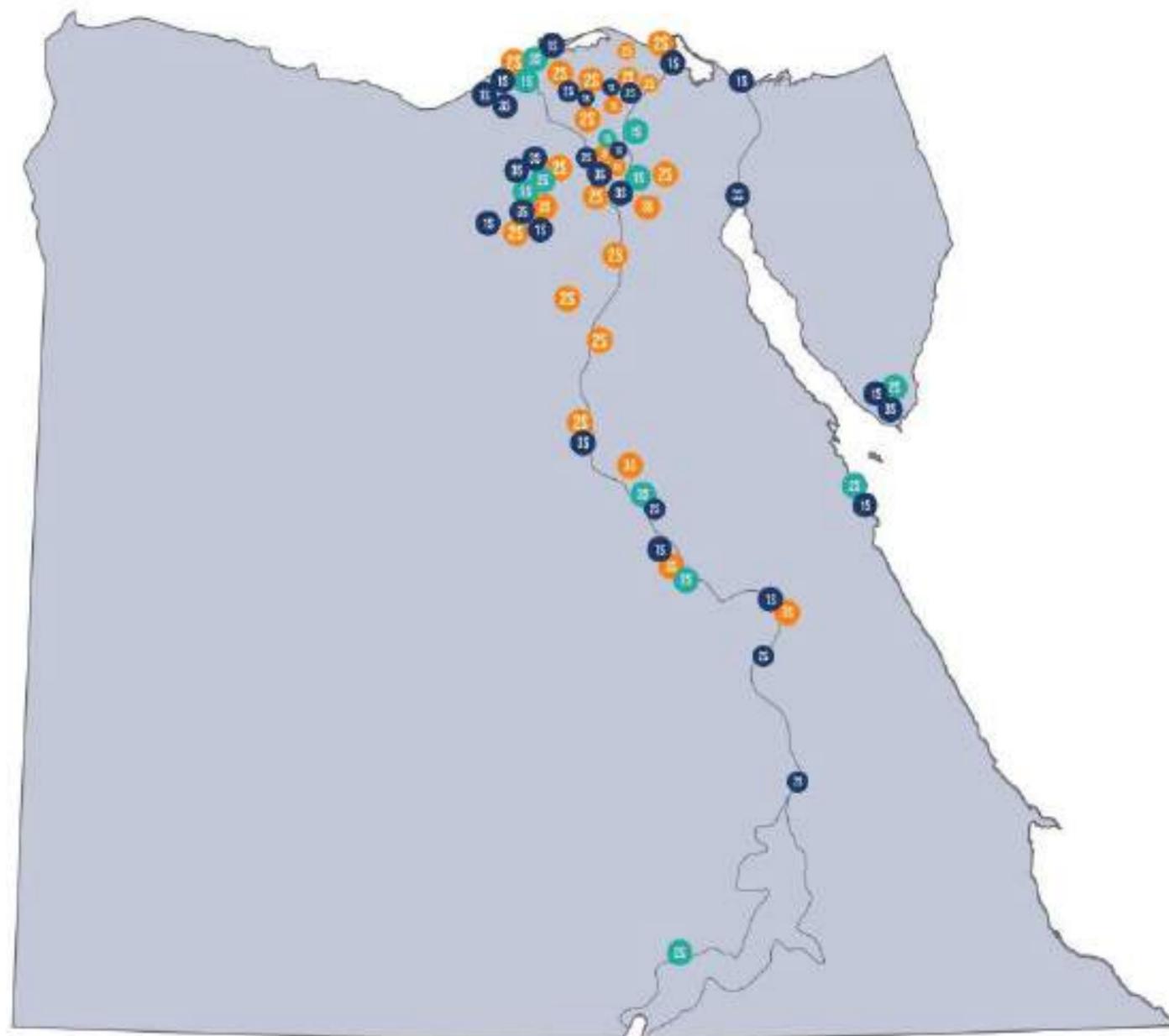
## Academy

**GB Academy** is outfitted with state-of-the-art workshops and classrooms equipped to provide professional technical training. Ranging from mechanical, electrical, paint work to soft skills trainings and numerous industry-specific skills that are tailored to customer needs. Through accessible theoretical courses paired together with practical training modules, GB Academy offers its rich educational services and technical simulations to all types of interested individuals. Starting from companies, universities, public and governmental institutions, all the way to students, employees, and professionals.



**Ghabbour Foundation** is a non-profit organization chiefly focused on bridging the gap between the quality of vocational education in Egypt and industry needs for skilled workers by applying international standards and accreditations. Promoting positive social mobility, the Foundation seeks to increase the skill level of the country's workforce through the sustainable development of a network of schools in partnership with governmental entities and international academic partners and accreditation institutions. Through its comprehensive development approach, the Foundation equips students not just with unique technical skills that will allow them to pursue rewarding careers in the highly competitive and increasingly technologically advanced industry sector, but just as importantly, with life skills that make them effective contributors to their communities and to the country.

Geographic Expansion



|   |                                 |
|---|---------------------------------|
| <b>EGYPT</b>             |                                 |
| <b>38</b><br>PC SHOWROOMS   | <b>23</b><br>PC SERVICE CENTERS |
| <b>23</b> Showrooms<br><b>26</b> service centers<br><b>2&amp;3 WHEELERS SERVICE CENTERS &amp; SHOWROOMS</b> |                                 |
| <b>8</b><br>CV SERVICE CENTERS  |                                 |
| <b>IRAQ</b>            |                                 |
| <b>9</b><br>PC SHOWROOMS  |                                 |
| <b>7</b><br>PC SERVICE CENTERS  |                                 |
| <b>13</b> Showrooms and Service centers<br><b>2&amp;3 WHEELERS SERVICE CENTERS &amp; SHOWROOM</b>           |                                 |

### Expanding GB Auto's Footprint

GB Corp is growing GB Auto's geographic footprint in Egypt and abroad. The new plants, factories and facilities being established are building infrastructure and creating job opportunities for the communities it operates in. The projects in progress include:

- ☞ Sadat Assembly Factory, Egypt**  
 A vehicles assembly factory with a total built-up area of over 43,000 m<sup>2</sup>, which includes a body shop, final assembly line, paint shop and utility buildings.
- ☞ East Africa Projects in Kenya**  
 Phase one is a 2,200 m<sup>2</sup> that includes a showroom, warehouse and offices. Phase two is a 23,000 m<sup>2</sup> passenger car and commercial vehicle service center.
- ☞ Aswan, Egypt**  
 Phase one includes two long bays and a commercial vehicle workshop. Phase two entails a commercial vehicle workshop, passenger car workshop, administration building and showroom. The facility is expected to be operational in the first half of 2023.
- ☞ Mombasa, Kenya**  
 GB Auto is renovating an existing 4,036 m<sup>2</sup> multi-use 3S facility for passenger cars, commercial vehicles and light trucks. The facility is expected to be operational in the first half of 2023.
- ☞ Damietta, Egypt**  
 With a land area of 7,142 m<sup>2</sup>, the facility will house a multi-brand passenger car showroom and service center with body and mechanical services. The facility is expected to be operational in the second half of 2023.

### Business Partners



## 1.3 GB Corp's Shareholding Structure

as of December 2022



# 02

## Sustainability Fundamentals

- 2.1 Stakeholder Engagement and Materiality Assessment
- 2.2 Our Sustainability Progress

To secure our lasting business success and continue serving our customers at our best, we need to address the challenges of today and tomorrow. We envision a future where people can satisfy their needs effortlessly and sustainably while vehicles, equipment and infrastructure have minimal impact over their lifecycle. Transformation in mobility and finance can facilitate greater inclusion and accessibility to essential services with higher levels of comfort and convenience and in line with a liveable planet. We believe our business can play a powerful role in making this happen.



“Sustainability is a shared responsibility that requires the collective effort of every individual and business. As a corporation and leader in the private sector, we recognize our accountability and strive to set an example for sustainable development. We are committed to achieving economic growth through education, women empowerment, and clean energy. International partners support our efforts, and we aim to accelerate our sustainability goals through a network of like-minded businesses. The Automotive Strategy will boost local industry competitiveness and transition towards EV, but effective incentives for consumers and charging station operators are crucial for success.”



**KARIM GADDAS** - Group Chief Operating Officer

### Our Responsibility and Vision

GB Corp has delivered versatile mobility solutions to the Egyptian population with exceptional quality and service. Operating in the automotive and finance sectors, we recognize their significant impacts on the economy, society, and the environment.

Road transportation is responsible for approximately 18% of global CO<sub>2</sub> emissions, while significant impacts occur across the value chain, from raw material extraction and land conversion to environmental footprint of production and distribution, to challenges regarding organizing effective recycling of end-of-life vehicles, tires and parts. Meanwhile, the financial sector has been increasingly held responsible for financing unsustainable developments and environmental degradation.

We believe that it is time to reverse those practices and trends. The world is changing rapidly and the future brings prospects that were hardly imagined even a decade ago. It is our capacity and responsibility to unlock and support positive trends in mobility and finance, leveraging our diverse portfolio, impressive talent pool, extensive customer base and strong networks.

Our sustainability strategy serves for a better future and practical roadmap for building a more sustainable and resilient business over the long term. We hope it allows us to make a real and significant contribution to sustainability in Egypt, the MENA region and beyond. And we will do everything that is up to us to make it happen. It is based on our core values and considering the UN Sustainable Development Goals, Egypt Vision 2030, the UN Global Compact, sectoral plans and policies, current and emerging market and regulatory developments. It reflects contemporary thinking and research on sustainability with focus on the industries in which we operate, taking into consideration scenarios, risks, and opportunities relevant to our business.



## ESG Management and Direction

GB Corp’s ESG Direction and strategy was set in January 2022, where the group revealed the **“Enabling sustainable mobility and responsible finance for a liveable future”** motto, which embodies the Group’s ESG key pillars and mid- to long-term direction. The Group also made known its commitment – a sustainable future is an obligation we should pursue for the next generation and a basic right that everyone on Earth should be able to enjoy, and we will lead the right move through the right action for a desirable future that everyone dreams of. In addition, the Group disclosed **four** essential mid- to long-term directions – **‘Good Governance’, ‘Vibrant Business’, ‘Liveable Planet’ and ‘Thriving Humanity’** – and **15** key ESG material topic management areas with **46** ESG targets to put this commitment into action. In line with the Group’s directions, GB Corp will continue its movement to create a sustainable future for the Earth’s environment and all stakeholders.

### ENABLING SUSTAINABLE MOBILITY AND RESPONSIBLE FINANCE



| FOR A<br>LIVEABLE PLANET       | FOR A<br>THRIVING HUMANITY              | FOR A<br>VIBRANT BUSINESS                        | THROUGH<br>GOOD GOVERNANCE                         |
|--------------------------------|---|--|--|
| <b>01</b> Climate and energy   | <b>01</b> Health, Safety, and wellbeing | <b>01</b> Technology and innovation              | <b>01</b> Business integrity and conduct           |
| <b>02</b> Sustainable mobility | <b>02</b> Diversity and inclusion       | <b>02</b> Customer experience and sustainability | <b>02</b> Quality, compliance, and risk management |
| <b>03</b> Circular economy     | <b>03</b> Human potential               | <b>03</b> Responsible investment and finance     |  |
| <b>04</b> Green facilities     | <b>04</b> Supporting society            | <b>04</b> Supply chain management                |  |

GB Corp is strengthening management activities to pre-emptively identify and remove risk factors related to ESG, and explores new business opportunities and strives to secure a new competitive edge by strategically using various ESG factors. In particular, based on ESG governance that we newly established in 2022, discussions on major pending issues take place on a semi-annual basis at the ESG Committee under the BOD, which is the highest decision-making body. In addition, we encourage each GB Corp subsidiary and functions to autonomously carry out ESG improvement activities, such as by establishing a performance goal for each working-level division and reflecting the performance in KPIs, thereby striving to internalize corporate-wide ESG systematic management and response system.

## 2.1 Stakeholder Engagement and Materiality Assessment

We engage with our stakeholders periodically throughout the year, aiming to capture their diverse needs, suggestions, and preferences. We work to identify and advance our communication channels with each group to capture what matters most to them and act upon it in the best way we can. As a result of our stakeholders' valuable input, we will improve our business performance, improve our products and services, and ultimately enhance our impact.

| STAKEHOLDER CATEGORIES                    | DESCRIPTION  | KEY TOPICS OF INTEREST   | ENGAGEMENT METHODS AND FREQUENCY  |
|---|--|--|---|
| <b>EMPLOYEES</b>                          | Employees handle product development, production, sales as well as all activities that support the above.  | <ul style="list-style-type: none"> <li>🔗 Company performance and issues</li> <li>🔗 Workplace diversity</li> <li>🔗 Environment</li> <li>🔗 Career, training</li> </ul>                   | <ul style="list-style-type: none"> <li>🔗 Daily direct contact (including whistleblowing system)</li> <li>🔗 Intranet - Ad-hoc</li> <li>🔗 Employee satisfaction surveys meetings on a monthly basis</li> <li>🔗 Grievance handling system</li> <li>🔗 Occupational Safety and Health Committee</li> </ul> |
| <b>TOP MANAGEMENT</b>                     | We ensure top management engagement across all our business operations through our sound governance policies.  | <ul style="list-style-type: none"> <li>🔗 Business operations</li> <li>🔗 Business development and performance</li> </ul>  | <ul style="list-style-type: none"> <li>🔗 Annual meetings and ad-hoc briefings</li> </ul>  |
| <b>CUSTOMERS AND CLIENTS</b>              | Customers decide on making a purchase based on the delivered product and service.  | <ul style="list-style-type: none"> <li>🔗 Product and service quality</li> <li>🔗 Customer support</li> </ul>  | <ul style="list-style-type: none"> <li>🔗 Customer service interaction</li> <li>🔗 Test driving</li> <li>🔗 Annual customer satisfaction survey</li> <li>🔗 Websites, media, and social media</li> <li>🔗 Dealer events</li> </ul>   |
| <b>BUSINESS PARTNERS</b>                  | An effective communication must be sustained with suppliers, dealers, and similar business partners to guarantee smooth operations and successful results  | <ul style="list-style-type: none"> <li>🔗 Business strategy and performance</li> </ul>  | <ul style="list-style-type: none"> <li>🔗 Direct contact with IR team</li> <li>🔗 IR meetings - Ad-hoc</li> </ul>   |
| <b>SHAREHOLDERS</b>                       | Shareholders and investors provide finance and capital to the company, so that GB Corp can maintain growth engines while implementing diverse strategies and running day to day operations.                    | <ul style="list-style-type: none"> <li>🔗 Strategies, performance, and sustainability initiatives to enhance corporate value</li> <li>🔗 Business development and performance</li> </ul> | <ul style="list-style-type: none"> <li>🔗 Annual shareholder meeting</li> </ul>  |
| <b>GOVERNMENT ENTITIES AND REGULATORS</b> | The government enacts laws and regulations that are related to the automotive industry and decides on regulation levels on corporations' business operation, so that it can influence our business activities. | <ul style="list-style-type: none"> <li>🔗 Legal compliance</li> </ul>   | <ul style="list-style-type: none"> <li>🔗 Public quarterly results</li> <li>🔗 Policy-making discussions and briefings</li> <li>🔗 FRA - Quarterly ESG Disclosures</li> </ul>  |
| <b>LOCAL COMMUNITIES</b>                  | Local communities refer to residents in areas located close to our business sites and citizens who are influenced by our activities.   | <ul style="list-style-type: none"> <li>🔗 Local community contributions and consultations</li> <li>🔗 GB Corp's corporate social responsibility initiatives</li> </ul>                   | <ul style="list-style-type: none"> <li>🔗 Websites and social media</li> <li>🔗 Community investment programs</li> <li>🔗 Community consultations and meetings - Ad hoc</li> <li>🔗 Local business and employment opportunities</li> <li>🔗 Volunteering</li> </ul>  |

## 2.2 Our Sustainability Progress

Our impacts are spread across the value chain, from supplier selection to customer experience. Based on research, analysis of risks and opportunities, and materiality assessment, we have developed a framework that defines our sustainability strategy for 2022-2030. Our sustainability framework includes four pillars and 15 commitments, each connected to one or more SDGs. They are detailed in areas of work and targets that reflect international commitments and recommendations of authoritative organizations, as well as sectoral and contextual peculiarities.

The targets provided in GB Corp’s strategy span different periods, reflecting the expected pace of change. We also developed specific action plans and programs for particular areas of action to facilitate their achievement and generate more detailed guidelines on specific activities required to achieve them.

Following the outcomes of the materiality assessment we conducted in 2021, we had assessed our priorities in 2022 through engaging with 14 top management executive members to gather their insights on the corporate’s priorities and key action areas. The engagement tapped on several aspects including the business units’ areas of focus, alignment with national automotive strategy. Also initiatives and on-going projects and business strategies that are related to each of the material topics identified, and the targets set.

This year, GB Corp has strategically provided further focus on multiple topics, considering their significance in relation to business strategic decisions and the national context in the reporting year. The selection of these topics resulted from the top management engagement outcomes, as well as the selected top five material topics per executive

member. The seven identified topics focus areas in 2022 were: Digitalization & innovation; Customer experience and sustainability; Climate & energy, Sustainable mobility; Diversity & inclusion; Human potential; and Supporting society. (7 topics are shaded in blue in the table below).

The following table presents our progress against each of the targets we set per material topic, according to our Corporate 2022-2030 Sustainability Strategy.



|  |   |   |  |
|--|---|---|--|
|  <b>GOOD GOVERNANCE</b><br>(Corporate Governance) |  <b>VIBRANT BUSINESS</b><br>(Economic Performance) |  <b>LIVEABLE PLANET</b><br>(Environmental Performance) |  <b>THRIVING HUMANITY</b><br>(Social Performance) |
| ✓ Completed  | ✗ Not Yet Started   | 🕒 Started, in progress  | 🟡 Partially completed  |

| MATERIAL TOPIC  | TARGETS AND COMMITMENTS 2022-2030  | PROGRESS | 2022 PERFORMANCE DESCRIPTION  | UN SDGS   |
|---|--|----------|---|---|
|  <b>GOOD CORPORATE GOVERNANCE</b>                  | Publish internal guidelines for integrating sustainability into decision-making by 2023  | ✓        | GB Corp is currently working on implementing an internal corporate-wide environmental and social management system, covering C-level guidelines and policies.   |   |
|   | Conduct a review of corporate policies, standards, instructions, plans and procedures for capacity to effectively manage material ESG topics   | ✓        | Reviewing of policies, standards, instructions, plans and procedures are currently in progress.   |   |
|   | 100% of managers trained on ESG topics by 2025   | 🕒        | We started by engaging with our top management and heads of departments during our annual materiality assessment process, with the support of our corporate sustainability consultant. We are working on streamlining ESG topics across all management levels by 2025.            |    |
|   | Annual disclosure in line with select ESG frameworks   | ✓        | This is GB Corp's second Sustainability Report that aligns with with the information disclosure guidelines of the GRI Standards, SASB, and TCFD.<br>GB Corp disclosed its data on CDP in 2021 and received a C score and we are planning to disclose for the second year in 2022. |   |
|  <b>BUSINESS INTEGRITY AND CONDUCT</b>           | Zero cases of corruption annually  | ✓        | No cases of corruption were recorded in 2022.   |   |
|   | Zero cases of Code of Conduct violations   | ✓        | No violations of code of conduct were recorded in 2022.   |  |
|   | Develop Human Rights Policy  | 🕒        | GB Corp is currently working on developing a human rights policy, in line with national strategies.   |  |
|  <b>QUALITY, COMPLIANCE, AND RISK MANAGEMENT</b> | Zero human rights violations annually  | ✓        | During the reporting year, no human rights violations were recorded.  |   |
|   | 100% of facilities and factories operating in line with internal quality requirements and subject to third party audits annually   | ✓        | All of our facilities and business sites have successfully renewed their ISO 9001 certifications.   |   |
|   | Incorporate ESG factors into the Audit Committee Charter, Risk and Control Framework and Internal Audit Manual by 2023   | ✓        | GB Corp has established an ESG Committee in 2023 that will oversee and monitor the integration of ESG factors across other committees business activities, including the Audit Committee.   |  |
|   | Conduct a comprehensive review and assessment regarding legal and regulatory compliance with a specific focus on new and emerging requirements towards management and disclosure of sustainability performance by 2023 | ✓        | GB Corp successfully complies with the national mandates and requirements such as the Financial Regulatory Authority's (FRA) quarterly sustainability disclosure requirements.  |   |

|  |   |   |  |
|--|---|---|--|
|  <b>GOOD GOVERNANCE</b><br>(Corporate Governance) |  <b>VIBRANT BUSINESS</b><br>(Economic Performance) |  <b>LIVEABLE PLANET</b><br>(Environmental Performance) |  <b>THRIVING HUMANITY</b><br>(Social Performance) |
| ✓ Completed  | ✗ Not Yet Started   | 🕒 Started, in progress  | 🟡 Partially completed  |

| MATERIAL TOPIC  | TARGETS AND COMMITMENTS 2022-2030   | PROGRESS | 2022 PERFORMANCE DESCRIPTION   | UN SDGS   |
|---|---|----------|--|---|
|  <b>DIGITALIZATION AND INNOVATION</b>           | 100% of eligible services digitized by 2025   | 🟡        | <ul style="list-style-type: none"> <li>A new digital transformation business unit started in the first quarter of 2022. Its objective is to orchestrate and regulate the current and new automation and digitalization pipeline based on business value and impact.</li> <li>We have formulated a Digital Transformation Governance Model where all automation / digitalization projects currently follow in order to secure tangible business impact that fulfills our strategic objectives.</li> <li>We are deploying a new digital platform for Robotic Process Automation (RPA) which will serve several business units across the organization. We initiated a pilot for two departments: Finance and Master Data Management departments, where opportunity assessment and initial visibility study phases have been completed. The Analytics &amp; Insights team developed an Analytical Engine -Hyundai designed to track different brands campaigns' performances (Hyundai, Mazda, Chery, Haval, and Changan).</li> <li>Automate internal finance reports to assure quality and save time.</li> <li>Power BI Platform aims to create a unified business intelligence platform to provide clear vision and analytics for top management.</li> <li>GB Corp is working on adopting Oracle system which is a cloud that is used by large companies to manage their talent acquisition processes.</li> <li>GB Corp is working on automating all workshop manual cycles.</li> <li>GB Corp works on developing a software system used to track, streamline, and report the work progress in Badr Factory</li> <li>GB Corp is working on audit automation system designed to be used by internal audit departments for risk-based audits.</li> </ul> |   |
|   | Products with enhanced sustainability characteristics present in each product line by 2025                      | 🕒        | GB Corp is working on identifying opportunities for improving the efficiency and environmental sustainability of its products.   |   |
|  <b>CUSTOMER EXPERIENCE AND SUSTAINABILITY</b> | 90% for Sales PC Customer Satisfaction Score by 2025  | 🟡        | An average Customer Satisfaction Index (CSI) score of 73 was achieved in 2022, across GB Auto's five Passenger Cars (PC) brands.   |   |
|   | 100% of service personnel trained annually for up-to-date knowledge and sustainability in customer interactions | ✓        | An annual workshop on sustainability including top significant ESG topics related to GB Auto's business operations, is conducted to our service personnel to ensure they are up-to-date with the latest trends and technologies.   |  |
|   | 90% of customers outreached with sustainability and safety messaging annually                                   | 🟡        | GB Corp uses multiple channels to ensure customer outreach, including social media, in-house developed websites and applications, as well as after-sales services. All our customers (across all product lines) are well informed of proper maintenance and fuel-efficiency measures by our professionally trained after-sales personnel. We are working on integrating additional sustainability measures within our messaging and outreach.  |   |

|  |   |   |  |
|--|---|---|--|
|  <b>GOOD GOVERNANCE</b><br>(Corporate Governance) |  <b>VIBRANT BUSINESS</b><br>(Economic Performance) |  <b>LIVEABLE PLANET</b><br>(Environmental Performance) |  <b>THRIVING HUMANITY</b><br>(Social Performance) |
| ✓ Completed  | ✗ Not Yet Started   | 🕒 Started, in progress  | 🟡 Partially completed  |

| MATERIAL TOPIC   | TARGETS AND COMMITMENTS 2022-2030                                | PROGRESS | 2022 PERFORMANCE DESCRIPTION  | UN SDGS   |
|--|--|----------|---|---|
|  <p><b>RESPONSIBLE INVESTMENT AND FINANCE</b></p> | All investments comply with ESG criteria by 2030                 | 🕒        | GB Corp is currently working on implementing an internal corporate-wide environmental and social management system, which will incorporate ESG criteria within investments decision making.                         |       |
|  | 100% of financial services are ESG compliant by 2030             | ✗        | As part of the corporate-wide environmental and social management system, ESG criteria will be integrated within GB Capital's financial services and products.  |   |
|  <p><b>SUPPLY CHAIN MANAGEMENT</b></p>          | 100% supply chain transparency by 2025                           | 🟡        | GB Corp has launched the <a href="#">Suppliers Gate portal</a> for monitoring and controlling our suppliers' operations, assessing their capabilities, and as a result, integrating them in the company's database. |   |
|  | All suppliers are screened according to GB internal ESG criteria | ✓        | All suppliers are assessed against GB Corp's supplier selection criteria which currently incorporates both social and environmental criteria.   |   |

|  |   |   |  |
|--|---|---|--|
|  <b>GOOD GOVERNANCE</b><br>(Corporate Governance) |  <b>VIBRANT BUSINESS</b><br>(Economic Performance) |  <b>LIVEABLE PLANET</b><br>(Environmental Performance) |  <b>THRIVING HUMANITY</b><br>(Social Performance) |
|  Completed  |  Not Yet Started                                   |  Started, in progress                                  |  Partially completed                              |

| MATERIAL TOPIC   | TARGETS AND COMMITMENTS 2022-2030   | PROGRESS  | 2022 PERFORMANCE DESCRIPTION  | UN SDGS   |
|--|---|---|---|---|
| <br><b>CLIMATE AND ENERGY</b>    | 45% Scope 1+2 emissions reduction by 2030 compared to 2022 base year <sup>1</sup> |    | GB Corp has revised its scope 1+2 targets, due to a change in the base year as a result of expansion of boundaries, and the use of higher quality data for the assessment of the corporate's GHG emissions. Progress made against this targets shall be disclosed in the upcoming report.   |   |
|  | Carbon-neutral business by 2040   |    | GB Corp has started assessing its carbon footprint in 2020, and has set science-based GHG reduction targets and has identified several decarbonization opportunities, and continues to measure and monitor its carbon performance on an annual basis.                                       |   |
|  | Conduct annual climate risk assessment  |    | GB Corp conducted its first high-level climate risk assessment as part of its response to the CDP 2022 climate change questionnaire. A more comprehensive climate risk assessment will be conducted in the upcoming year that shall cover a broader scope of GB Corp's business activities. |   |
|  | 100% facilities certified according to ISO 50001                                  |  | Prima Plant is in the process of attaining the ISO 50001 certification. Seven engineers have received a preparatory training course and got certified on the proper implementation of the standard's requirements.  |   |
|  | 40% Improvement in the energy efficiency of manufacturing by 2023                 |  | GB Corp's total energy consumption <sup>2</sup> across its manufacturing facilities has decreased by 35% compared to 2020 and 20% compared to 2021.   |   |
|  | 75% Renewable energy across all manufacturing facilities by 2030                  |  | Prima manufacturing facility has started the operation of its Solar PV station in November 2022, which currently supplies 1.5% of the facility's electricity consumption. Badr and Sadat plants are in the process of installing solar PV panels which are scheduled for operation in 2024. |   |
| <br><b>SUSTAINABLE MOBILITY</b> | 100% sustainable and low-carbon fleet by 2030                                     |  | GB Auto supplied to the government 30 electric buses for COP 27, pushing forward sustainable and green transportation solutions.  |  |

<sup>1</sup> GB Corp has revised its scope 1+2 absolute target due to a change in the base year. Please refer to the section "Climate and Energy" for further details.  
<sup>2</sup> Energy consumption from sources including purchased electricity, natural gas, and diesel fuel.

|  |   |   |  |
|--|---|---|--|
|  <b>GOOD GOVERNANCE</b><br>(Corporate Governance) |  <b>VIBRANT BUSINESS</b><br>(Economic Performance) |  <b>LIVEABLE PLANET</b><br>(Environmental Performance) |  <b>THRIVING HUMANITY</b><br>(Social Performance) |
| ✔ Completed  | ✘ Not Yet Started   | 🕒 Started, in progress  | 🟡 Partially completed  |

| MATERIAL TOPIC   | TARGETS AND COMMITMENTS 2022-2030  | PROGRESS | 2022 PERFORMANCE DESCRIPTION   | UN SDGS   |
|--|--|----------|--|---|
|  <p><b>CIRCULAR ECONOMY</b></p>  | Developing criteria and processes for prioritizing safe, circular, and sustainable chemicals and materials by 2023 | 🟡        | GB Auto has an established system of procedures related to safe material handling, and is developing criteria for prioritization of sustainable materials selection, as part of the occupational health and safety and environmental management systems across its business sites. |   |
|  | An inventory of all materials and chemicals used by 2023   | ✔        | GB Auto has developed a complete inventory of all input materials and chemicals used across its manufacturing activities.  |   |
|  | Develop a Waste Management System  | 🟡        | GB Corp is currently working on developing a waste management system across all its business sites and manufacturing facilities.   |   |
|  | Annual circularity assessment of all manufacturing facilities  | 🕒        | GB Auto is currently working with its corporate sustainability consultants on developing proper guidelines and procedures for conducting a circularity assessment across its business sites.   |   |
|  | 90% zero waste from operations by 2030   | 🟡        | All scrap and by-products from GB Auto's manufacturing operations are either reused or recycled. Other waste streams will be further assessed for diversion as part of the waste management system that is currently being developed across all business sites.                    |   |
|  | 10% reduction in production water intensity by 2025  | 🟡        | GB Corp's total absolute water usage across its manufacturing facilities has decreased by 28% compared to 2021.  |   |
|  | Zero wastewater discharge by 2030  | 🕒        | Sadat manufacturing facility is in the process of installing a wastewater treatment system that treats wastewater discharged from to be reused in the manufacturing process and for landscape irrigation.  |   |
|  <p><b>GREEN FACILITIES</b></p> | 100% buildings certified green by 2030   | 🕒        | GB Corp is currently studying the possibility of certifying its new facilities to green building certifications such as EDGE and LEED.   |   |
|  | Annual integrated assessment for gradual improvement   | ✘        | GB Corp shall develop an inventory of all facilities and select some of them with the potential to acquire an EDGE or LEED certification.  |   |

|  |   |   |  |
|--|---|---|--|
|  <b>GOOD GOVERNANCE</b><br>(Corporate Governance) |  <b>VIBRANT BUSINESS</b><br>(Economic Performance) |  <b>LIVEABLE PLANET</b><br>(Environmental Performance) |  <b>THRIVING HUMANITY</b><br>(Social Performance) |
| ✓ Completed  | ✗ Not Yet Started   | 🕒 Started, in progress  | 🟡 Partially completed  |

| MATERIAL TOPIC  | TARGETS AND COMMITMENTS 2022-2030  | PROGRESS | 2022 PERFORMANCE DESCRIPTION  | UN SDGS   |
|---|--|----------|---|---|
| <br><b>HEALTH, SAFETY, AND WELLBEING</b> | 85% workplace satisfaction rate by 2025  | ✓        | GB Corp did not conduct an engagement survey this year as it is done every 2 years.   |   |
|   | Zero fatalities, severe accidents, and work-related injuries annually                            | ✓        | No severe accidents or fatalities were recorded in 2022 across all our business sites and facilities. GB Corp achieved 80% reduction in work-related injuries compared to 2021, with only 3 recorded injuries compared to 15 in 2021.                         |    |
|   | 100% of manufacturing sites certified according to ISO 45001                                     | ✓        | All GB Corp's business sites are currently certified to ISO 45001.  |   |
| <br><b>DIVERSITY AND INCLUSION</b>      | Zero cases of discrimination annually  | ✓        | GB Corp signed the WEP's (Women's Empowerment Principle) agreement with the UN. GB Corp is currently on developing a non-discrimination policy. During 2022, no cases of discrimination were recorded across any of GB Corp's subsidiaries or business sites. |   |
|   | 100% grievances resolved annually  | ✓        | All employee reported grievances were resolved in 2022.   |   |
| <br><b>HUMAN POTENTIAL</b>             | 100% employees covered by performance assessments and feedback annually                          | ✓        | All GB Corp employees are provided performance assessments annually.  |   |
|   | 100% of employees covered by career plans 2023   | ✓        | All employees across GB corp have been covered by career plans in 2022.   |  |
|   | 100% of employees covered by personal and group training needs assessments by 2023               | ✓        | Two trainings per choice started in 2022, for all employees.  |   |
| <br><b>SUPPORTING SOCIETY</b>          | Invest 250 MN EGP by 2030 in donations to local community projects that support one or more SDGs | 🟡        | A total of EGP 37.4 MN in donations and CSR investments has been made in 2022, by GB Corp (GB Auto and GB Capital).   |  |

# 03

## Corporate Governance

- 3.1 Governance and Management
- 3.2 Business Integrity and Conduct
- 3.3 Quality, Compliance, and Risk Management

GB Corp aims to develop its governance in line with the principles of responsibility, accountability, and transparency. Sound and transparent management based on trust with stakeholders is the foundation and driving force of sustainable growth. Equipped with an advanced governance structure centered on its BOD, GB Corp is striving to increase its corporate value from a long-term perspective. We also do our utmost that our corporate growth can lead to enhanced value of our shareholders and other stakeholders. We make sustainability an essential pillar of our mindset, corporate culture, and decision-making by turning risks into opportunities and by cherishing ethical values as the essence of our competitive advantage.

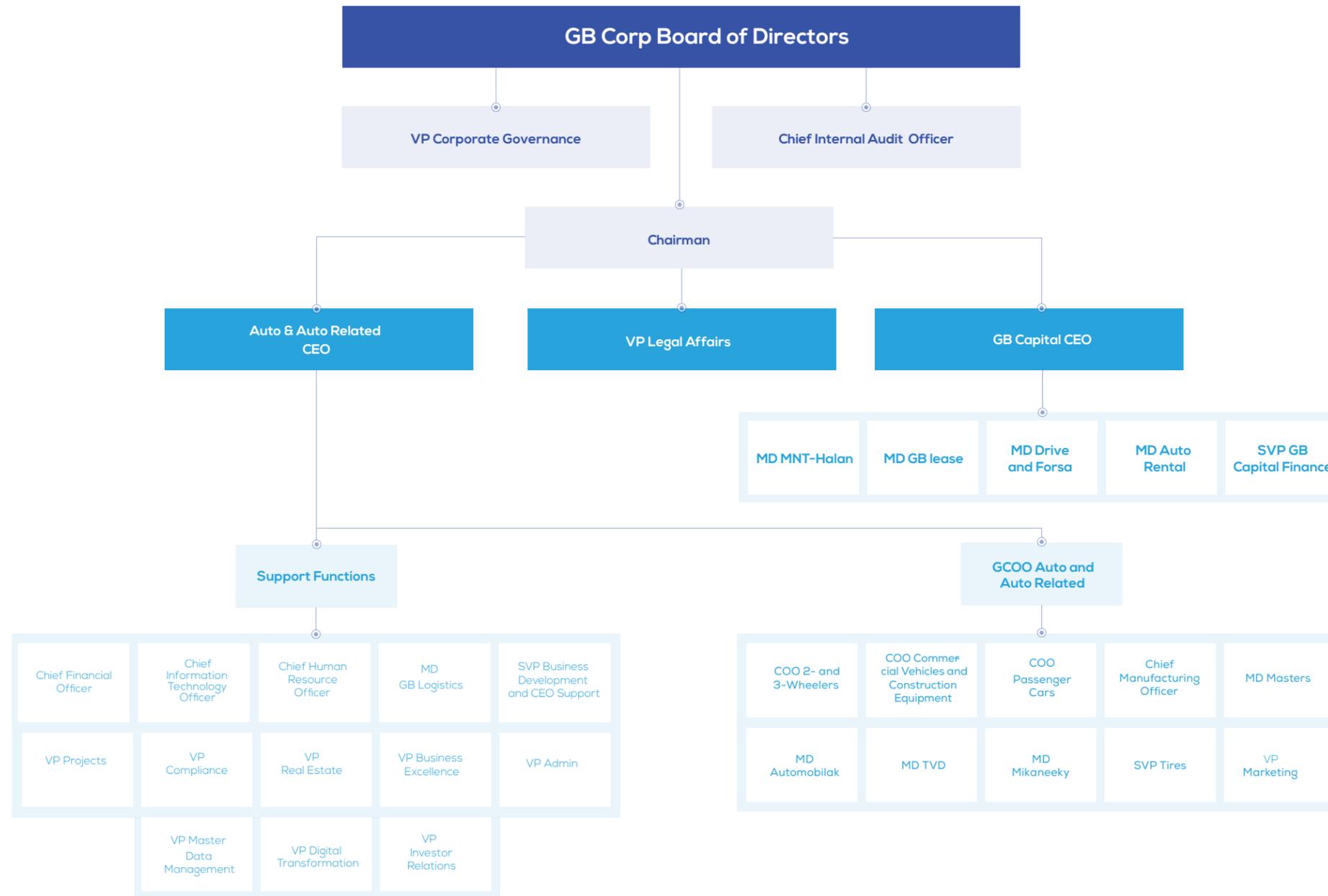
### 3.1 Governance and Management

To be a good corporate citizen, we devised a robust governance framework focusing on responsible business conduct. By integrating ESG criteria and sustainability thinking into the core of our business, we expect to make sustainability a new normal for the whole Group.

We commit to making sustainability integral to every decision at GB Corp at every level.



## GB Corp Organization Structure



## GB Corp Board of Directors



**5.1**

Average Tenure (Years)



**2 : 5**

Board gender ratio: females to males



**43%**

Independent Board Members

GB Corp's Board of Directors leverages its decades of expertise and vision to guide the company's operations and monitor its performance. The Board is led by experts with a broad range of experience the region's public and private sectors. These leaders' combined expertise allows them to advise the business, make strategic decisions and foster success across all areas of GB Corp's operations. As part of its mandate, the Board ensures transparency and works to mitigate risks. The Board is comprised of two executive and five non-executive members, including three independent members.



**DR. RAOUF GHABBOUR**

Former Chairman and Founder of GB Corp  
Tenure: 2007- November 2022

In loving memory of our visionary leader, Dr. Raouf Ghabbour, who passed away on November 9th, 2022. Dr. Raouf Ghabbour, Chairman of the Board of Directors and the Group's founder, was a leading figure who dedicated his life to building a world-class manufacturing, automotive and distribution business, as well as a non-banking financial services business. Dr. Ghabbour jump-started his career working in his family's auto-related trading business. Having quickly gained a commendable reputation in the market for his business savvy, Dr. Ghabbour went on to acquire agency agreements from global OEMs, which he steadfastly turned into successful businesses. Through his vision and relentless efforts, Dr. Ghabbour helped institutionalize GB Corp and has positioned the Group as the leading automotive assembler and distributor in the Middle East and North Africa.



**MR. MOHAMED NAGUIB**

Non-Executive Chairman of the Board  
Tenure: 2019-present (4 years)

Mr. Mohamed Naguib has been appointed as the Chairman of GB Corp after the passing of Dr. Raouf Ghabbour. Mr. Naguib has served on the boards of numerous prominent Egyptian banks and corporations and has accumulated nearly 40 years of experience in the fields of banking, leasing, and credit. Mr. Naguib served as the Chairman and Managing Director of SAIB Bank between 2011 and 2018, and prior to that, he served as Vice-Chairman and Head of the Credit and Investment Committee at Banque Misr. Mr. Naguib had also served at Misr International (MIBank) for over 20 years as General Manager of Credit and Marketing before joining Incolease as Member of the board from 2000 till 2010. Furthermore, Mr. Naguib served as Non-Executive Chairman of Misr Bank-Europe in Germany for two years as well as his membership of the boards of the National Bank of Egypt, the Civil Aviation Finance Holding Company, and the Small and Medium Sized Projects Fund among many others. Mr. Naguib has attended various banking and credit seminars across the United States and the UK in addition to retaining a CPA certification in the state of Colorado for 12 years. Mr. Naguib holds a bachelor's in accounting from Cairo University and MBA from the American University in Cairo. He has sat on the Board of Directors since 2019.



**MR. NADER GHABBOUR**

Chief Executive Officer  
Tenure: 2012-present (11 years)

Mr. Nader Ghabbour brings over fifteen years of specialized experience in the automotive industry to his role, which he has cultivated through the managerial and operational positions he has held at GB Auto. Prior to his current role, Mr. Ghabbour served as Deputy CEO and as Group Chief Operating Officer, where he was responsible for a multitude of vehicular operations in Egypt and the region. Beforehand, he had served as Passenger Car Chief Operating Officer and Project Management Officer Leader. Mr. Ghabbour trained in Mergers and Acquisitions at the London Business School in London. He holds a Bachelor of Arts in Business Administration from Boston University, and an MBA from the IE Business School in Madrid. He sat on the Board of Directors since 2012.



**MR. MANSOUR KABBANI**

Non-Executive Director  
Tenure: 2017-present (6 years)

Mr. Kabbani brings more than 30 years of experience to GB Auto. He joined in 2015 as VP for Project Coordination and currently oversees group investments as well as investor relations. In 2017, Mr. Kabbani joined the Board of Directors of GB Auto. In 2021, he was elected as the Chairman of GB Capital and in 2022 as Chairman of GB Lease. Mr. Mansour Kabbani spent a decade working in textile spinning before becoming CFO at Technological and Electrical Systems (TES) for two years. Along with Dr. Ghabbour and partners, he helped establish CITI in 1997 which later merged with GB Auto. Between 1997 and 2015, Mr. Kabbani ran his family investments and accumulated vast experience in capital markets. Mr. Kabbani graduated from AUC in 1981 with a BA in Economics. He has sat on the Board of Directors since 2017.



**MR. MOUNIR FAKHRY ABDELNOUR**

Independent Board Member  
Tenure: 2016-present (7 years)

Mr. Mounir Fakhry AbdelNour is currently the Chairman of Cairo Company for oil and soap, and Member of the Board of Directors of GB Corp, EDITA, Domty and Mabaret Al-Asafra Hospitals. He is also a Senior Adviser for Rothschild & Co., one of the world's leading financial advisory groups. Mr. Abdelnour, between 2011 and 2015, was Minister of Tourism, Minister of Investments and Minister of Trade and Industry; between 2006 and 2011, Secretary General of the Wafd Party; and between 2000 and 2005, leading the opposition in the Egyptian Parliament. Prior to joining the Egyptian Cabinet, Mr. Abdelnour was founder and Chairman of Hero Middle East and Africa, previously Société Egypto-Française pour les industries agro-alimentaires (Vitrac), member of the Board of Directors of Egypt Arab African Bank, Founder and Managing Director of Egyptian Finance Company, Vice President of American Express Bank and representative of Banque de l'Union Européenne Paris in Egypt and the Middle East. Mr. Abdelnour was a member of the Board of Directors of the Federation of Egyptian Industries, the Egyptian Competition Authority, the Cairo Stock Exchange and the Egyptian Expo and Convention Authority. He has also served as Chairman of the Egyptian Center for the Economic Studies. Mr. Abdelnour earned his undergraduate degree in Statistics from the Faculty of Economics and Political Science from Cairo University and a Master's degree in Economics from the American University in Cairo.



**MR. HISHAM EZZ EL ARAB**

Independent Board Member  
Tenure: May 2022 - November 2022

Mr. Ezz Al-Arab joined GB Auto board in May 2022 and resigned in November 2022. He is the Chairman of the Board of Trustees of the CIB Foundation and has been a director at MasterCard Middle East and Africa's Regional Advisory Board since June 2007, in addition to being a principal member of the American Chamber of Commerce. Mr. Ezz Al-Arab was elected as a member of the board of trustees for the American University in Cairo from November 2012 to March 2018.



**MR. ABBAS EL SAYED**

Executive Director

Tenure: 2019-present (4 years)

Mr. Abbas El Sayed joined GB Auto in 2014 as Group Vice President Finance. He has 14 years of experience gained from KPMG and Deloitte including 1.5 years in the UK at KPMG UK LLP. Mr. El Sayed has vast experience in corporate finance, restructuring, strategic planning, audit, internal controls, advisory and compliance. He holds a BA in Accounting from Ain Shams University. He is a member of the Association of Chartered Certified Accountants (ACCA) in the UK and is a Certified Management Accountant (CMA). He has sat on the Board of Directors since 2019.



**MS. LOBNA EL DESSOUKY**

Independent Board Member

Tenure: 2020-present (3 years)

Ms. El Dessouky leverages over two decades of professional experience in a wide range of sectors to fulfill her numerous advisory and board roles. She's currently an independent member of the Advisory Board of Alexandria Business Association Small and Micro Enterprise Project, independent Board and Audit Committee member at Cleopatra Hospital Company, Advisor for the European Bank for Construction and Development's Enterprise Growth Program and is an Advisor to the Audit Committee at Qalaa Holdings, having served as a member of the committee from December 2012 to 2014. Prior to this, she spent six years as Group Chief Financial Officer at Asec Holding and served on the Group's board for eight years. Ms. El Dessouky spent most of her career with Coca Cola Egypt, starting as Head Office Financial Controller in 1997 and eventually working her way to Group Chief Financial Officer in 2001 and serving in that post till 2006. She began her career at PricewaterhouseCoopers as part of the audit staff in 1993, ending her stint at the company as Audit Senior in 1997. She has also been highly involved in teaching since 1997, she worked with Eslsca Business School, Edinburgh Business School, The American University in Cairo (AUC), and The Regional Information Technology Institute (RITI) in association with Maastricht School of Management (MSM). Ms. El Dessouky holds a bachelor's degree in commerce from Helwan University and an MBA in Management Consultancy from Sheffield University, UK. She is a CPA, CFM, and CMA holder and is also a Member of the Association of Corporate Governance Practitioners and a Certified Director from the Egyptian Institute of Directors. She has sat on the Board of Directors since 2020.



**MS. MARWA EL AYOUTI**

Independent Board Member

Tenure: 2022-present (1 year)

Ms. El Ayouti is currently the CFO of Orange Egypt since 2018 and was previously the CFO of Vodafone Egypt from 2011 to 2018, becoming the first Egyptian and first female to take the role at the age of 32. Ms. El Ayouti brings over 20 years of local and international experience in finance and telecommunications and has held various senior finance roles in Egypt and the United Kingdom. She also has extensive hands-on experience in senior management and strategic leadership as well as a wealth of experience in financial management. Ms. El Ayouti has been ranked on the Forbes 200 Most Powerful Arab Women since 2014, selecting in 2018 on the Middle East Most Influential Women, and been recognized further by several accreditations for her influence. Ms. El Ayouti graduated from the American University in Cairo in 1998 and holds an MBA from Maastricht School of Business. She has sat on the Board of Directors since May 2022.

## Board of Directors Meetings in 2022

During the reporting period, a total of 13 board meetings have been conducted. The main outcomes of the board meetings included:

| MEMBER                      | FEB 24 <sup>TH</sup> | MAR 3 <sup>RD</sup> | APR 13 <sup>TH</sup> | MAY 19 <sup>TH</sup> | AUG 14 <sup>TH</sup> | OCT 30 <sup>TH</sup> | NOV 14 <sup>TH</sup> | NOV 15 <sup>TH</sup> | NOV 17 <sup>TH</sup> | NOV 22 <sup>ND</sup> | DEC 18 <sup>TH</sup> | DEC 20 <sup>TH</sup> | DEC 29 <sup>TH</sup> | ATTENDANCE RATE |
|-----------------------------|----------------------|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------------|
| Dr. Raouf Ghabbour          | ✓                    | ✓                   | ✓                    | ✓                    | ✓                    | ✓                    | -                    | -                    | -                    | -                    | -                    | -                    | -                    | 46%             |
| Mr. Mohamed Naguib          | ✓                    | ✓                   | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | 100%            |
| Mr. Nader Ghabbour          | ✓                    | ✓                   | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | -                    | 92%             |
| Mr. Abbas El Sayed          | ✓                    | ✓                   | ✓                    | ✓                    | ✓                    | -                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | 92%             |
| Mr. Mansour Kabbani         | ✓                    | ✓                   | -                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | 92%             |
| Mr. Mounir Fakhry Abdelnour | ✓                    | -                   | -                    | ✓                    | ✓                    | ✓                    | -                    | ✓                    | ✓                    | -                    | -                    | ✓                    | ✓                    | 62%             |
| Mr. Hisham Ezz El Arab      | -                    | -                   | -                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | -                    | -                    | -                    | -                    | -                    | 38%             |
| Ms. Marwa El Ayouti         | -                    | -                   | -                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | -                    | -                    | -                    | ✓                    | -                    | 46%             |
| Ms. Lobna ElDessouky        | ✓                    | -                   | ✓                    | ✓                    | ✓                    | -                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | ✓                    | 85%             |

### Board Committees

GB Auto’s Board of Directors has three committees that help it carry out its duties and ensure it is able to act in the best interests of shareholders and stakeholders. The committees play a monumental role in the corporate governance framework by supporting the implementation of transparent procedures that provide the Board reliable oversight into the Company’s operations and financial performance.

#### AUDIT COMMITTEE

The Board has established an Audit Committee, comprised of four experienced non-executive members, three of whom are independent, in compliance with EGX listing regulations. The Audit Committee assures impartial reporting on the performance of the company with a focus on risk management and financial operations.

Its responsibilities include ensuring the following:

- ⚙ The soundness and integrity of GB Auto’s financial statements.
- ⚙ GB Auto’s full compliance with relevant legal and regulatory requirements set forth by the Egyptian Stock Exchange and the Egyptian Capital Markets Authority.
- ⚙ The appointment of qualified, independent external auditors.
- ⚙ The effective performance of the internal audit function, by regularly reviewing its guidelines, procedures, and results to guard against corruption and improve efficiency across the company.

| MEMBER NAME                  | POSITION  | FEB 22 <sup>ND</sup> | MAY 10 <sup>TH</sup> | AUG 8 <sup>TH</sup> | NOV 12 <sup>TH</sup> | ATTENDANCE RATE |
|------------------------------|-----------|----------------------|----------------------|---------------------|----------------------|-----------------|
| <b>Ms. Lobna El Dessouky</b> | President | ✓                    | ✓                    | ✓                   | ✓                    | 100%            |
| <b>Mr. Mounir Abdelnour</b>  | Member    | ✓                    | ✓                    | ✓                   | ✓                    | 100%            |
| <b>Mr. Mansour Kabbani</b>   | Member    | ✓                    | ✓                    | ✓                   | ✓                    | 100%            |
| <b>Mr. Mohamed Naguib</b>    | Member    | ✓                    | ✓                    | ✓                   | ✓                    | 100%            |

#### REMUNERATION COMMITTEE

The Board of Directors relies on the Remuneration Committee to achieve the following:

- ⚙ Outline the company’s remuneration policy.
- ⚙ Advise on all matters pertaining to the company’s pay and benefits frameworks.
- ⚙ Advise on methods to further integrate transparency into the company’s remuneration process, which includes the compensation structure for the chairman, executive directors, and senior management.

Fees and other payments made out to non-executive directors do not fall under the purview of the Remuneration Committee. The payment structure is reviewed by a sub-committee comprised of the chairman and up to two executive directors of the Board.

| MEMBER NAME                  | POSITION  | FEB 24 <sup>TH</sup> | ATTENDANCE RATE |
|------------------------------|-----------|----------------------|-----------------|
| <b>Mr. Mounir Abdelnour</b>  | President | ✓                    | 100%            |
| <b>Ms. Lobna El Dessouky</b> | Member    | ✓                    | 100%            |
| <b>Mr. Mansour Kabbani</b>   | Member    | ✓                    | 100%            |
| <b>Mr. Mohamed Naguib</b>    | Member    | ✓                    | 100%            |

**CORPORATE GOVERNANCE COMMITTEE**

The Corporate Governance Committee assists the Board of Directors by ensuring the following:

- ⚙️ Communication between the Board and executive management prioritizes the interest of shareholder and plays an effective role in serving the functionality of the company.
- ⚙️ The company maintains and updates an overarching corporate governance framework by regularly assessing the guidelines in place and making recommendations for needed advancements.
- ⚙️ Company-related strategic decisions and opportunities are evaluated and acted upon as needed.
- ⚙️ Management is held accountable to the Board by means of structures set in accordance with applicable laws, regulations and industry best practices.
- ⚙️ Recommendations are made to the Board on new candidates, for election or appointment.
- ⚙️ Risks are identified and mitigated in line with GB Auto’s relevant policies and procedures.

**ESG COMMITTEE**

GB Corp’s newly established ESG committee shall work closely with the Board of Directors to achieve the following:

- ⚙️ Ensure oversight of material sustainability topics at the highest level of the organization, such as reviewing our business strategy, plans and targets.
- ⚙️ Ensure alignment of our sustainability and business strategy, embed sustainability considerations into strategic business planning and decision-making.
- ⚙️ Develop and regularly update group-wide Sustainability Strategy to define specific pillars, commitments, priority areas and targets for our actions; complement the strategy with detailed action plans for the most significant material topics.
- ⚙️ Develop and approve general and topic-specific procedures and frameworks for managing material ESG risks and opportunities across the value chain.
- ⚙️ Organize data management and continuous monitoring of key ESG metrics.

- ⚙️ Develop financial and non-financial incentives for management at all levels for considering sustainability criteria when making business decisions and leading by example on implementing innovative sustainable solutions and approaches, as well as sustainable lifestyles.
- ⚙️ Facilitate organizational learning on sustainability, including integration of sustainability mindset into our corporate culture and tailored training for employees considering their responsibilities and areas of action.
- ⚙️ Apply and implement minimum ESG criteria for all our partners across the value chain.
- ⚙️ Prevent financing or investing in new developments and collaborations that undermine global and local sustainability pursuits.

| MEMBER NAME                  | POSITION  | FEB 24 <sup>TH</sup> | NOV 14 <sup>TH</sup> | ATTENDANCE RATE |
|------------------------------|-----------|----------------------|----------------------|-----------------|
| <b>Ms. Lobna El Dessouky</b> | President | ✓                    | ✓                    | 100%            |
| <b>Mr. Mounir Abdelnour</b>  | President | ✓                    | ✓                    | 100%            |
| <b>Mr. Mansour Kabbani</b>   | Member    | ✓                    | ✓                    | 100%            |
| <b>Mr. Mohamed Naguib</b>    | Member    | ✓                    | ✓                    | 100%            |

### Internal Control and Risk Management

The risk mitigation and management framework that GB Corp applies through its crisis evasion platform detects and manages potential risks, tightens internal controls and maximizes operational effectiveness. The framework oversees the effective and efficient use of resources, confirms the accuracy of financial reporting and ensures compliance with applicable laws and regulations, including FRA and EGX requirements. It also supports the company’s business strategy and operations while upholding its vision and mission.

### BUSINESS CONTINUITY

To ensure that there are minimal disruptions to their operations, companies must be predictive and proactive in their decision-making. A strong Business Continuity and Crisis Management policy is essential to our performance since exposure to events such as supply chain disruptions, failed procedures, or policy violations, have the potential to negatively impact our financial and operational results.

All employees at GB Corp adhere to the company’s emergency Business Continuity and Crisis Management policy, which is implemented under the supervision of the Chairman of the Board, the Group Chief Operating Officer and the Business Continuity Planning Committee (BCPC). Outside active incidents, the BCPC tests prospective crisis management strategies and collaborates with the Crisis Management Control Committee (CMCC) to develop the company’s appropriate official responses and courses of action. Both committees may also request the support of the company’s auditors to ensure correct application.

### ANTI-CORRUPTION EFFORTS

GB Corp seeks to promote a work environment free from any corruption activity. The company continues to improve its policies and procedures as well as the code of conduct in order to support these efforts and dedication to operate with integrity. The policies establish constant, company-

wide standards that deal with bribery and corruption and serve to guide our day-to-day business operations. GB Corp adopts a zero-tolerance policy against any deviation from the best practices outlined in the policy that could be harmful to the business or its stakeholders.



## 3.2 Business Integrity and Conduct

The automotive industry is subject to complex interactions across the value chain, which often pose challenges and compromises regarding different stakeholder interests and needs. We embrace this complexity, and our response is based on adhering to our Code of ethics while setting targets for further improvements.

Standing behind business ethics and integrity principles serves as our buffer against risks and contributes to building a solid corporate culture and a resilient organization over the long term. We strive to eliminate all kinds of violations in business ethics and integrity while effectively resolving all such cases and preventing them in the future.

We commit to acting with integrity, protecting human rights, and standing by our values and principles.

### Promoting a Speak-Up Culture

At GB Corp we believe in fostering an open & safe culture where everyone feels comfortable to express themselves & bring their ideas - and their challenges - to the table. By creating an inclusive workplace, we allow ourselves to reinforce our values that are central to who we are & how we operate. As part of our commitment to conducting business with integrity & fairness, Compliance Business unit launched GB Whistleblowing policy. The purpose of this policy is to allow employees to raise concerns freely & anonymously about suspected misconduct. The reporting channels have been announced by our CEO this year where he urged all employees to speak up without fear of retaliation.

During the reporting period, only one critical concern has been raised to the top management about misuse of authority.

#### WHISTLE-BLOWING REPORTING CHANNELS



Whistleblower@ghabbour.com  
Ethics@ghabbour.com



### 3.3 Quality, Compliance, and Risk Management

We commit to creating internal systems and procedures that facilitate the highest quality standards while ensuring effective identification, assessment, and mitigation of financial and ESG risks.

Developing safe and reliable products in line with legal and regulatory requirements, as well as demanding international standards is our utmost priority. To make this happen and function effectively as an organization, we also ensure robust risk management.



**100%**

Of GB Auto's manufacturing facilities are certified to **ISO 9001** - Quality Management System

#### Product Quality, Safety, and Compliance

GB Corp's commitment to the highest possible level of quality management in everything it makes and sells shows how much it is focused on producing defect-free vehicles that will never break down. This includes strengthening organizational units tasked in dealing with safety and service quality issues of all its customer contact points, strengthening its after-sales systems, and insisting on early detection and making immediate improvements to stop minor safety and service issues from becoming more serious. These and other issues regarding proactive quality and service activities are an integral part of GB Auto's commitment to customer satisfaction and trust. GB Corp will continue with its commitment to offering its customers the highest possible level of quality and safety by developing new safety technologies that it can then apply to its vehicles.

GB Corp seeks to create "customer safety" values by securing leading quality standards in the global market and strengthening quality management through technical preventive quality activities, among other initiatives. GB Auto has established a company-wide integrated quality management system to satisfy customers' diverse quality and safety requirements, while each of our manufacturing facilities operates their own quality management system to promote thorough quality control in all processes, including automobile design, parts development, process operation, pre-mass production, and mass production.



"Corporate success is not just about profit and growth; it is also about upholding business integrity, promoting diversity and inclusion, and prioritizing sustainability. At GB Corp, we understand the importance of quality, compliance, risk management, and leveraging technology and innovation to drive our sustainable efforts forward. We believe that our greatest asset is our human potential, and investing in our staff's knowledge, skills, and work-life balance will maximize our unique asset. Through our commitment to economic viability, environmental protection, and social equity, we strive to contribute to national efforts and drive positive change in the automotive industry."



**ODETTE GAMIL** - Chief Internal Audit Officer

### GB Corp's Policies & Procedures

All GB Corp's policies, and standard operating procedures have been developed in accordance with the national laws and regulations, as well as international guidelines and frameworks where applicable.

GB Corp regularly updates and advances policies and procedures across its various subsidiaries and business lines, each in accordance to current best practices, and industry benchmarks.

The Group's Business Excellence Department is solely responsible for the development and governance of GB Corp's group standard operating procedures (SOPs), policies and authority matrices. During 2022, a total of 52 SOPs were developed as part of enhancing productivity, performance efficiency, risk management, as well as achieve both financial and resource savings and optimization.

In 2022, a total of EGP 12.5 million in financial savings was achieved because of adopting the developed SOPs across the company's various business units. While a total compliance score of 70% has been achieved, a future

target of 100% set, we will work on achieving this score by periodically conducting awareness activities and assessments on a group level across all business lines and departments.

#### MODIFIED POLICIES IN 2022



#### HR

- Meal Allowance Policy
- Company Vehicle Policy
- Short Missions Policy
- Transportation Allowances Policy



#### MARKETING

Research Process has been updated and documented to ensure that we have structured process applied across all research projects, as well the digitalization of the process and reach rate enhancement.

### Bajaj Kaizen Award

Bajaj participated in 'Second BAL Kaizen Award' competition for international distributors. Bajaj India received 54 nominations from 11 countries which gave them the opportunity to witness the numerous Kaizen ideas being implemented across Bajaj international distributor partners. All 54 nominations have undergone the process of evaluation done by Bajaj India 'Panel of Judges'. GB Auto was ranked first in the Kaizen award organized by Bajaj for international distributors. A total of 6 Kaizen awards were presented to GB Auto in recognition to the continuous improvement done in the 2 & 3-Wheeler manufacturing facility to reduce the cost and enhance the products' quality and safety.



Awards and Certifications

CERTIFICATION STATUS BY BUSINESS SITE

| BUSINESS SITE / SUBSIDIARY                          | ISO 45001<br>(OCCUPATIONAL<br>HEALTH AND SAFETY<br>MANAGEMENT SYSTEM) | ISO 14001<br>(ENVIRONMENTAL<br>MANAGEMENT SYSTEM) | ISO 9001<br>(QUALITY MANAGEMENT<br>SYSTEM) |
|---|---|---|--|
| GB Corp head office                                 | ✓   | ✓   | ✓  |
| Prima manufacturing facility (IATF 16949 certified) | ✓   | ✓   | ✓  |
| Badr manufacturing facility (IATF 16949 certified)  | -   | -   | ✓  |
| Sadat manufacturing facility (IATF 16949 certified) | ✓   | ✓   | ✓  |
| GB Polo manufacturing facility                      | ✓   | ✓   | ✓  |
| GB Logistics  | ✓   | ✓   | ✓  |

The certifications' term of validity for all business sites stated above, is from 2022-2025.

Logistics

GB LOGISTICS ACQUIRES MULTIPLE CERTIFICATIONS IN 2022

In addition to acquiring ISO 9001, 14001, and 45001, GB Logistics acquires the Authorized Economic Operator (AEO) certificate, Egyptian International Freight Forwarding Association (EIFFA) certificate, and the International Federation of Freight Forwarders Association (FIATTA) certificate.



GB AUTO'S BADR PRODUCTION FACILITY RECEIVES IATF 16949: 2016 CERTIFICATE (Automotive Standard)

Badr plant successfully managed to obtain the IATF 16949:2016 International Automotive Standard in partnership with Near East services. This milestone is a main pillar to further develop, modernize our automotive production services.



GOODYEAR WINS AUTO BILD MAGAZINE AWARD

Leading German magazine "Auto Bild" has awarded Goodyear its prestigious "summer tire manufacturer of the year" title, stating "The best summer tires come from Goodyear".



AMWAL AL GHAD AWARD

GB Auto is thrilled to receive the Amwal Al Ghad 2022 Award from Minister of Trade and Industry Nevine Gamea for being one of Egypt's top 100 performing companies in terms of "unprecedented business results, financial indicators, and growing market share in 2021"



# 04

## Economic Performance

- 4.1 Business Performance
- 4.2 Responsible Investment and Finance
- 4.3 Digitalization and Innovation
- 4.4 Supply Chain Management
- 4.5 Customer Experience and Sustainability

We believe that a vibrant business can deliver shared value for diverse stakeholders and society. It stands by its principles while envisioning the future and proactively addressing risks, opportunities and challenges. A vibrant business never stops evolving to meet new social norms, stakeholder expectations, market demands and regulatory requirements. Ultimately, we believe that only a truly sustainable and responsible business can succeed over the long term.

## 4.1 Business Performance

### Auto

Maintaining a solid performance, GB Auto recorded a revenue of EGP 21,794 million in FY 2022. Although the segment recorded a fall in revenues by 12.5% y-o-y, that was mainly attributed to the devaluation of the Egyptian pound, restrictions on imports and a slowdown in opening LCs, which limited supply across the portfolio. At the Passenger Car (PC) LoB, despite the aforementioned factors, volume declined by less than the passenger car market in Egypt during the respective periods. Moreover, GB Auto retained its position as a market leader reaching a market share of 24.7% in 4Q22 and 23.5% for the full year. At the Two and

Three-Wheelers LoB, we have completed the liquidation of the three-wheeler inventory and continue working with the government to introduce a suitable replacement in this segment. Meanwhile, our Commercial Vehicles & Construction Equipment LoB saw its truck and bus sales increase due to a growing pipeline of national infrastructure projects and an improved inventory of minibuses. The After-Sales LoB continues to perform well as consumers seek maintenance services due to shortages and delays in new vehicle availability. Finally, the Tires LoB delivered strong results despite a significant shortage in the supply of tires.



“Sustainability is an existential necessity for future generations to come. At GB Corp, we believe that accessible mobility can only be achieved if we continuously strive to make a positive impact on the community and the environment. Our focus on sustainability, women empowerment, and digital transformation is not only an ESG objective but a responsibility we owe to the communities we serve. Through human ingenuity and latest technologies, we aim to lead the automotive industry towards a more sustainable future, one electric vehicle at a time.”



**CHERINE KALLAL** - Senior Vice President Business Development & CEO Support





**REVENUES**

**EGP 21,794 MN (-12.5% Y-O-Y)**



**NET PROFIT**

**EGP 933.2 MN (+16.6% Y-O-Y)**



**EBITDA**

**EGP 2,551.1 MN (11.7% Y-O-Y)**

**GB AUTO LINES OF BUSINESS PERFORMANCE IN 2022**

|  EGYPT PASSENGER CARS |  EGYPT MOTORCYCLES & THREE-WHEELERS |  EGYPT COMMERCIAL VEHICLES (CV) & CONSTRUCTION EQUIPMENT (CE) |  EGYPT AFTER-SALES |  EGYPT TIRES |  REGIONAL (IRAQ) |
|--|--|--|---|---|---|
| <b>Total Revenues</b>  | <b>Total Revenues</b>  | <b>Total Revenues</b>  | <b>Total Revenues</b>   | <b>Total Revenues</b>   | <b>Total Revenues</b>   |
| <b>EGP 9,231 MN</b><br>-28.3% Y-O-Y  | <b>EGP 1,915 MN</b><br>-48.5% Y-O-Y  | <b>EGP 1,515 MN</b><br>43.8% Y-O-Y   | <b>EGP 1,803 MN</b><br>34.9% Y-O-Y  | <b>EGP 1,634 MN</b><br>14.1% Y-O-Y  | <b>EGP 4,732 MN</b><br>52.6% Y-O-Y  |
| <b>Total Units Sold</b>  | <b>Total Units Sold</b>  | <b>Total Units Sold</b>  | <b>Revenues by product line</b>   |   |   |
| <b>31,541 units</b><br>-30.8% Y-O-Y  | <b>59,100 units</b><br>-56.9% Y-O-Y  | <b>2,005 units</b><br>27.2% Y-O-Y  | <b>EGP 1,227.8 MN</b><br>Passenger Car<br>Egypt After Sales Revenue<br>34.8% Y-O-Y                    |   |   |
| <b>Units sold by product line</b>  | <b>Units sold by product line</b>  | <b>Units sold by product line</b>  | <b>EGP 300.3 MN</b><br>Motorcycles & Three-Wheeler<br>After Sales Revenue<br>44.7% Y-O-Y              |   |   |
| <b>11,158 CBU units</b><br>-55.5% Y-O-Y  | <b>31,788 Motorcycles units</b><br>-50.4% Y-O-Y  | <b>702 Bus units</b><br>51.3% Y-O-Y  | <b>EGP 275.4 MN</b><br>CV&CE After Sales Revenue<br>26.2% Y-O-Y                                       |   |   |
| <b>20,383 CKD units</b><br>-0.6% Y-O-Y   | <b>27,312 Three-wheeler units</b><br>-62.7% Y-O-Y  | <b>1,136 Truck units</b><br>30.1% Y-O-Y  |   |   |   |
|  |  | <b>88 Trailer units</b><br>-38% Y-O-Y  |   |   |   |
|  |  | <b>79 Construction Equipment units</b><br>-18.6% Y-O-Y   |   |   |   |

**Auto Launch Events**



**CHANGAN CS35+ AND CS55+ LAUNCH**

Changan launched two new cars in the Egyptian market, which are the CS35+ and CS55+. To celebrate this occasion, Changan organized a test-driving event for 70 attendees to try the newly launched cars in Egypt.



**HAVAL LAUNCHING THE NEW WINGLE FL IN EGYPT**

Haval successfully launched the Wingle FL in the Egyptian market and to celebrate this event, they organized a test drive in 4 major malls in Egypt (City stars, MOA, CC Alex, CC Almaza).



**HAVAL CELEBRATING ITS ONE-YEAR ANNIVERSARY IN EGYPT**

Haval brand celebrating its one-year anniversary since it entered the Egyptian market, achieving significant success and strong presence among its customers due to its unique and distinct technological, comfort & safety features. To celebrate this milestone, Haval invited eight families; -Haval H6 and Jolion SUVs- owners, for a family trip to El Gouna, sponsored by Shell Lubricants - Egypt. It also offered them complementary free maintenance service for their cars.



**CHERY TIGGO 8 ROLLS OUT ITS NEW "TIGGO 8 PRO"**

GB Auto, the exclusive agent and sole distributor for Chery in Egypt, revealed the features of the latest generation of Chery, the 2022 Tiggo 8 Pro from the SUV category, characterized by exclusive specifications that suit the Egyptian automotive market. The launch represents a drastic leap pertaining to the luxurious driving experience, as Chery Tiggo 8 Pro marks the beginning of a new success story through its advanced technology and the highest level of safety and design.



**GB AUTO INTRODUCES THE LATEST VOLVO FH, VOLVO FMX TRUCKS TO SUPPORT THE HEAVY-DUTY TRUCK MARKET IN EGYPT**

GB Auto Group, the leader in the Egyptian automobile sector, and the exclusive agent for Volvo Trucks in Egypt, celebrated the launch of the new generation of Volvo trucks models for heavy transport, in a ceremony held at the GB Academy. During the ceremony, GB Auto announced the launch of three new models of Volvo Trucks: "Volvo FH, Volvo FM, and Volvo FMX", which are the most fuel-efficient, and represent a strong addition to the heavy transport truck market in Egypt, with the latest technical capabilities and capabilities.

**GB AUTO RENTAL TRANSPORT CO S.A.E**

GB Auto Rental Transport Co S.A.E. previously known as Haram Tourist Transport Company S.A.E. is one of the subsidiaries of GB Capital. It started its activity in August 2009 in operational leasing offering full service to customers on various types of vehicles, «non-exclusive to GB Auto’s brands». GB Auto Rental Transport Co S.A.E. is currently **ranked number 1 in the Egyptian market** for the operational lease solutions (long- and short-term agreements) by owning and operating more than 1,800 vehicles with more than 96 multinational companies.

The scope of our work includes leasing vehicles of all types (private cars and/or Tourism plates, Commercial of less than 7 tons, transportation of corporate’s employees, fleet management for companies, transportation services from / to the airport with driver) in the long- and short-term agreement. Despite the challenges faced in 2022, GB Auto Rental Transport Co S.A.E. have succeeded to add around 430 vehicles to its existing customers and increase their customers portfolio.

**GK AUTO BUSINESS EXPANSION ACROSS THE MIDDLE EAST**

GK Auto has opened its eighth MG branch, which includes a 3S facility, Showroom, Service center and Spare parts was lanched in a prime location. During the launch event, the governor of the city expressed his gratitude for our proactiveness to rebuild the city. Out of the 8,000 buildings that were destroyed only few of them have been rebuilt. However, Iraq PC could not turn a blind eye and participated in the renovation of the city and serving of Iraq PC’s loyal Mosulian customers who have been with us since the beginning of our journey.

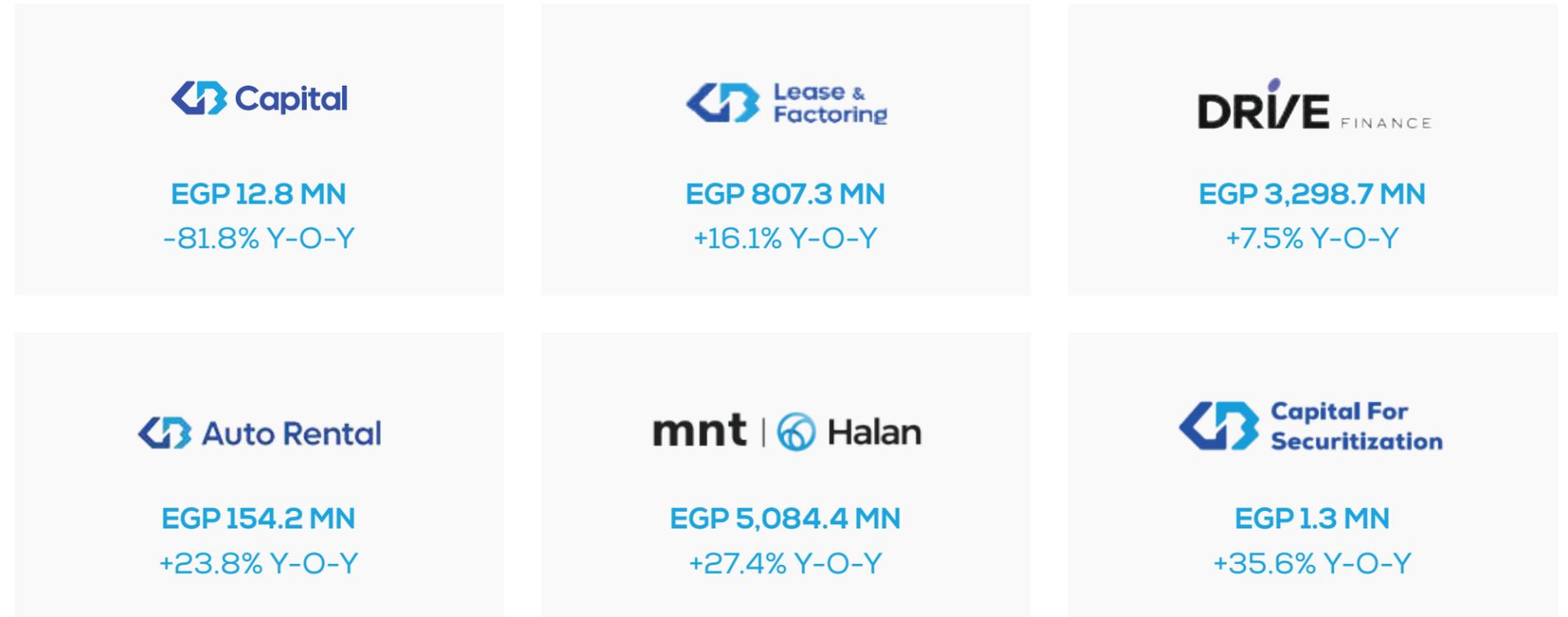


**Capital**

GB Capital revenue grew by 17.7% y-o-y to EGP 9,358.7 million in FY22, reflecting strong performances across subsidiaries. Net profit grew significantly to EGP 9,054.4 million because of the capital gain realized in 4Q22 from the partial sale of MNT-Halan. Excluding the capital gain, net profit grew 24.8%.

GB Lease recorded an increase in revenue by 16.1% y-o-y. GB Auto Rental secured a total of 414 new vehicle contracts in FY22. Management is optimistic about the performance of its leasing operations at GB Lease and GB Auto Rental and is in discussions to secure a solid pipeline for the coming periods. Additionally, team expansions at GB Lease and nationwide branch expansions at GB Auto Rental will allow both companies to capture a larger share of the leasing market. GB Auto remains the majority shareholder of GB Lease owning the remaining 55% stake. The addition of Chimera as a shareholder in GB Lease will support the existing management team to unlock further growth and profitability at GB Lease and undoubtedly create additional value for GB Capital.

**Breakdown of Revenue by Company**



**REVENUES**

**EGP 9,358.7 MN (+17.7% Y-O-Y)**



**NET PROFIT**

**EGP 9,054.4 MN (+24.8% Y-O-Y)**



## 4.2 Responsible Investment and Finance

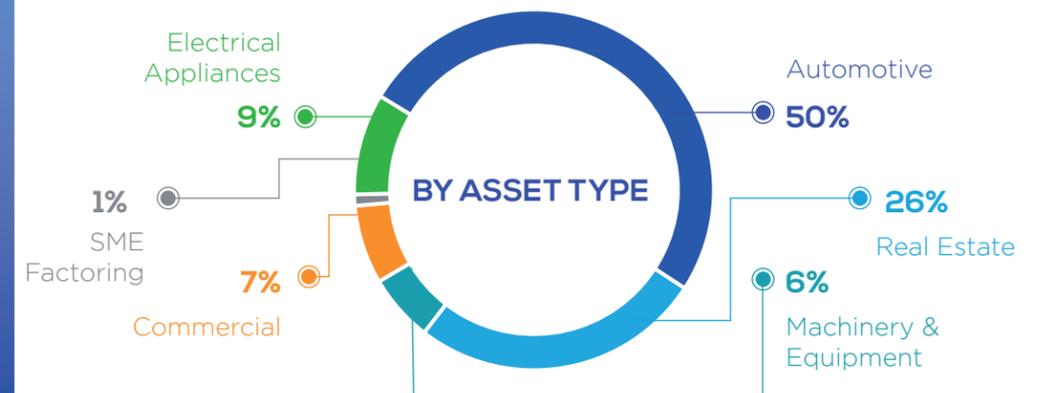
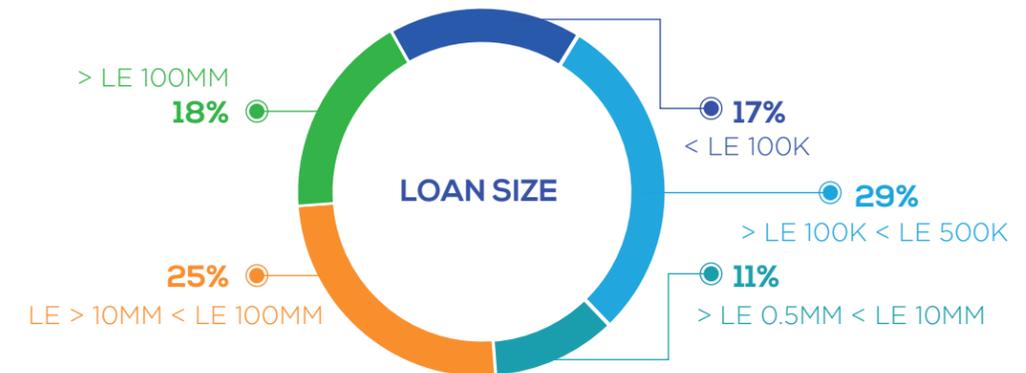
We commit to practicing responsible investment and finance to facilitate social inclusion, equality, and local economic development.

GB Corp aims to integrate sustainability criteria into all of its investment decisions and future developments, which will secure our assets' long-term resilience and sustainability.

We also consider financial inclusion a particularly significant driver behind reducing poverty and improving equality. One of GB Capital's companies, Tasaheel, is particularly well-positioned in this regard, as lending to microenterprises helps support bottom-up innovation and increase participation in the formal economy by groups traditionally excluded from it.

### GB Capital Portfolio Breakdown

As of 31 December 2022



"GB Corp's robust corporate and, environmental and social governance, coupled with business integrity, quality, compliance and sustainable risk management, all support effective decision making and result in an unmatched business performance. Our target is to always realize synergies across our diversified portfolio and lines of business, that would maintain our position as a market leader, with sustainability at the heart of what we do.



SHERIF SAMIR TAWADROS - Senior Vice President Finance, GB Capital

Fintech



**MNT-HALAN**

MNT-Halan, is the largest and fastest growing non-bank lender to the unbanked in Egypt, digitizing conventional banking through its technology and data driven solutions. The company has served over five million customers in Egypt, of which +4 million are financial clients and +2.5 million are borrowers.

MNT-Halan empowers customers by allowing them to execute a variety of financial and commercial transactions through an innovative platform that encompasses digital lending, payments, e-commerce and other value added services. The company developed its scalable proprietary fintech ecosystem in-house, connecting customers, vendors and micro-enterprises through Halan its consumer facing app, a merchant app, Neuron (distributed lending and payment processing software) and payment solutions (wallets and cards).

In 2022, MNT-Halan completed the acquisition of Talabeyah, a B2B e-commerce platform that provides next-day delivery of FMCG supplies directly to small merchants, retailers and soon consumers. MNT-Halan continues to explore cross border expansions through operational and technological capabilities, with an aim to replicate its business model in other countries. Furthermore, GB Corp sold 7.5% of its stake in MNT-Halan in a strategic deal with investors that will support the existing management team in replicating the business model in other countries and creating additional value for GB Capital.



**THE LAUNCH OF FORSA MOBILE APPLICATION**

In light of the unprecedented growth of the non-bank financial services sector in the local market stemming from the unlimited support from the Financial Supervisory Authority, Drive Finance – the leading discounting company – and the owner of the Forsa mobile application in Egypt, announces the official launch of the mobile application in the first of March 2022. A group of highly trained human cadres from representatives of the “Forsa” application were available in many major commercial centers and “hypermarkets” to reach the largest segment of customers and clarify to the consumer the aspects the difference between the different products offered by consumer finance systems from the services provided by some banks, and the definition of the most important advantages of the application.

Forsa is an easy-to-use mobile application in a buy now and pay later way. After downloading the application and requesting a credit balance, and once the approval is obtained, the customer can purchase all his needs – whether goods or services – through several merchants and service providers available on the mobile application with easy and simple procedures. It is worth mentioning that Forsa is a mobile application designed by Egyptian programmers and owned by Drive Finance, and it provides various financial services and flexible installment systems. Forsa reflects in its business plan several core values, namely diversity by offering diversified financing options through different partnerships. Drive’s digital mobile app «Forsa» performed exceptionally well in its first year of operation and continues to attract well-known merchants. To date, Drive has over 520 merchants in more than 4,000 stores.



On this front, Drive recorded quarter-on-quarter and year-on-year increases in revenue in 4Q22 on the back of a securitization in the amount of LE 650 million. Drive booked a y-o-y revenue increase in FY22 as it shifted its focus towards growing its portfolio of used cars and commercial vehicles due to the overall slowdown in new car sales in Egypt.



تقسيم أي نوع عربية

### 4.3 Digitalization and Innovation

We commit to utilizing the power of technology and innovation to leverage better decisions, improve **accessibility and efficiency**, and generate novel solutions for a more sustainable future. We will seek to be a flagship distributor of products with enhanced sustainability characteristics.

The fourth industrial revolution driven by automation, artificial intelligence, digitalization of distribution and manufacturing, and new technologies provides multiple benefits. They unlock better monitoring and higher productivity, optimize logistics, facilitate learning, and reduce product footprint.

We recognize that technology and innovation are profound leverage for implementing our sustainability commitments, enhancing the speed, efficiency, and breadth of our activities. Digital technology supports better customer decisions using sensors, data analytics and visualization tools. It also allows to improve data privacy and cybersecurity, promotes financial inclusion through a wide range of digital services and ensures fast and flexible customer interactions.



“We invest in our human capital, driving innovation and critical thinking to build scalable IT solutions that align with our business goals and strategy, improve customer experience, streamline communication systems, and help us expand globally. Advances in digital technologies coupled with a demand for improved connectivity and real-time insights will help us adopt sustainable business practices and monitor them regularly while transitioning to paperless transactions benefits our staff, locations, and customers alike. GB Corp is committed to creating a greener organisation and creating an impact on the economy and the community.”



**KAMAL KHAFAGY** - Chief Information Technology Officer

## GB Corp Digital Transformation Strategy: Going Digital 360

GB Corp’s digital transformation aims to increase operational efficiency, improve workflow, enhance public perception of the corporation, creating better workplace environment and exceptional customer experience.

### DIGITAL TRANSFORMATION (DX) BUSINESS UNIT

It is a newly established business unit that started in 1Q22 to orchestrate and regulate the current/new automation & digitalization pipeline based on business value and impact. In addition, it injects new digital solutions that can serve the organization’s strategic objectives. DX business unit is considered the umbrella for all digital evolutions that impacts services delivered to its customers, internal operations, digital presence & culture, and adopting new digital tools.

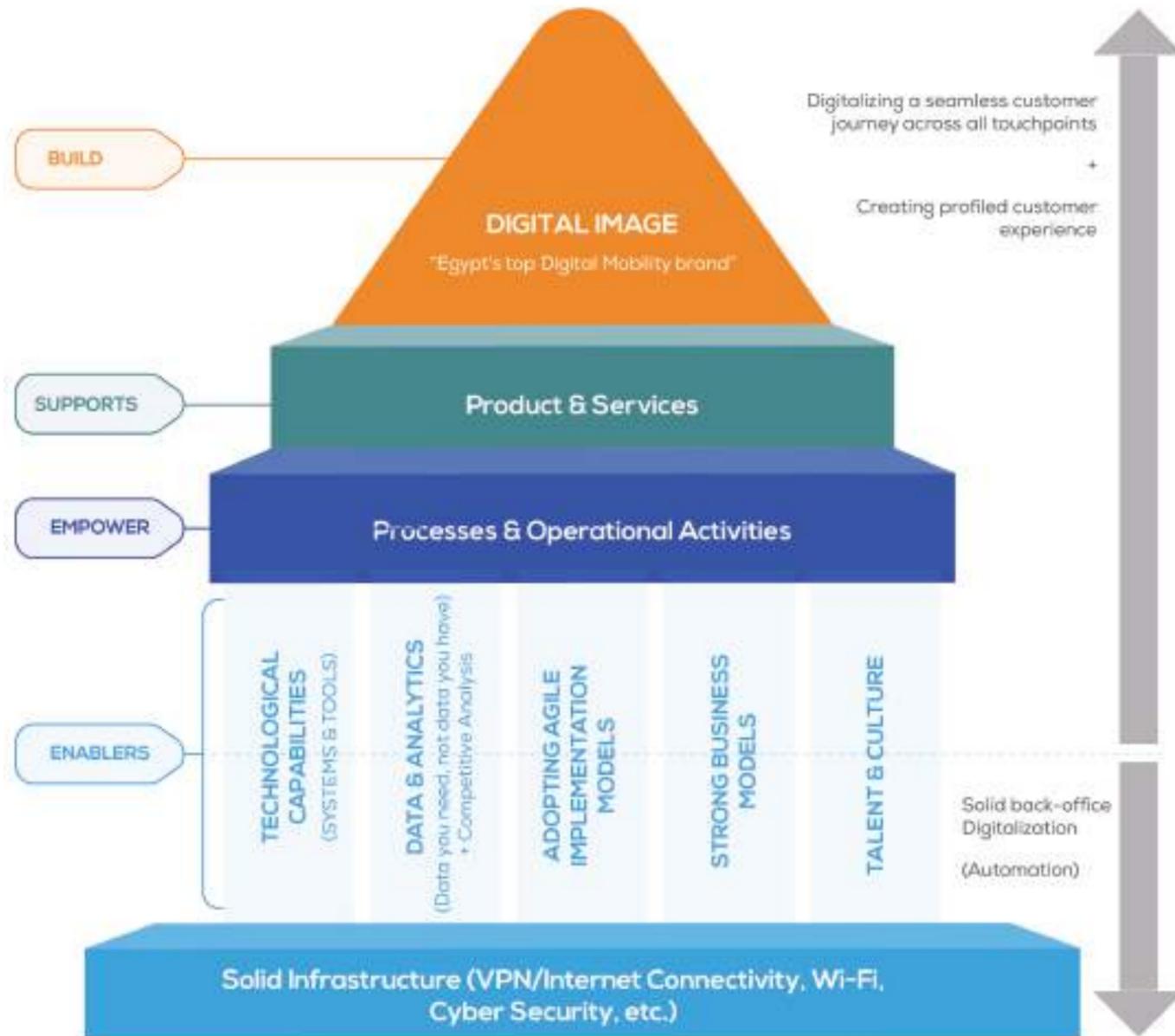


“The main part of our digital transformation journey is changing the way we think, operate and engage with our internal & external customers. Sustainability is one of the main challenges that should be taken into consideration in this regard. Digital Transformation supports business in making sustainable investment decisions by thinking about business impact of not only what we provide to our customers, but also how it is being provided in a sustainable and impactful matter that builds our digital image in front of our customers.”

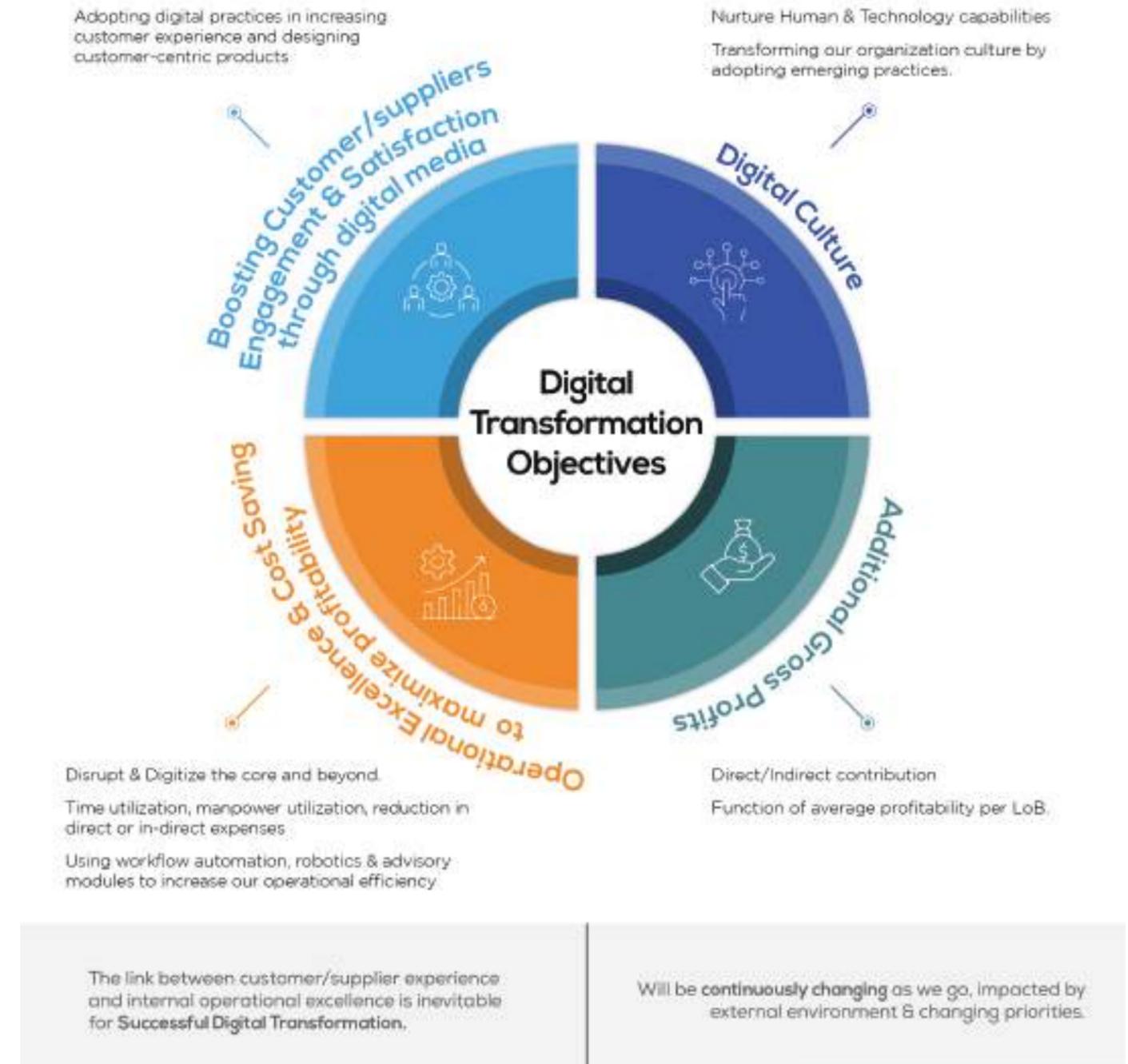


MOHAMED FATTOUH, Head of Digital Transformation

## Our Digital Transformation Strategy



## Strategic Objectives of the Digital Transformation Strategy



### Digital Transformation Governance Model

In order to properly implement and support the digital transformation strategic framework created, a governance model has been built to regulate and orchestrate the digital transformation related initiatives across the organization, which prioritize the requested initiatives based on business value & ROI.



### Robotics Process Automation (RPA) Digital Tool

RPA is a software technology that makes it easy to build, deploy, and manage software robots that emulate actions interacting with digital systems and software. Software robots can do things like understand what’s on a screen, complete the right keystrokes, navigate systems, identify, and extract data, and perform a wide range of defined actions that can improve efficiency & save time.

| Robotics Process Automation Main Benefits |  |   |
|---|--|---|
| <b>01</b><br>Optimized Resource Use       | <b>02</b><br>Enhanced Accuracy         | <b>03</b><br>Increase Productivity          |
| <b>04</b><br>Boost In Scalability         | <b>05</b><br>Non-Disruptive            | <b>06</b><br>Hassle Free Implementation     |
| <b>07</b><br>Increased Efficiency         | <b>08</b><br>Enhanced Customer Service | <b>09</b><br>Automated Responses & Triggers |

**Operational Digitalization Initiatives**

**GB LOGISTICS LAUNCHES A MOBILE APPLICATION FOR TRANSPORTATION ORDER PLACING**

This year, GB Logistics in cooperation with the fleet department successfully launched their Transportation Order Placing Mobile Application to unify, track, trace, document, evaluate performance, improve the billing process, and produce reports related to all e booking requests placed by any business unit for any means of transportation, trucks, passenger cars, motorbike, etc.



**CHERY MOBILE APPLICATION**

To improve our customers after sales experience, the After Sales team, launched Chery mobile application allowing seamless, instant & easier interaction. The app includes a list of features such as scheduling maintenance & repair services, answering customers enquiries as well as updating them with the latest car models. It also includes customers car maintenance history as well as a roadside assistance service, a chatbot for complaints and enquiries.



**CORPORATE-WIDE DOCUMENT CONTROL DIGITALIZATION PROJECT**

As part of the Filtering & Backlog project- launched on Jan 1st, 2022, the Document control team has successfully filtered 24 million papers. This project was tasked with screening all business units in the GB Corp’s documents from 2005 to 2017. These efforts served numerous business units, including Taxation, Legal Department, Audit, as well as others. The main purpose of this project was to provide up-to-date evidence of papers required in the daily operations. Document control team is still working to make the most progress possible in the automated tracking of filtering the operational documents for GB Auto.

**PCLICK- ANALYTICS FOR PERFORMANCE IMPROVEMENT**

To support Digital Marketing with gaining deeper analytical insights & optimizing their marketing objectives as well as getting a better return on investment; The Analytics & Insights team developed an Analytical Engine – Pclick designed to track different brands campaigns’ performances (Hyn, Chery, Haval, and Changan).

**OUR DIGITAL SCREENS ARE BACK ON**

As we continuously strive to develop a multichannel communication to integrate a more cohesive strategy & maintain a prominent outreach across GB Auto; we re-launched our digital screens in 11 prime locations mostly serving our blue collars. We started actively using our screens since August 2022 & successfully increased our reach by more than %40.

**WAN OPTIMIZATION PROJECT**

Working on upgrading the current GB Corp’s buildings Wi-Fi infrastructure and coverage. The aim is to improve efficiency of data transfer across a wide area network (WAN) between GB centralized data center and the

various company locations, thereby maintaining connection stability for users in the various locations of the company, as well as enhancing customer satisfaction by avoiding delays in service centers and showrooms.

**ENHANCING ORGANIZATIONAL PERFORMANCE THROUGH BUSINESS INTELLIGENCE**

The objective of this platform is to create a unified business intelligence platform to provide clear vision and analytics for top management. This will provide accurate, live reporting to support critical business decisions, and live reporting for all operations including sales, after-sales, procurement, and manufacturing.

**UTILIZING ORACLE TALEO FOR TALENT ACQUISITION MANAGEMENT**

Taleo is a cloud that is used by large companies to manage their talent acquisition processes. The system leverages a complete set of tools for sourcing, recruiting, and onboarding, offers tailored recruiting tools, analytics and reporting features, all through a user-friendly interface.

**GB CAPITAL SECURITIZATION WEBSITE**

The system aims to comply with FRA standards. It should include a site that displays routine activity (bond payments and redemptions) as well as securitization issues.

**PENTANA AUDIT APPLICATION**

An audit automation system designed to be used by internal audit departments for risk-based audits. Included are tools for control management, analysis and summarization of risk assessments, automated and historic reporting, defining terminology, audit planning and executing, action tracking and more.

## Advancing Digitalization in Manufacturing Processes

### SHOP FLOOR AUTOMATION

The objective of this initiative is to track, schedule and report the progress of operations within a manufacturing facility. This includes tracking the production and the quality of the production facility's output products and collecting and analyzing production defects. Such features will allow the manufacturers to have consistent up-to-minute visuals and analysis of their operations that can be accessed from their smartphone, email, or other form of digital service.

### ASSEMBLY LINES: TOWARDS FULL AUTOMATION

A fully automated assembly line was installed at GB Auto's 2 & 3 Wheelers manufacturing facility, ensuring higher product quality and consistency.



## Digitalizing Customer Experience Solutions

### CX SOLUTION (CUSTOMER EXPERIENCE)

The objective of this project is to have a fully integrated solution for sales, after-sales, marketing, and operations, have a cloud solution that can be used from anywhere, and having a mobile application for sales and after-sales services. The solution will allow modification and upgrading of current sales and after-sales cycles, enable easy access for all system users through a user-friendly cloud solution, provide a set of KPI dashboard for top management supervision, as well as enhance the integration between the various business units, including sales, After-Sales, and marketing.

### CITI SERVICE COUPONS MOBILE APP

Mobile application for 2&3 wheelers dealers managing the following:

- ⚙ Collating customer data base
- ⚙ Reducing the lead time of settlement & reimbursement
- ⚙ Customers connect through service reminders, follow ups and activities.
- ⚙ Eliminating chances of abuses by dealers



## 4.4 Supply Chain Management

We commit to building an agile, transparent, and resilient value chain that can effectively function in a turbulent, unpredictable, and interconnected world. We will also support our partners in becoming more sustainable through capacity building and sharing best practices.

Our company's success is built on a complex supply chain and careful selection of partners. The changes to the global economy and raw material shortages can impact pricing, timely delivery, and customer satisfaction, making supply chain resilience elemental to our business continuity.

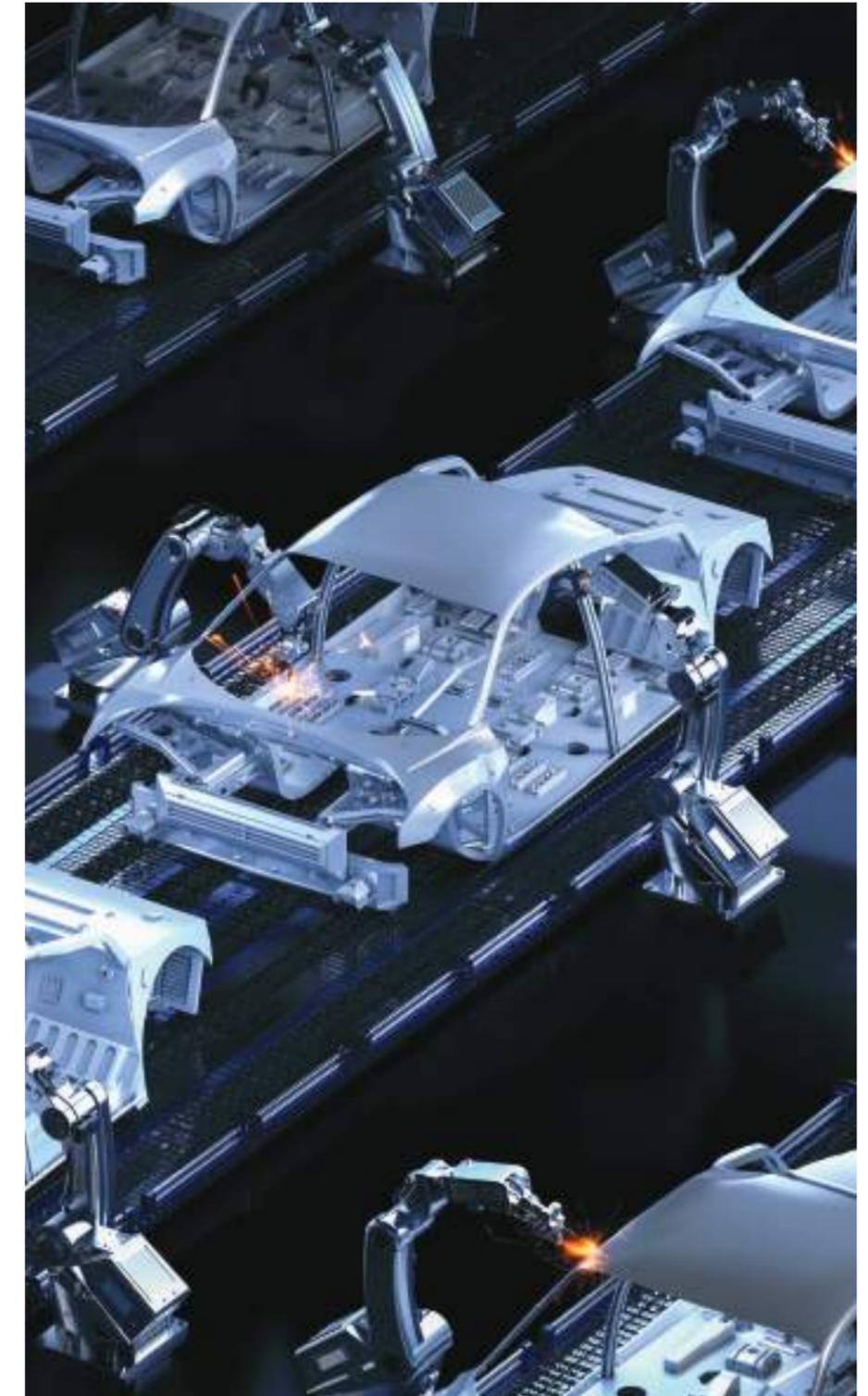
We continue to streamline our supplier selection to meet stringent ESG criteria, including but not limited to legal and regulatory compliance, business ethics and integrity, protection of human rights and environmental performance. We prioritize partners based on their commitment to sustainability, transparency, and accountability to build lasting and trustful collaborations.



"An inclusive culture is the key to sustainable success in any business. By prioritizing business integrity, resilient supply chains, sustainable mobility, health, safety and well-being, and diversity and inclusion, we can create a thriving and sustainable future for all. At GB Logistics, we are committed to these values, empowering our employees, and embracing diverse communities to drive economic growth, social development, and environmental sustainability."



NABIL ALAMEDDINE - GBL Managing Director



### Suppliers Profile

During 2022, we focused more on supporting manufacturing/ GBL/ projects team across all the new manufacturing projects and expansions in dry port, Badr and Sadat new plant. Given the current global and domestic economic situation, we started focusing more on the local market instead of the foreign, yet the understanding and acceptance from business units are highly needed as we are struggling from the overall supply chain delays and availability.



277

Total number of suppliers in 2022

90%

local suppliers

50-60%

Total Tier 1 suppliers

30-40%

Total Tier 2 suppliers

### GB Suppliers Gate

We believe that our suppliers are our partners and play a critical role in our company. That is why we have opened the gate for all categories of suppliers to build mutually beneficial relationships. We welcome all types of suppliers from different fields and backgrounds, whether automotive or non-automotive, local, regional, or even foreign. We provide accordingly all the needed tools and services to strengthen this productive relationship. Our suppliers' gate is responsible for monitoring and controlling our suppliers' operations, assessing their capabilities, and as a result, integrating them in the company's database through which, suppliers can register on the portal and update their account to be ready for procurement execution level and to access all relevant areas of GB Corp including sourcing, purchasing, and finance. Potential suppliers can download the [Supplier Gate Manual Guide](#) and follow the simple steps attached to request a new account, register, and get set up.

### LOCAL SOURCING

With efforts to reduce our dependence on imported supplies, GB Auto sets up a state-of-the-art engine assembly plant for motorcycles, with over 20 suppliers feeding the 2 & 3 wheelers parts, and over 420 employees working with the suppliers.



## 4.5 Customer Experience and Sustainability

We commit to building lasting and trustful relationships with our customers, carefully tailoring our offer to meet their needs and preferences while promoting responsible and sustainable choices.

Our customers have significant influence over their environmental impacts. Meanwhile, due to extensive and frequent customer interactions and a streamlined Customer Relationships Management system, we help them make better choices, from vehicle selection and preventative maintenance to driving patterns and vehicle recycling and reuse, as well as facilitating wider acceptance of sustainable mobility choices and solutions.

We also promote safe driving culture and collaborative patterns like car-sharing by engaging with our customers.

We tap into those opportunities by tailoring our customer journey's design and multiple specific interactions from website tips to live conversations and newsletters. Across all channels, we develop a consistent GB Corp brand and service.

### Customer-Centered Business

GB Corp uses different methodologies to ensure customer satisfaction which include call center, social media, WhatsApp, website, leaflets, google, and mobile app.



“At GB Corp, we believe that corporate governance, product quality and safety, business ethics, customer experience, and responsible procurement are essential pillars that drive our sustainability efforts. As we continue to evolve and expand our value chain, we remain committed to enhancing the overall business development strategy and vision. We can positively impact our customers, shareholders, and the economy by prioritizing sustainability through digitization, CSR, and the value chain. Moreover, with our focus on electric vehicles, we strive to reduce our carbon footprint and build a sustainable future for all. As we move forward, let us remember that even the smallest actions can make a big difference in achieving our sustainability goals.”



AHMED OSAMA - Drive Managing Director



**850,000**

Customers were supported through CRM



**5**

CRM solutions were developed



**29**

Brands supported through CRM & research team



**17**

Brands supported through marketing & communication digital team



**7**

Inhouse developed mini websites/landing pages

CRM and research plans to participate as stakeholder in some PC projects to achieve company direction towards digitalization through moving to CX for Fabrika, PC dealers, Taxi. In addition Hyundai mobile application and digital contact center will be applied in cooperation with other stakeholders. GB Corp plans to implement RPA automation for CRM and research.

To further improve our customers after sales experience, the After-Sales team, launched Chery mobile application allowing seamless, instant & easier interaction.

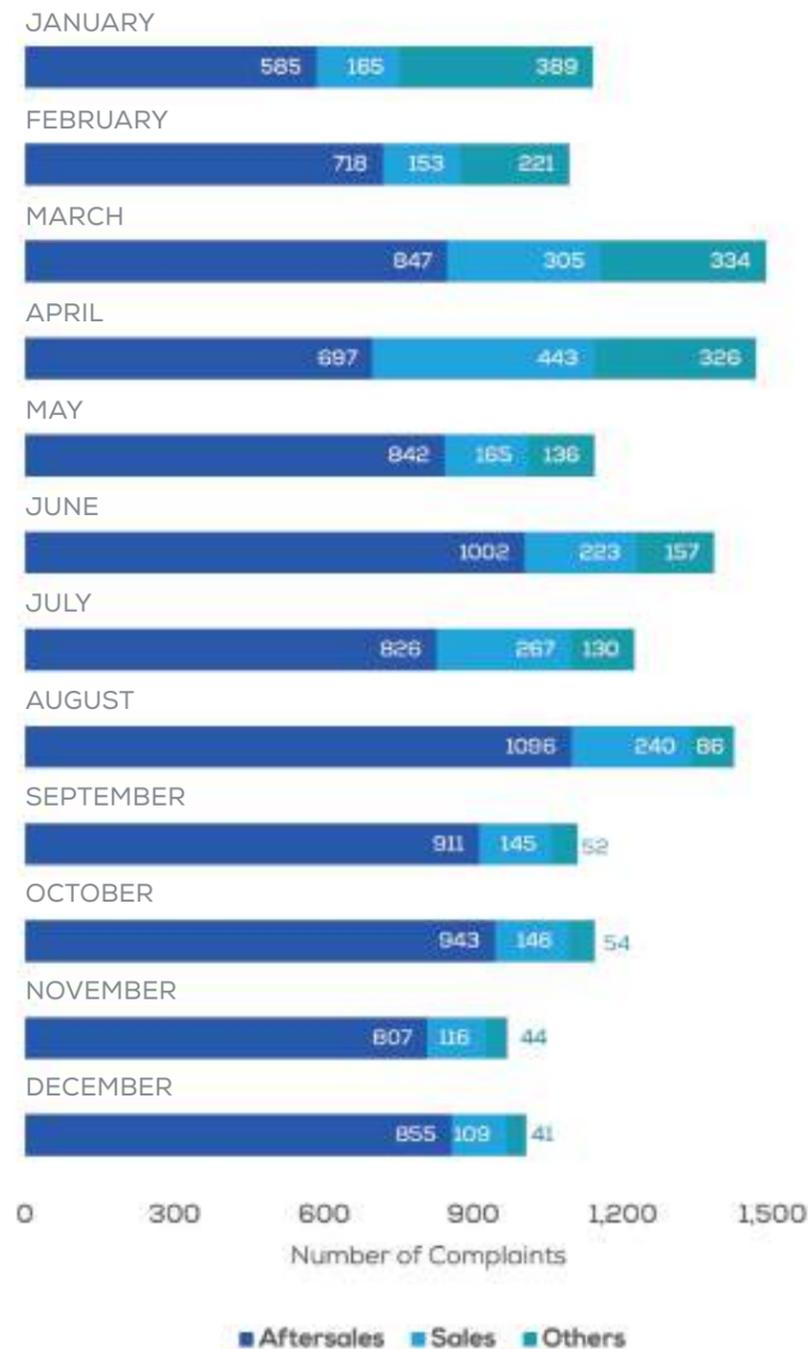
The objective of the customer experience solution is to have a fully integrated solution for sales, After-Sales, marketing, and operations, have a cloud solution that can be used from anywhere, and having a mobile application for sales and After-Sales.

**HANDLING CUSTOMER COMPLAINTS**



93% | RESOLUTION RATE

**FY22 Customer Complaints**



**TRACKING CUSTOMER SATISFACTION SCORES**

We maintain customer satisfaction trackers for both sales and after-sales activities to continuously measure our performance and enhance our customers experience.

| CUSTOMER SATISFACTION INDEX (CSI)<br>SALES SATISFACTION INDEX (SSI) |  |
|---|--|
| <br><b>HYUNDAI</b><br>CSI: 86<br>SSI: 96                            | <br><b>mazda</b><br>CSI: 82<br>SSI: 98   |
| <br><b>CHERY</b><br>CSI: 83<br>SSI: 95                              | <br><b>CHANGAN</b><br>CSI: 81<br>SSI: 95 |
| <br><b>HAVAL</b><br>CSI: 85<br>SSI: 96                              | <b>AVERAGE</b><br>CSI: 90<br>SSI: 96     |



**HYUNDAI**

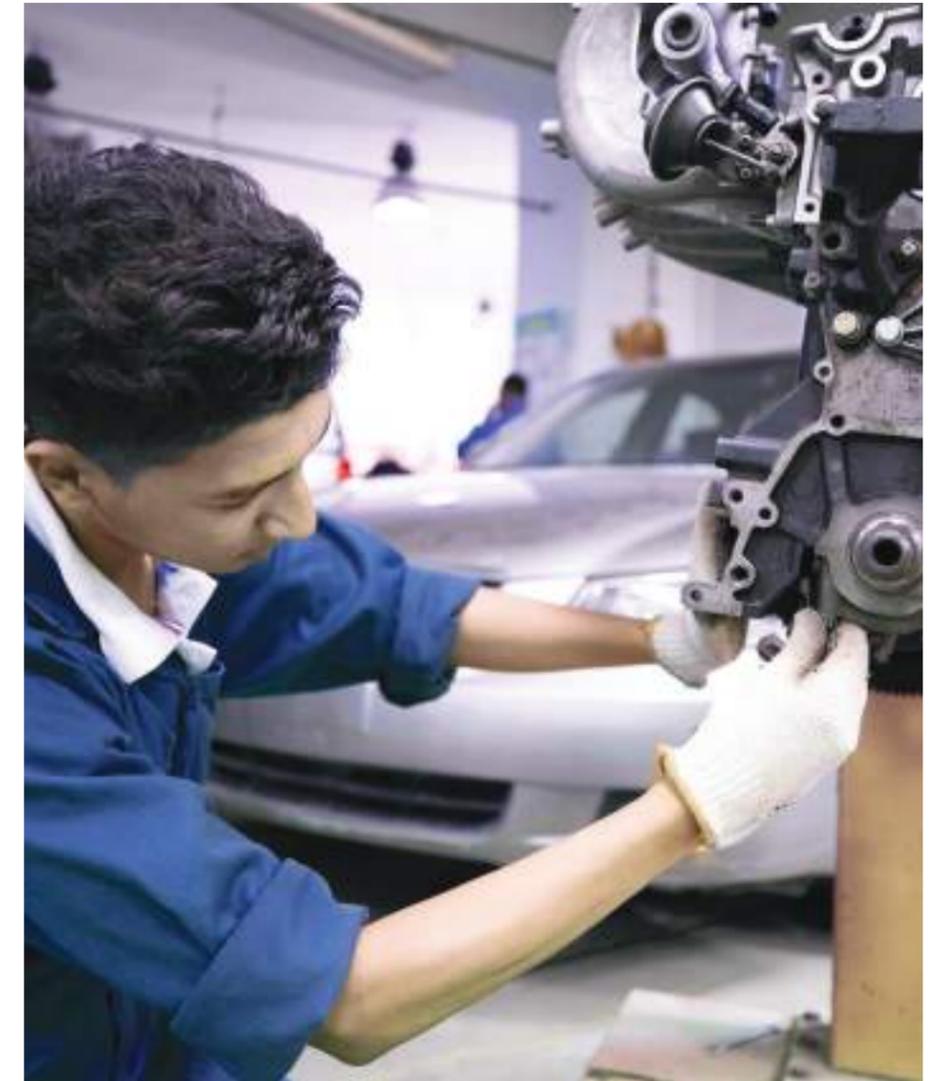
**HMC BEST VOICE OF CUSTOMER AWARD**

HMC awarded GB Auto as the best “VOC Management & technical support hotline “during HYUNDAI Asia - Pacific - Middle east conference 2022 and GSCC conference. This achievement wouldn’t have happened without After Sales team continuous, dedicated & ongoing efforts to reach the highest level & quality of customers’ service.



**EDUCATING CUSTOMERS ON BEST-PRACTICE MAINTENANCE MEASURES**

GB Auto’s 2 & 3 wheelers segment developed a free of charge service mobile application for receiving customer complaints, as well as conduct frequent free service camps to help customers maintain their vehicles and reduce future potential maintenance costs. Furthermore, GB Auto provides regular education videos through its social media platforms on vehicle maintenance measures.



# 05

## Social Performance

- 5.1 Well-Being, Health, and Safety
- 5.2 Diversity and Inclusion
- 5.3 Human Potential and Career Growth
- 5.4 Supporting Society

We commit to building lasting and trustful relationships with our customers, carefully tailoring our offer to meet their needs and preferences while promoting responsible and sustainable choices.

## 5.1 Well-Being, Health, and Safety

We prioritize healthy and safe working environments for our people in line with national legislation and international best practices and standards. We also strive to provide a range of employee benefits from medical and life insurance to pension

schemes that allow them to stay well and certain about their future. During this decade we aim better to capture the diversity of employee needs and preferences while supporting the building of a dynamic and healthy corporate culture.



“We believe sustainable growth can only be achieved by prioritizing the well-being of our employees, customers, and the environment. By continuously investing in our young talent, digitalization, and clean energy, we strive to improve our operations and positively impact society while maintaining the highest standards of business integrity, compliance, and risk management. Our commitment to quality, innovation, and customer satisfaction is reflected in our state-of-the-art facilities and online order and delivery system. In addition, we value the health and safety of our employees and provide them with the necessary resources and training to ensure their well-being and avoid burnout.”



AHMED ELNOURI - GQ Managing Director

### Occupational Health and Safety Management at our Manufacturing Facilities

Regarding occupational health and safety systems, GB Auto previously received the ISO 45001:2018 certificate for its premises, and has successfully renewed the certification in 2022, with zero non-conformities. We follow the standard’s framework, in addition to national laws and regulations when it comes to managing the health and safety of our employees, contractors, and visitors. We perform periodic internal audits to evaluate the performance of the system at our premises. The standard is focused on improving employee safety, reducing workplace risks, and creating better, safer working conditions.

We operate by the [Safety Monitoring and Control SOP](#) and the [Safety License and Certificates Issuing & Renewal SOP](#) that guide our operations on a group level. We adopt the RACI matrix across our work procedures.



**All work-sites, except Badr, are certified ISO 45001**

Occupational Health & Safety Management System

### Recordable Incidents Frequency and Severity Rates

During 2022, we recorded a total of 3 injuries only compared to 15 injuries in 2021, across our 3 manufacturing facilities – Prima, Badr, and Sadat, achieving an 80% reduction in total lost-time injuries.

Total number of days lost due to injuries have also decreased significantly from 955 days in 2021 to 130 days (86% reduction).

Further details on GB Auto’s health and safety indicators can be found in the Annex – Occupational Health and Safety Indicators.

### Occupational Health and Safety Training

The Health and Safety departments across our lines of business and manufacturing facilities work on developing and implementing integrated training programs and emergency drills on evacuation plans, and safety procedures in production processes, to all workers and employees. During 2022, a total of 1,203 employees and workers were trained on evacuation procedures, firefighting, and risks related to production processes.

#### ADVANCING INDUSTRIAL OCCUPATIONAL HEALTH AND SAFETY TRAINING

The Manufacturing leaders, Industrial Safety Team & the Medical department attending a **refresher advanced training course by the Institution of Occupational Safety and Health** to stay up to date with the latest health and safety fundamentals. Ensuring employees’ Health & Safety in Prima, Sadat & Badr will remain a high priority at GB Auto due to its impact on reducing manufacturing hazards & risks & therefore decrease absenteeism turnover rates. Promoting our Employees Health and Wellbeing.



### Promotion of Our People’s Health

Occupational health services are bought from a licensed service provider, and they cover 100% of our own employees’ workers. In addition, all our worksites are equipped with PPE, and first-aid kits that are distributed across the facility, in addition to clinics that operate 24/7 at our manufacturing facilities. We also conduct periodic medical examinations for all our workers in coordination with the National General Authority for Health Insurance.

#### AXA ONE HEALTH WELLNESS CAMPAIGN

GB corp is focused on taking the right steps to protect the health and safety of our employees. The medical department carried out a study to pinpoint the most dominant diseases that lead to the highest rate of absenteeism over the past 3 years. Results of this study showed that the most dominant diseases are:

- Diseases of the Musculoskeletal system and connective tissue
- Nutrition related diseases

In this light, GB corp made an AXA one health wellness campaign in partnership with AXA One Health. This campaign aims to raise awareness of the most

dominant disorders through on ground screenings & awareness sessions provided by my medical professionals.



### SHEZLONG PARTNERSHIP AND LIVE SESSION

GB recently partnered with Shezlong, the first online Psychotherapy platform in the MENA region, which anonymously provides contact with professional, licensed therapists. GB employees are provided with discount promo codes for all therapy sessions. Encouraging the employees to seek professional help will positively enforce their mental welfare, hence gradually decreasing the overall stress levels. Therapy can help identify specific triggers that can be stressful to some people and help with practical solutions to de-stress. Shezlong offer specifically tailored corporate mental wellness programs consisting of trainings for HRBPs and managers to help create a stress-free environment for the employees.



## 5.2 Diversity and Inclusion

We commit to building lasting and trustful relationships with our customers, carefully tailoring our offer to meet their needs and preferences while promoting responsible and sustainable choices.

Without regard to their origin or background, we want all people to have equal opportunities within the group. GB Corp aims to be a force for good and lead by example when it comes to creating a more equal, fair, and inclusive society with a particular focus on supporting traditionally underrepresented groups. Diversity and inclusion also work as the competitive advantage that integrates diverse opinions and perspectives to benefit our company and its stakeholders.

### GB CORP SIGNS THE UN'S WOMEN EMPOWERMENT PRINCIPLE

GB Corp signed the WEP's (Women's Empowerment Principle) agreement with the UN, which enables GB Corp to make a real impact on gender equality for a better future. Through the WEP 9-principle program, where each principle addresses an area of the value change across the workplace, marketplace, and community, to enable and empower women.



“At GB Corp, we understand the importance of sustainability and strive to positively impact areas such as business integrity, technology and innovation, health, safety, diversity and inclusion, human potential, and supporting society. Our unique asset, human capital, enables us to maximise our contributions to sustainability by leveraging the knowledge and skills of our employees. We can create a more sustainable future by prioritizing sustainability in our operations, emphasizing transparency and accountability, and leveraging technology and innovation. Our HR Department plays a vital role in promoting sustainability within the company, and we are committed to contributing to Egypt’s national direction of promoting a more sustainable automotive industry through areas such as electric vehicles, sustainable supply chains, and skills development. Ultimately, our commitment to sustainability not only benefits the environment and society but also enhances our reputation, manages risks, reduces costs, and increases profitability for the long term.”



**GEORGE SEDKY** - Chief Human Resources Officer

## Our People



**28,458**

Total Workforce<sup>3</sup>



**27%**

Female Employees



**65%**

Employees under 30 years



**29%**

Females from Total New Hires

At GB Corp, we work to ensure our workforce maintains the highest standards of competence, efficiency, and integrity. We strive to enhance our workforce diversity, while equipping GB Corp's talents and staff with the relevant skills and competencies. We aim to incorporate a more inclusive and integrated approach that recognizes and builds on the expertise and potential of all of our staff, that encompassed a wide range of development opportunities as well as succession planning to nurture the future leaders of GB Corp.

## OUR STRATEGIC VISION



### LEADERSHIP EFFICIENCY

Preparing our current & future leaders with human-centric approaches & skill sets to assure adaptability and resilience in today's workforce.



### NEW WAYS OF WORKING

Harnessing new technologies, trends and operational changes shaping the future of business, and adapting to those changes to effectively support employee development, retention, and recruitment.



### ADVANCING EMPLOYEE EXPERIENCE

Creating an environment conducive to career growth, supporting expansion and exposure, facilitating employee creativity and innovation, and providing proper communication between management and employees.



### ATTRACTING TOP TALENTS

We believe that talent management is not just HR's domain. As the role of the manager continues to shift towards people-leader, we are looking for and valuing talent management skills in leaders at all levels. By addressing key touchpoints in the employee journey experience, from onboarding to development, we believe that this is a focus area that we will strive to work on.

## ADVANCING GENDER DIVERSITY IN A MALE-DOMINANT INDUSTRY

With the expansion of GB Corp, comes an expansion in workforce to maintain the success of our business performance. Our total workforce increased by 23% from 2021 to 2022, with an increase of 38% in women employees across all our subsidiaries.



**38%**

More female employees within GB Corp's total workforce in 2022 compared to 2021.

<sup>3</sup> The total workforce number includes MNT-Halan employees.

As of 2022, female employees in GB Corp represent **27%** of total workforce, compared to 24% in 2021. Additionally, we work to enhance gender diversity across leadership positions, and this is reflected through an increase in the percentage of women in top management, from 5% in 2021, to 10% in 2022, and an increase from 25% to 27% in junior management positions.

**ADVANCING YOUTH EMPLOYMENT**

With an industry that is becoming more agile, changeable, and fast paced than ever before, GB Corp believes in a future where young talents are the leaders and changemakers of tomorrow. Over the reporting period, the percentage of youth employees within the workforce increase by 71%, from 38% in 2021, to 65% in 2022.



**71%**

Increase in the percentage of youth employees (under 30 years) from 2021 to 2022.

**ATTRACTING AND RETAINING DIVERSE TALENT**

As part of its talent identification process, GB Corp analyzes the profiles of employees who have expressed interest in recruitment, participated in hiring processes, or been recommended by their current employees. Moreover, the company uses a differentiated and diversified recruitment process to secure a diverse pool of talent. During 2022, we hired a total of **12,772** talents across our business lines, of which female talents represented 29%.



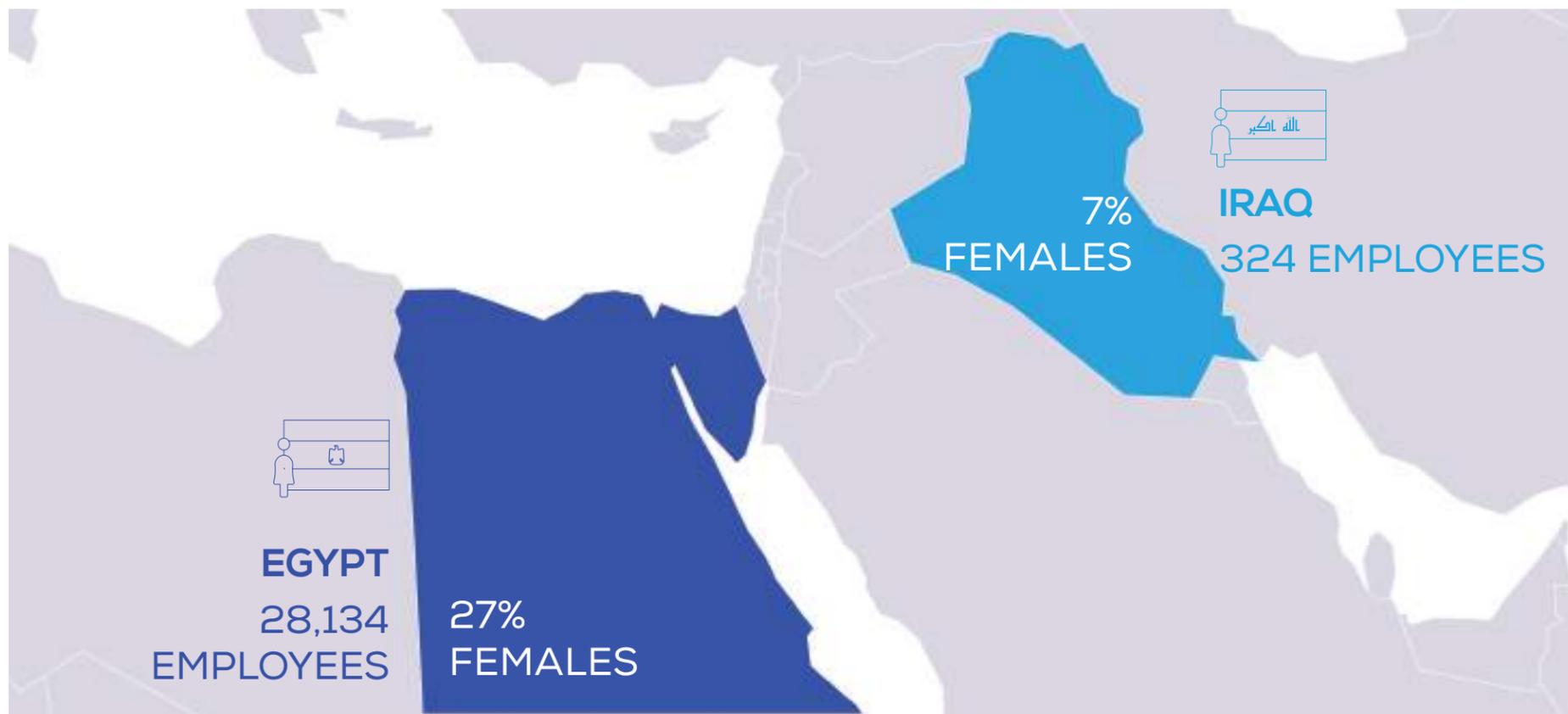
**12,772**

Total New Hires in 2022



**29%**

Female New Hires



**Promoting Employee Engagement**

**GB AUTO EMPLOYEE SATISFACTION SURVEY**

We started our “Employee Engagement Survey” in 2019 to foster an open feedback environment and gather insight to accurately identify our best practices and focus on improvement opportunities. We believe these insights should highly contribute to the reinforcement of positive organizational change. To ensure confidentiality, this survey is being managed on behalf of GB Auto by an independent third party, which should allow you to anonymously express your ideas, suggestions, and opinions.

**PEOPLE OF GB: PEER-TO-PEER SOCIAL RECOGNITION PROGRAM**



**ALWAYS GROWING**



**HELPING HAND**



**COMMUNITY CONTRIBUTORS**

People’s choice social recognition program “People of GB” is designed to empower & acknowledge employees based on peer-to-peer and managers nominations system. Each month, 10 employees are selected based on “People’s Choice”, fitting into the recognition categories and criteria are celebrated by being featured on our social media platforms. This program aims at creating a positive work environment, while instilling a sense of appreciation and acknowledgement amongst GB Corp’s employees, as well as make everyone feel more valued and inspired during challenging times.



**August 2022**

Program Launch Date



**50**

Total Winners to Date

**BACK TO SCHOOL: BLUE COLLARS**

This year, in GB Auto’s yearly Back to School celebration, we launched “Mawaheb Awladna” (Our children’s Talents) 2nd edition competition. Back to School is a great opportunity to celebrate diversity & extend engagement activities to blue collar families to take an active role in the company. During the initiative, numerous submissions were received numerous submissions & were glad to see how our employees & their families are truly engaged.

**3 children won in “Mawaheb Awaldna” competition & received a reward for their participation & talent.**

**VODAFONE 50% DISCOUNT OFFER**

GB Corp offers a 50% discount offer on various Vodafone rate plans for its family. On ground activations in partnership with Vodafone have been held on GB premises to help employees in activating their plans and answer all inquiries and questions.

**“PC PARTS DAY” DRIVING ENGAGEMENT & ENHANCING THE TEAM’S SPIRIT**

As part of GB Corp’s culture to promote team building & fun competitive activities, PC spare parts arranged their annual Parts day by coming together allowing them to network & socialize outside of the office. It also helped the team stay more connected & able to collaborate effectively. Spare parts took part in numerous engagement activities enabling teamwork while brining everyone together in a shared experience including our top management.



**DRIVE BUILDING ACTIVITIES**

It was vital to focus on team building activities and uniting teams together during challenging times, we are proud to support in Drive (financial Business) team building day of over 400 employees to bond, communicate in a dynamic, casual atmosphere. In addition to Spare Parts day to motivate the employees to achieving their goals and engage them in activities to improve overall morale and sense of belonging.

**NEWS OF GB CORP**

We strongly believe it is our responsibility to restore trust & ensure sustained connection with our employees. By doing so, we drive employees’ enablement & reinforce positive organizational change. In 2022, we decided to revive our internal newsletter- News of GB Corp (formerly, Akhbarna) with the objective of sharing, explaining, and reinforcing GB Corp’s culture, providing an official internal hub for business units (BUs) to present & share their stories with GB Corp employees, highlighting employees & company focused content to reinforce organizational alignment, and featuring important milestones & achievements.



With the help of our internal News of GB Corp ambassadors who were assigned by our business units head to create, review, and submit content and articles related to the BUs updates and in line with the agreed scope and sections of the newsletter, we successfully launched the 1st edition in both English & Arabic to all employees via e-mail transmission, and broadcast via GB Corp’s social media platforms.

## 5.3 Human Potential and Career Growth

We commit to supporting our people in growing to their fullest potential and realizing their career ambitions considering diverse talents and needs represented at GB Corp.

We believe in human talent, passion, and persistence. Together, they lead to growth and fulfilment at work, helping people to realize their fullest potential and lead a successful career. GB Corp. catalyzes human development, allowing employees to grow personally and professionally, providing opportunities for graduate students, investing in youth and internal hiring.

Employees at GB Corp. are encouraged to develop their careers based on their current skills and ambitions, leadership potential, and willingness to learn.



“At GB Corp, we believe sustainability and growth go hand in hand. Our commitment to corporate governance, customer experience, sustainable mobility, diversity, inclusion, and human potential has allowed us to continue on our development path while contributing to the well-being of our employees, customers, and the environment. We are proud to invest in our unique asset - our employees - by providing equal opportunities, training, and recognition for their hard work. We are also committed to sustainable mobility, offering our customers energy-efficient and environmentally friendly options. With our focus on CSR activities, women empowerment, and environmental sustainability, we are working towards a brighter, more sustainable future for all. At GB Corp, we are not just leading the automotive industry in Egypt but also contributing to the growth and development of our country.”



**IBRAHIM NAGUIB** - Chief Operating Officer of Passenger Car Operations



### Enhancing our People’s Professional Development

We launched our “**Professional Coaching Training Course**” for our HR staff to equip them with the right tools to be able to support our people in unlocking their potential to maximize their own performance, and to help them be the best version of themselves. These extensive 6 days course includes hands-on training in preparation for Life/ career changes, support others during the appointment of different roles, ways to successfully manage stress, change and/or conflict or crisis.

More than 2,000 employees participated in “**Ma3an nata3lam**” & “**Ma3an natwsal**” (*Together we learn, together we communicate*) workshop with the objective of setting a process of rapid skill development to succeed in their roles & contribute to achieving organizational success. This was successfully achieved through GB Academy interactive workshops based on numerous activities & employees’ reflections. These workshops also allowed us to communicate the employee engagement 2021 findings, focus areas and GB Auto role in addressing our employees’ feedback through “Communicate with Me” HRBPs sessions.





## GB Academy

### GB Academy, Another Year of Success

For more than seven years, GB Academy has been managed by the German SIS-Middle East (Saxony International School). The Academy’s vision is “setting the pace in a world of lifelong learning”, and its mission is to strengthen competitiveness of the Egyptian economy through practical trainings and customized programs

according to internationally recognized standards, as well as raising awareness that learning is an investment for future success. During 2022, GB Academy has offered multiple training programs to our employees on various topics such management, leadership, communication, and soft skills. A total of 74,395 hours of training were delivered to over 14,879 attendees.

### GB Academy - 2022 Training Indicators

| <br><b>74,395</b><br>Training Hours | <br><b>2,648</b><br>Training Days | <br><b>14,879</b><br>Number of Attendees |
|---|---|--|
| <b>46,875</b> Internal Training Hours   | <b>1,707</b> Internal Training Days   | <b>9,375</b> Internal Training Attendees   |
| <b>27,520</b> External Training Hours   | <b>941</b> External Training Days   | <b>5,504</b> External Training Attendees   |
|   |   | <b>1,720</b> Online Attendees  |
|   |   | <b>13,159</b> In-Class Attendees   |
|   |   | <b>9%</b> Female Attendees   |

| Training Courses                         | Number Of Attendees | %Female Attendees | Online | Physical |
|--|---------------------|-------------------|--------|----------|
| Rising Stars                             | 46                  | 8%                | 46     | -        |
| Principles of People Management          | 63                  | 10%               | 12     | 51       |
| Feedback that enhances performance       | 57                  | 12%               | 28     | 29       |
| Star Lead Workshop                       | 104                 | 11%               | 104    | -        |
| Project Starter (GB Stars)               | 83                  | 9%                | 83     | -        |
| Craft and Deliver Powerful Presentations | 40                  | 7%                | -      | 40       |
| One Minute Manager                       | 329                 | 5%                | -      | 329      |
| Eagle's Eye                              | 122                 | 4%                | -      | 122      |
| Communication with Me                    | 324                 | 14%               | -      | 324      |

### MIDDLE MANAGEMENT PROGRAM

The growth and success of GB Corp is determined by the consistency of results. And those results can only be achieved if our teams consistently meet desired goals and targets. For that reason, it has been decided that all 160 Middle Managers are fully trained through an extensive workshop “Setting KPIs & SMART objectives for teams”. The workshops conducted, covered skills on building teams accountability and alignment towards goals, progress monitoring and management skills, improvements identification and development.



**160**  
Total Participants



**9%**  
Female Participants

### GB STARS

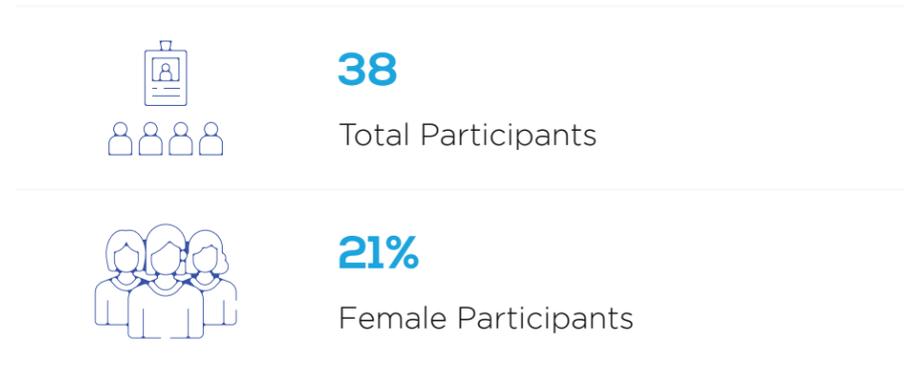
Our 2022 GB Stars batch includes 38 high potential employees. Participants of this talent development program is an opportunity to enhance skills across a number of competencies through customized development plans, as well as being part of projects in different areas supporting GB Auto’s mission and creating value to the group’s operations, which allows them to move to the second year in the program where they will be mentoring other employees, transferring their experience and building more calibers to be able to lead the company in the future. Since the launch of the program in 2019, our total GB Stars exceed **190** employees.

This year, GB Stars finalists & teams came together at GB Academy to celebrate batch 2022-2023 on our annual GB Stars event. The teams were joined by some of our executives & CEO Mr. Nader Ghabbour.

It is always a pleasure to witness our most valuable asset- OUR PEOPLE embodying our core values & thriving through our talent development programs such as GB Stars aiming to enable our people & building tomorrow's AMBITIOUS ACHIEVERS.

Eight teams of 38 members; attended the ceremony & three finalists have been announced as winners.

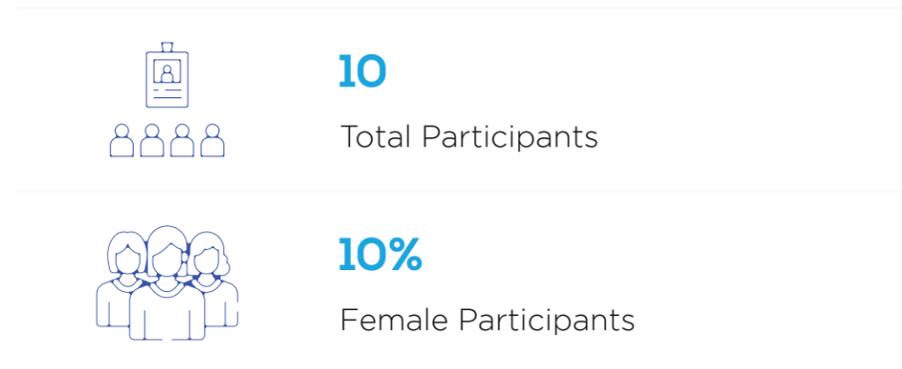
One of the event's key highlights is also the naming of GB Academy's ballroom after our former CEO to be Dr. Raouf Ghabbour ballroom.



**IGNITION**

Redefining the program to be part of our Youth Empowerment Programs, GDP (ignition) is a 12-months program provides young talents with cross-functional exposure, hands on experience & knowledge opportunities as well as building a successful career path. In 2022, 11 young talents joined GB Corp's GDP program to start their 12-months journey of development and exposure within various functions within our organization to equip them with the right knowledge and skill set and support them in building a successful career path. In addition

to 10 Kick-Down (Technical Track) members under the guidance of dedicated mentors in the PC Service- After Sales department providing hands-on practical experience across different service centers & preparing them for future leadership roles within the organization, guide their career, and increase their business talents and skills.



**PROFESSIONAL COACHING TRAINING COURSE**

As part of our continuous efforts to develop and nurture the growth of our employees, we launched an extensive 6 days course "Professional Coaching Training Course" for our HR staff to equip them with the right tools to be able to support our people in unlocking their potential to maximize their own performance and prepare them for life/ career changes, support others during the appointment of different roles, ways to successfully manage stress, change and/or conflict of crisis.



**Leadership Shadow Program**

As part of succession plan initiatives to ensure GB Auto's talent pipeline is updated, leadership shadow program was initiated to identify individual development plans tackling both technical and leadership aspects, and ensuring our employees are ready to take on higher roles.

HR department organized a training course (assessors training), which was a 3-days workshop that enables participants to develop the knowledge and skills of becoming qualified assessors in Assessment and Development Centers. **Fourteen HR professionals** (Talent acquisition, HRBPs and talent/OD) enrolled in this training.

**Objectives:**

- 🔗 Identify competency concept.
- 🔗 Identify assessment center methodology.
- 🔗 Understand the assessment tools, process and implementation.
- 🔗 Discuss characteristics of a professional assessor.
- 🔗 Explain the rating procedure.
- 🔗 Writing the assessment report.

## 5.4 Supporting Society

We aim to support SDGs and local sustainability goals through community investments and targeted donations.

Corporate Social Responsibility (CSR) initiatives at GB Corp integrate sustainability goals with a robust business strategy. The development of a framework for vocational education that improves Egyptians' lives and promotes economic development is one of our primary focuses. We carry on investing in local communities to generate social and environmental benefits and help to promote sustainable development of local economies, such as introducing modern health services, new education opportunities, renewable energy and other tailored interventions. Focus on community investment can be a particularly effective means to facilitate community empowerment, resilience, and self-sufficiency.

Simultaneously, we understand that not all social causes can be directly considered investment opportunities. Therefore, we keep providing targeted donations and material support through initiatives such as disaster relief, supporting NGOs, campaigns, and other activities depending on specific community needs. The Ghabbour Foundation for Development serves as our hub for making positive change in society.



GB Corp has come a long way in sustainability and continues to enhance its performance across all three ESG pillars. We have shown leadership in addressing the "S" component of ESG through our numerous initiatives and programs including our GB Academy, GB Stars, and The Ghabbour Foundation. I believe our unique asset lies within our people, both employees and our communities. GB Corp has the privilege in playing a leading role in banking the unbanked, advancing the growth of SMEs through GB Capital's non-banking financial services and helping large corporates grow sustainably. We will continue to support our customers through these challenging times and develop our products and services to serve our customers and our people in the best way possible.



**TAMER EL-EMARY** - CEO, GB Capital

### Ghabbour Foundation for Development

GB Corp’s social development initiatives are largely focused on vocational education and training in its areas of specialization. With a long track record in the automotive industry, GB Corp is cognizant of the shortage of qualified personnel and the mismatch between vocational school graduates’ skills and industry demands. As such, the Ghabbour Foundation for Development was established in 2017 to fulfill its social responsibilities and address the crucial need to advance vocational education towards driving social progress and meeting workforce demands. The Foundation collaborates with governmental partners to offer three- Ghabbour Foundation for Development.

GB Corp in 2022 programs through two schools, specializing in areas such as automotive mechatronics, body repair and automotive paint. Graduates are eligible to enter the job market after passing accreditation exams offered by the German Arab Chamber of Industry and Commerce (AHK), which assess their knowledge, skills and application of program material based on the requirements of the German Dual Education System. To ensure academic oversight and management support, the Foundation partners with Saxony International Middle East (SIS ME) in the schools it establishes.

### DONATIONS TO CHILDREN CANCER HOSPITAL

Whenever Egypt’s cancer hospital (57357) is mentioned, Ola Ghabbour’s name is always brought up. She dreamed of a cancer-free Egypt and she succeeded in establishing an entity that treats children suffering from cancer for free. As the unfortunate reality of 57357’s potential closure became clear to us all, the GB family couldn’t turn a blind eye and decided to honor our beloved Ola and Dr. Raouf Ghabbour by supporting the 57357 Children’s Cancer Hospital in Egypt.



**5**  
Vocational Schools Developed



**+500**  
Graduates Since 2020



**40**  
Theoretical Teachers



**830**  
Students Enrolled in 2022



**60**  
Trainers



**LE 28.3MN**  
Foundation Donations by GB Corp 2022



**5**  
Number of Developed Schools



**EGP 144M**  
Cumulative Investments from 2017 to 2022

GB Auto

**30**



### “MEN TEFL ELA TEFL” CAMPAIGN (FROM A CHILD TO A CHILD CAMPAIGN)

GB Auto participated in “Men Tefl ela Tefl” campaign in collaboration with “Sane Egypt” and helped in drawing smiles on many children’s faces at AINas hospital.



### Ghabbour Foundation for Development

GB Corp’s social development initiatives are largely focused on vocational education and training in its areas of specialization. With a long track record in the automotive industry, GB Corp is cognizant of the shortage of qualified personnel and the mismatch between vocational school graduates’ skills and industry demands. As such, the Ghabbour Foundation for Development was established in 2017 to fulfill its social responsibilities and address the crucial need to advance vocational education towards driving social progress and meeting workforce demands.

The Foundation collaborates with governmental partners to offer three-year vocational education and training programs through two schools at current time, specializing in areas such as automotive mechatronics, body repair and automotive paint. Graduates are eligible to enter the job market after passing accreditation exams offered by the German Arab Chamber of Industry and Commerce (AHK), which assess their knowledge, skills and application of program material based on the requirements of the German Dual Education System. To ensure academic oversight

and management support, the Foundation partners with Saxony International Middle East (SIS ME) in the schools it establishes.

Ghabbour Foundation celebrated the graduation of the third batch of vocational training centers. We are proud of our students and their achievements and are positive that they can leave a print wherever they go. Our journey with our students continues through the institution’s employment office; to provide them with the best job opportunities in the largest manufacturing facilities and most reputable companies.

The ceremony was attended by Mrs. Dina Ghabbour, Chairperson Ghabbour Foundation, esteemed members of the Ghabbour Foundation Board of Trustees, Mr. Jan Noether, CEO German Arab Chamber of Industry and Commerce, Ms. Mona Ayoub, Head of the Vocational Training Department at the Chamber, as well as partners and collaborators of the Foundation who were also recognized on that occasion for their contributions and support to the Foundation.



### Ghalya by Ghabbour: A Collaboration between Ghabbour Foundation and ALEXBANK

Ghabbour Foundation announced the launch of a new initiative for women empowerment in 2022: Ghalya by Ghabbour. The initiative, in partnership with the National Council for Women and ALEXBANK, will provide a comprehensive program to prepare female students for careers in the field of car maintenance. This will be accomplished by enrolling them in the Ghabbour Schools for Applied Technology, established in collaboration with the Ministry of Education & Technical Education, addressing Egypt’s 2030 Vision and United Nations’ Sustainable Development Goals related to quality education, gender equality, decent labor, economic growth and reduction of inequalities.

The strategic partnership between ALEXBANK and the Ghabbour Foundation is initially set for a period of three academic years (2022-2025). The partnership aims to implement gender equity through technical education and vocational training services. This will provide female students with employment and entrepreneurship opportunities, as well as of one-year scholarship of further certified training in Germany for a selected number of high achieving students.



### The Ministry of Defense visit to GB Corp

The Government Sales division of GB Corp welcomed a delegation of 50 Engineer Officers in December 2022 as part of their ongoing partnership with the Ministry of Defense, represented by the Armed Forces' Vehicles Department. Those are students of the various technical courses at the Vehicles Department Institute. The tour consisted of the following facilities: GB Academy, Prima PC Assembly Plant, Abu Rawash CV & CE Service Center.



### “KICK DOWN PROGRAM” CELEBRATING THE GRADUATION OF THE 1ST BATCH OF YOUNG TALENTS

Part of GDP technical track, Kick Down program is designed to foster automotive engineering potential graduates to enable & empower them by developing their technical & theoretical skills through extensive trainings, while offering a combination of formal training and on-the-job development. In its first year, the Kick Down program had 10 members who received guidance from dedicated mentors in the Passenger Car After-Sales department. The hands-on practical experience across different service centers prepared them for future leadership roles within the organization and helped hone their business talents and skills.

### PULSAR POWER FEST: THE 1<sup>ST</sup> STUNT SHOW OF ITS KIND IN EGYPT

Leveraging on the success of Pulsar brand launch in Egypt in FY19, 2&3 wheelers launched Pulsar Power fest in August 2022. The mega stunt show was held in Mall of Arabia with the attendance of more than 4000 visitors. It is worth mentioning, that this stunt show is the first of its kind to be held in Egypt amongst the automotive industry. There was a significant mass-level customer interaction during the show; where attendees received branded giveaways, watched the show & motorcycles in display. Some also got the chance to test drive “Pulsar” motorcycle.

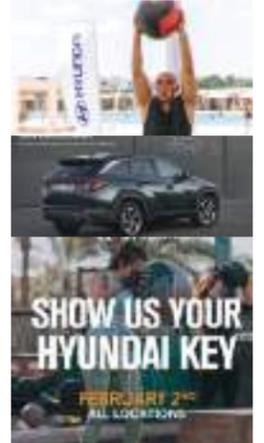


[▶ Check our latest pulsar Power fest video](#)

### Hyundai Sponsorships

#### BEFIT 360 AUTOMOTIVE SPONSOR

Hyundai continues to be BeFit 360's automotive sponsor. Hyundai aims to enhance the driving experience and to shift the driver's state of mind by creating a healthier mental and physical state. In February 2022, all BeFit 360 members were able to enter a training session for free at all BeFit locations by simply presenting their Hyundai key.



#### OFFICIAL FIFA™ WORLD CUP QATAR 2022 SPONSOR

For the twenty-third consecutive year, Hyundai announced its official sponsorship of the FIFA World Cup in Qatar in 2022. In light of this sponsorship, Hyundai organized a contest on its social media platforms, inviting 2022 Hyundai car owners to record a 30-second video showcasing their car features as football commentators. GB Corp put together a committee to choose the best three videos and awarded winners tickets to the FIFA World Cup Final in Qatar 2022.



# 06

## Liveable Planet

- 6.1 **Climate and Energy**
- 6.2 **Sustainable Mobility**
- 6.3 **Circular Economy**
- 6.4 **Green Facilities**

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We have a single planet that is going through rapid environmental change. The international business community has immense responsibility for this change, and as part of it, we embrace the need to reverse negative trends and protect nature against further deterioration. Besides reducing and rethinking our impacts, GB Corp is also effectively positioned to generate mobility, equipment, and finance solutions to meet social needs with a lower environmental footprint.

## 6.1 Climate and Energy

We aim to build a climate-positive business powered by sustainable energy in line with the global transition towards a sustainable economy while proactively addressing climate risks and opportunities. We will also utilize our capacities to facilitate the transition to a renewable energy future.

We embrace climate change as a pertinent reality and an existential threat to humanity. Climate action requires a two-fold focus: reducing emissions to prevent warming above 1.5 °C and adapting to the inevitable climate change over different temporal horizons.

Our ongoing carbon footprint assessment for 2 consecutive years, allows us to quantify and continuously reduce our emissions from a wide range of sources across our operations. Further, we see the transition to sustainable energy sources as an essential strategy for reducing emissions while ensuring energy security and resilience.

Simultaneously, we ensure our climate resilience through scenario analysis, effective risk management, and developing climate-resilient equipment, solutions, and facilities.

### Managing our Carbon Footprint

In 2022, GB Corp continues its commitment to sustainability and transparency by enhancing its carbon footprint reporting and publishing its annual stand-alone Carbon Footprint Assessment Report<sup>4</sup>.

As we move into our third year of GHG emissions disclosure, we continue to strive for increased data accuracy and reliability across all our business lines and operations. While we faced challenges in retrieving all consumption data for the reported facilities in the previous reporting periods, we are actively developing a group-wide data collection and management system to ensure consistent and reliable data collection.



“Responsible investment and finance, resilient supply chains, circular economy, green facilities, and health, safety, and well-being are all essential components of a sustainable future. At GB Corp, we are committed to measuring and reporting our sustainability progress, implementing waste control and energy-saving projects across our four manufacturing plants, and incorporating solar energy to reduce our dependence on grid supply. In addition, our focus on environment-friendly products like CNG, EVs, and high Euro-level emission vehicles in both PC and CV ensures we are ready to meet customer expectations while minimising our impact on the planet. By prioritizing sustainability in all aspects of our business, we can create a better future for all.”



**RAMEZ ADEEB** - Chief Manufacturing Officer

4 For further information, check our published 2022 Carbon Footprint Report on our corporate [website](#).

We have worked on expanding the scope of our organizational boundaries and improving the reliability of our GHG inventory by collecting more granular and accurate primary data for emission hotspots across all our facilities and operational boundaries. Consequently, we have refined our base year, changing it to the current 2022 instead of 2020. This is mainly due to the enhancement in the quality of scope 1 and 3 data, and the coverage of the facilities included in the 2022 assessment, as well as the changes and expansion in boundaries compared to previous years.



**COMMITTING TO CLIMATE ACTION**

GB Corp continues to disclose its climate performance through CDP, and this year it achieves a “C” score (high awareness level) on its first scored disclosure cycle. GB Corp will continue to enhance and elevate its business strategies to address climate change, and reduce its overall carbon footprint.

**ORGANIZATIONAL SCOPES AND BOUNDARIES**

As with previous assessments, the 2022 report has been conducted in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, and accounts for our most significant activities across scopes 1, 2, and 3. These scopes include direct emissions from sources owned or controlled by GB Corp, indirect emissions from the generation of purchased energy, and other indirect emissions related to the corporate’s activities.

GB Corp used primary data, including invoices and bills, as well as data retrieved from relevant departments’ databases for the assessment. In cases where primary data was unavailable, secondary data from studies, reports, and international databases were used, and any assumptions made were based on internationally recognized standards where relevant.

This year’s assessment covers the operations of GB Corp’s 5 manufacturing facilities, including Prima, Badr, and Sadat, CITI and GB Polo facilities. In addition, our assessment includes showrooms, service centers, and warehouses across Egypt and Iraq, as well as our administrative buildings.

**Manufacturing Facilities in Scope of the Assessment\***

**PRIMA**

**57,680** Land Area (m<sup>2</sup>)

Assembly of passenger vehicles from imported CKD kits

**BADR**

**34,329** Land Area (m<sup>2</sup>)

Manufacturing of 2&3 wheelers’ components

**SADAT**

**130,189** Land Area (m<sup>2</sup>)

Manufacturing, assembly, and distribution of commercial vehicles including semi-trailers and super-structures. The facility is now being transformed into a PC manufacturing facility to cater for its newest Chinese brand additions, Changan and Haval. Manufacturing, assembly and distribution of commercial vehicles including semi-trailers and super-structures

**CITI**

**11,997** Land Area (m<sup>2</sup>)

Assembly and distribution of two and three-wheelers

**GB POLO**

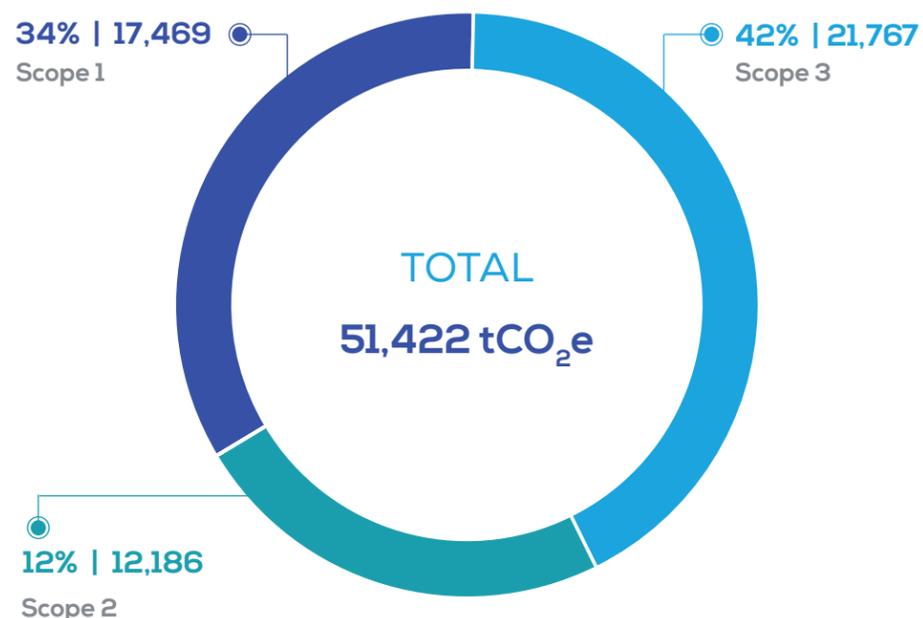
**283,300** Land Area (m<sup>2</sup>)

Manufacturing and distribution of bus bodies

\* Further details on the complete list of GB Corp’s facilities in scope of the assessment, including service centers, showrooms, and office buildings, can be found in our 2022 Carbon Footprint report.

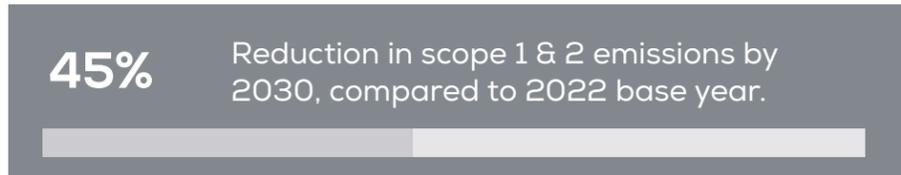
**2022 Carbon Footprint Assessment Results**

The total operational carbon footprint across GB Corp’s facilities amounted to 51,422 tCO<sub>2</sub>e in 2022. Comparing by activities, GB Corp has achieved an 8% reduction in scope 2 emissions from purchased electricity in 2022 compared to 2021. A 50% reduction in emissions associated with stationary combustion of natural gas and diesel oil mainly across our manufacturing facilities has been accomplished in 2022 compared to 2021. This is attributed to the implementation of the phase-out plan of diesel oil across our manufacturing facilities over the past two years. In 2022, Prima facility started the operation of the solar PV plant in November 2022 which has supplied the facility with 150 MWh, contributing to avoided scope 2 emissions. GB Corp will continue to work on implementing GHG emissions reduction measures, as well as transition to low carbon energy sources. In addition, GB Corp continues to advance its data management system and carbon footprint reporting and management processes, to allow for reliable year on year emissions comparison.



**ACHIEVING OUR GHG REDUCTION TARGETS**

GB Auto is dedicated to reducing its operational emissions to mitigate the effects of climate change. In our previous assessment, we had set a science-based target to reduce scopes 1 and 2 emissions by 40.8% by 2028 from 2020 base year. In this year’s assessment, we had refined our base year, based on enhanced data quality and management process across our various business sites. Accordingly, we chose to set 2022 as our new baseline year to which we shall compare our progress to in all upcoming assessments. Based on the change in base year, GB Corp has set a revised target to reduce its scope 1 and 2 emissions by 45% by 2030, compared to the base year 2022. GB Corp has defined a set of measures<sup>5</sup> to decarbonize its operations, and shall report its progress towards achieving its reduction target in upcoming reports.



**Absolute Emissions by Activity and Scope, 2022 (tCO<sub>2</sub>e)**



**Scaling up Solar PV for Operational Energy Consumption**

As part of achieving our GHG reduction targets, we are committed to transitioning to cleaner energy sources across our operations. In November 2022, we started the operation of the solar PV plant at Prima facility, which has generated a total of 150 MWh of electricity that were consumed at the manufacturing facility, avoiding a 69 tCO<sub>2</sub>e. The plant has operated at 20% of its capacity only; however, it will be running at full capacity in the upcoming year, contributing further to the supply of clean electric energy at Prima.

We are also installing Solar PV panels in El Sadat and Badr facilities with overall capacities of 1.5 MWp and 0.419 MWp respectively. The installations will begin by January 2023, and are expected to operate by June of the same year. The annual power yield will be 2,475 MWh at El Sadat facility, and 700MWh at Badr facility, which would cover 25% and 70% of the facilities’ annual consumption, respectively. The PV systems are expected to avoid around 1,076 and 304 tons of CO<sub>2</sub> emissions from El Sadat and Badr facilities annually, under scope 2.

<sup>5</sup> For further information, check our published 2022 Carbon Footprint Report on our corporate [website](#).

## 6.2 Sustainable Mobility

We commit to promoting the future of clean, safe and sustainable mobility accessible for all.

While a large share of our business is currently built on vehicles that run on internal combustion engines, we see the rapidly changing landscape towards hybrid, electric, and other more sustainable options, represented by both brands and shifts in customer preferences. The future of mobility should be safe, clean and low-carbon, and we want to participate in shaping this future.

### A Leading National Provider of Sustainable Mobility

With the fast-paced global shift to sustainable mobility solutions and infrastructure, GB Auto is committed to upgrade its existing vehicles and other transportation modes and seek sustainable alternatives whenever possible. We see the ongoing transition towards hybrid vehicles and further towards electric vehicles and other models based on renewable and sustainable energy, including most types of mobility solutions such as passenger cars, three-wheelers, electric buses and light-duty vehicles, electric micro-mobility and last-mile delivery solutions.

We pursue collaboration with our partners, consider regulatory development and collect market insights to pace this transition for every customer segment. Further, we sought possibilities to reduce the carbon footprint of vehicles by providing lease services, trade-in options, remanufacturing and reuse, as well, distributing pre-owned vehicles and extending their useful life via high-quality service. Moreover, we support the development of EV charging infrastructure and engage in advocacy for sustainable mobility.

### SUPPORTING THE NATIONAL AUTOMOTIVE STRATEGY

Based on Egypt’s national direction setting more sustainable solutions for the automotive industry announced by the Prime Minister back in June 2022 “National Strategy for Developing the Automotive Industry”, GB Corp can tap into several areas to cope with the national direction in the following years.

The national direction in Egypt is to promote the adoption of EVs as a more sustainable mode of transportation. This presents an opportunity for GB Corp to tap into the growing demand for EVs in Egypt and introduce new EV models. Additionally, the national direction emphasizes the need for the automotive industry to adopt sustainable supply chain practices, such as sourcing materials and components from sustainable sources, reducing waste, and promoting circular economy principles. GB Corp works with our suppliers to adopt these practices and promote transparency and accountability in our supply chains.



“In today’s dynamic business landscape, success is not just about profit; it is about how businesses can contribute to society and the environment. To achieve this, companies need to focus on quality, compliance, and risk management while fostering innovation and technology. But most importantly, companies must prioritise customer experience, sustainability, health, safety, and well-being. By investing in these key areas and capitalising on our unique asset - our people - we can create a positive impact and build a brighter future for future generations.”



HESHAM HELMY - GB Auto Rental, Managing Director

Moreover, the national direction emphasizes the need for skills development in the automotive industry, particularly in areas related to green technologies and sustainable practices. GB Corp will invest in employee training and development programs, especially in the area of EVs, to build the skills needed to support the transition to a more sustainable automotive industry.



**30 ELECTRIC BUSES TO COP 27**

In line with Egypt’s vision 2030 for Sustainable Development, GB Auto has delivered 30 electric buses to COP27 - Climate Change Conference in Sharm El Sheikh. We pride ourselves on manufacturing and assembling our electric buses in Egypt, at our manufacturing facility in Ain El Sokhna, Egypt.

**SHIFTING TOWARDS MORE SUSTAINABLE TWO AND THREE WHEELERS**

GB Auto’s 2 & 3 wheelers segment has developed a prototype CNG powered vehicle with reduced air emissions compared to petrol vehicles.



**Sales of Eco-Friendly Vehicles in 2022**

In alignment with our 2022-2025 ESG Strategy, we are fully committed to offering sustainable and low-carbon vehicles and other mobility solutions to our customers. To achieve this goal, we have launched four vehicle models that are equipped with dual fuel options, including the Elantra HD, Accent RB, Arrizo5, and Tiggo3. In addition, our partnership with Higer will facilitate the localization of Electric, Diesel and CNG buses to serve both the Public and Private transportation sectors in the Egyptian market.

In addition, Egypt’s presidential initiative to convert vehicles to compressed natural gas (CNG) has been at the forefront of GB Corp’s portfolio expansion strategy and sustainability agenda. In 2022, despite the severe supply shortage of CKD models in the market, the company delivered 5,821 vehicles out of the yearly total 15,121 vehicles supplied through the initiative. To date, GB Corp has supplied 7,192 vehicles through this initiative in 2021 and 2022 capturing a market share of 30% of the CNG market. GB Corp’s current CNG vehicle portfolio includes the Accent RB and Elantra HD as well as the Chery Arrizo 5 and Tiggo 3.

To date, GB Corp has **supplied 7,192 vehicles** through the presidential initiative for converting vehicles to run on CNG in 2021 and 2022, with a market share of **30%**.

**DUAL FUEL**

Number of units sold: 5,821



**ELECTRIC VEHICLES**

Number of units sold: 30



## 6.3 Circular Economy

We commit to implementing circular economy principles at every value chain stage by minimizing throughput, creating material loops, and cascading value. We will engage in cross-stakeholder collaborations and facilitate the creation of new markets to ensure that nothing goes to waste.

Circular economy represents a profound shift from waste management and a traditional focus on recycling to a new way to think about products, industries and the economy. Every decision has an impact, from sourcing secondary and recyclable raw materials and circular design to high value upcycling, value retention, remanufacturing and reuse.

We apply circular economy principles to improve operational efficiency, minimize waste and create safer, more sustainable, and durable products without compromising quality. We see our action on the circular economy as significant leverage in gaining competitive advantage, becoming more resilient to resource shortages and preparing to meet future regulatory requirements.

### Product and Service Quality, Durability, and Circular Economy

The first step to minimizing our material footprint is by extending the lifetime of our products through our product safety and highest quality components. Our genuine parts are manufactured to the highest precision and quality standards, in order to guarantee that our vehicles continue to perform at maximum performance throughout their lifecycle.

GB Corp is focused on reducing its material footprint by providing high-quality repair and refurbishing services to customers. It's after-sales service centers cover passenger cars, motorcycles, three-wheelers, commercial vehicles, and construction equipment across Egypt. GB Auto's 3S business model offers showrooms, services, and spare parts, while its partnerships with independent automotive retailers and distribution channels allow comprehensive service within the Egyptian car market. The company also promotes trade-ins and founded Fabrika, Egypt's first multi-brand used car dealership in 2014. Fabrika purchases cars of any brand or model at a fair value and provides a hassle-free selling, buying, and trading process on installment or cash basis.



"By prioritizing sustainability, we can reduce costs and increase profitability while also making a positive impact on the environment. Our commitment to sustainability is reflected in our investment in staff knowledge and training, which enables us to minimise resources and waste, as well as reduce our carbon footprint. In addition, our department plays a key role in our ESG efforts through our digital operations, which allows us to operate in a paperless environment. We are proud to be leaders in sustainability and remain committed to creating a better future."



**FAWAZ RADWAN** - GK Managing Director

## Waste Management

At GB Corp, we are committed to managing waste responsibly across all our facilities. We categorize waste generated in our manufacturing facilities, service centers, and offices into three categories: landfill waste or non-recyclable waste, hazardous waste, and recyclable waste.

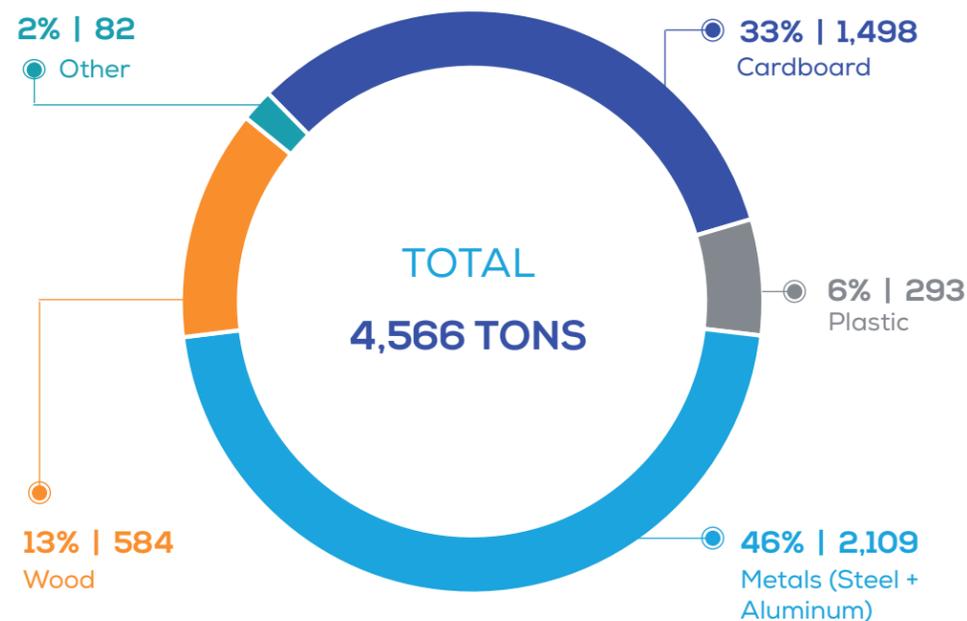
The quantities of all production waste (including scrap) are weighed and recorded on a daily basis. The production waste is then taken directly to utilization, mainly by selling it to contractors for recycling/reusing purposes. ISO 14001 requirements are followed to manage the generated production waste at the factories. Across all manufacturing facilities, the relevant HSE (waste management) supervisor monitors the waste collection and storage areas to ensure compliance with GB Auto's Safety Monitoring and Control Standard Operating Procedure.

A comprehensive waste management plan is being developed that will cover all GB Corp's business sites. This plan will identify actual and potential waste streams and evaluate recycling and reuse alternatives. Additionally, waste collection strategies will be investigated, including locations and criteria for waste management sites. Throughout all stages of waste management operations, occupational health and safety will be implemented.

### NON-HAZARDOUS WASTE AND SCRAP MANAGEMENT

Non-hazardous waste is managed by our Scrap, Obsolete, and Dead Stock Management Department. There is a common area designated for collecting wastes from all GB Corp's manufacturing facilities beside Prima plant. The department ensures that all industrial non-hazardous waste is collected and stored in this area before being sorted into scrap, which is then collected and quantified for resale to contractors for reuse or recycling through the Scrap Management Department. Other general non-hazardous waste is collected and disposed of by the national waste contracting company.

We constantly monitor the amount and types of scraps generated across our facilities, and ensure that no recyclable or reusable materials are wasted. In 2022 we managed to divert a total of 4,566 tons of scrap generated by our facilities respectively, by selling to other manufacturers, who then recycled them into new products, or by repurposing the scrap waste at our own facilities.



### REPURPOSING SCRAP WASTE

Scrap material from manufacturing operations was used to develop material handling trolleys, while other recycled materials were used to develop engine transport cases, which can be reused for multiple times, resulting in reduced consumption of new material handling equipment, as well as minimized scrap waste.



### HAZARDOUS WASTE

Hazardous waste including spent mineral oil, used oil filters, and industrial sludge generated at our manufacturing facilities and service centers, are collected and stored at designated locations in our manufacturing facilities and service centers as determined by the HSE department. This waste is handled and disposed of by a specialized hazardous waste management services company. During 2022, a total of 12,880 tons of hazardous waste has been collected across our business sites and properly disposed of through our contracted authorized waste management company.

## 6.4 Green Facilities

We commit to creating facilities that are safe for humans and nature alike.

Construction, design, and maintenance of facilities significantly impact their environmental performance, with opportunities for sustainable choices at every stage of their life cycle. Facilities also influence the wellbeing and health of our employees and visitors by using safe materials, providing cleaner air, better light, thermal comfort, noise reduction and other favorable conditions.

Multiple green building solutions can also reduce the need for cooling, reduce the heat island effect and provide ecosystem services to local communities, creating small ecosystems within highly urbanized areas. We, therefore, see the adoption of green building standards as the most reliable pathway to improving the performance of our buildings while reducing our operational footprint and improving ecosystem health.

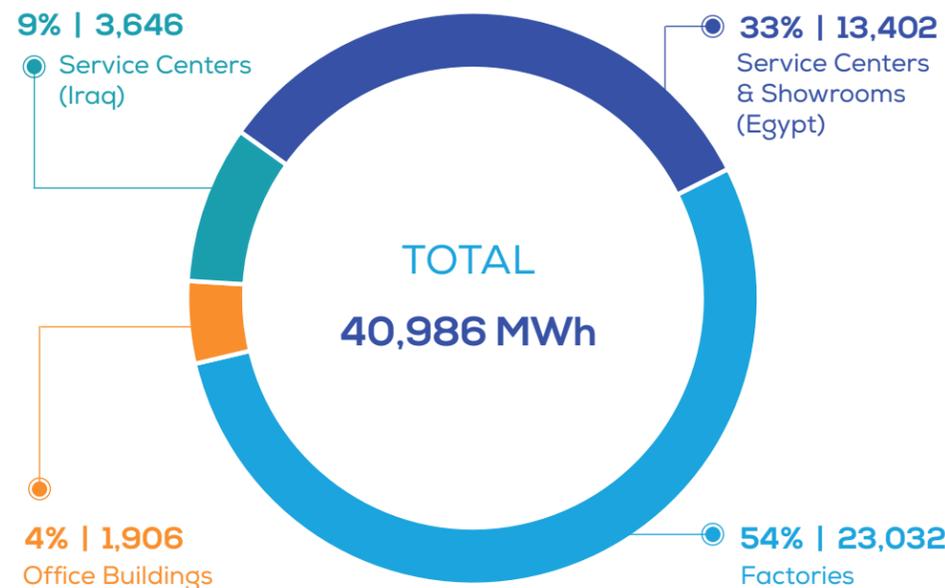
### Managing Our Energy Consumption

At GB Corp, we recognize the harmful impact that high energy usage and greenhouse gas emissions have on the environment, as well as the risks associated with climate change. We are committed to reducing our energy consumption and decreasing our reliance on fossil fuels at all of our locations, including factories, warehouses, service centers, showrooms, and office buildings. To achieve this goal, we are planning to adopt and implement the requirements of ISO 50001 energy management systems across all facilities, with a focus on our factories. We are also upgrading our energy monitoring and data collection systems to identify areas with the highest energy consumption, enabling us to develop detailed action plans that include administrative policies, procedures, and duties.

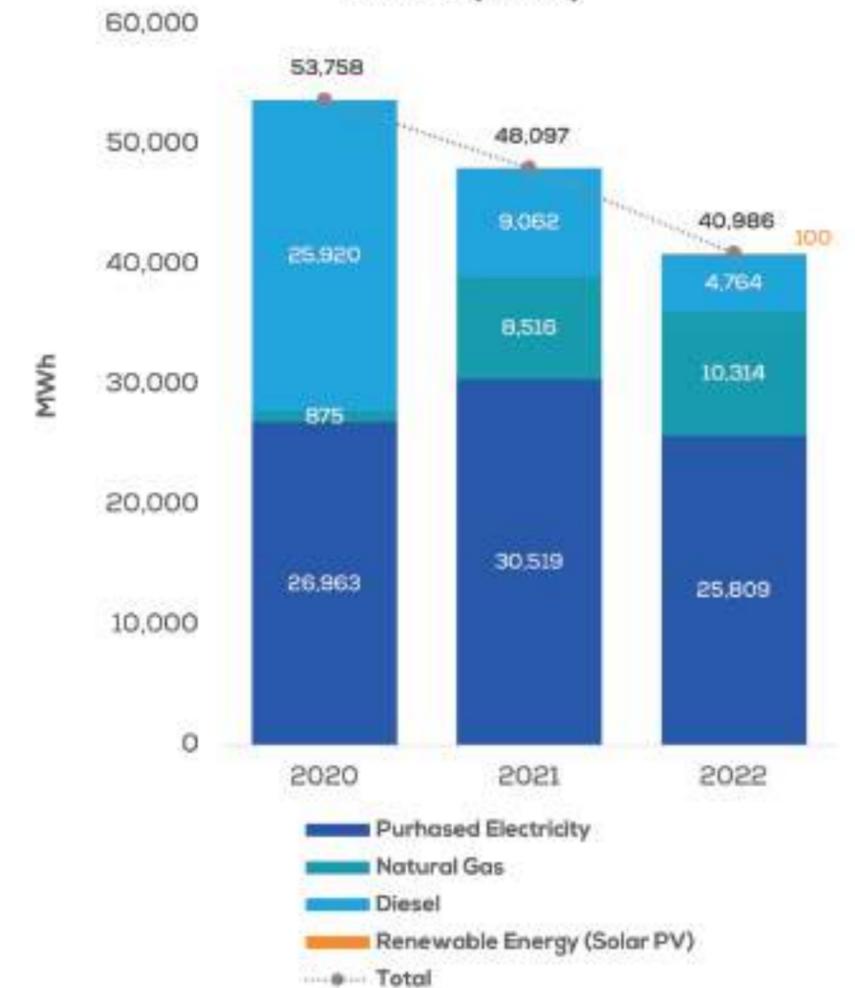
These initiatives will help us meet our energy reduction targets more efficiently. Taking a step forward, GB Corp's Prima Plant is currently in the process of attaining the ISO 50001 certification, in addition, seven engineers have received a preparatory training course and got certified on the proper implementation of the standard's requirements.

Our total energy consumption across GB Auto's five factories in Egypt, service centers, showrooms and warehouses in Egypt and Iraq, in addition to our office buildings, amounted to 40,986 MWh in 2022, as seen in the figure below. Our primary energy sources include purchased electricity, diesel to power emergency generators and other equipment such as forklifts, across our facilities, in addition to natural gas, which is used mainly as a source of thermal energy. In 2022, we started generating and consuming electricity from renewable sources (Solar PV) at our Prima facility, and we aim to increase the share of electricity from renewable sources in the coming years.

Energy Consumption by Business Site, 2022 (MWh)



GB Corp Total Energy Consumption by Source (MWh)



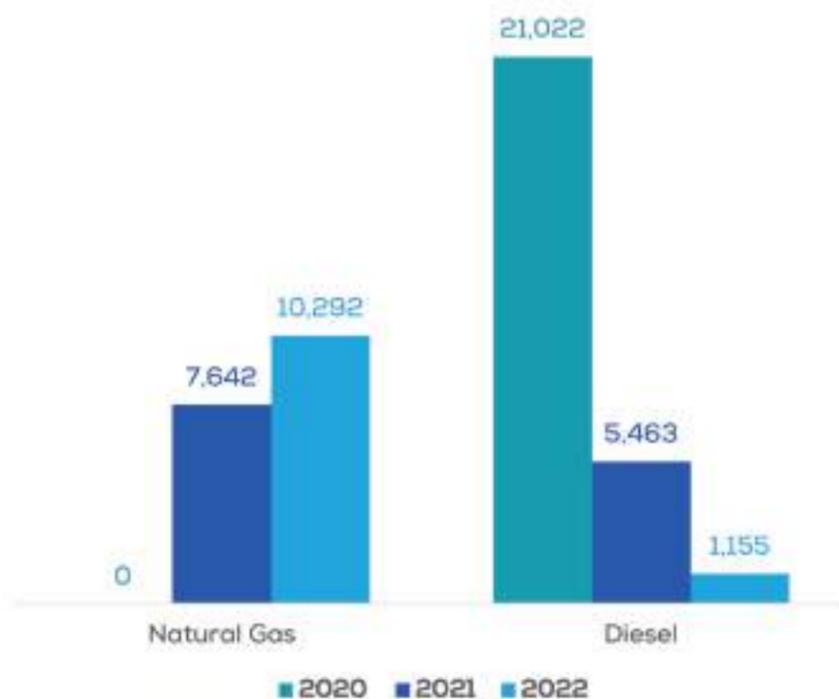
**24%** Reduction in total energy consumption across GB Corp in 2022 compared to 2020

### Sustainable Energy Consumption: Phasing out Diesel, and Scaling up Renewable Energy Sources

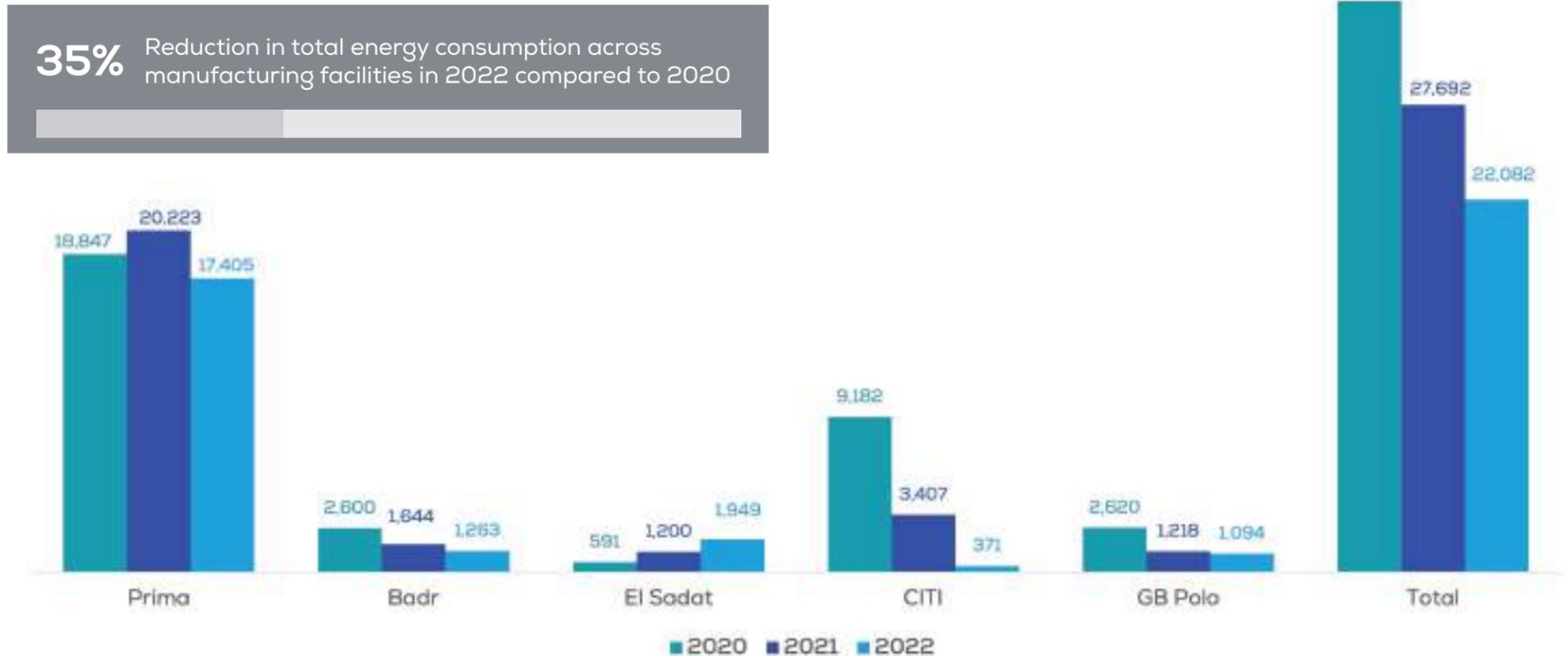
In 2022, we have successfully phased out diesel entirely across all our manufacturing facilities and have replaced it with natural gas, as part of our ongoing efforts to reduce our carbon footprint and promote sustainable operations. Our stationary combustion emissions under scope 1 have significantly decreased compared to 2020, with a reduction of 50%, primarily due to the switch to natural gas. As part of our continuous implementation of energy reduction measures across our manufacturing facilities, we have achieved a 35% reduction in total energy consumption from sources including purchased electricity, diesel, and natural gas, across our manufacturing facilities compared to 2020.



Diesel Fuel & Natural Gas Consumption (MWh) – Manufacturing Facilities



Energy Consumption (MWh) Manufacturing Facilities



### Water Management

In 2022, municipal water remains the primary source of water consumed across our facilities, including our factories, service centers, and office buildings. Building on our water reduction measures and initiatives from last year, we continued to implement improved system installations and maintenance measures, as well as wastewater recycling systems to sustainably manage and optimize our water consumption.

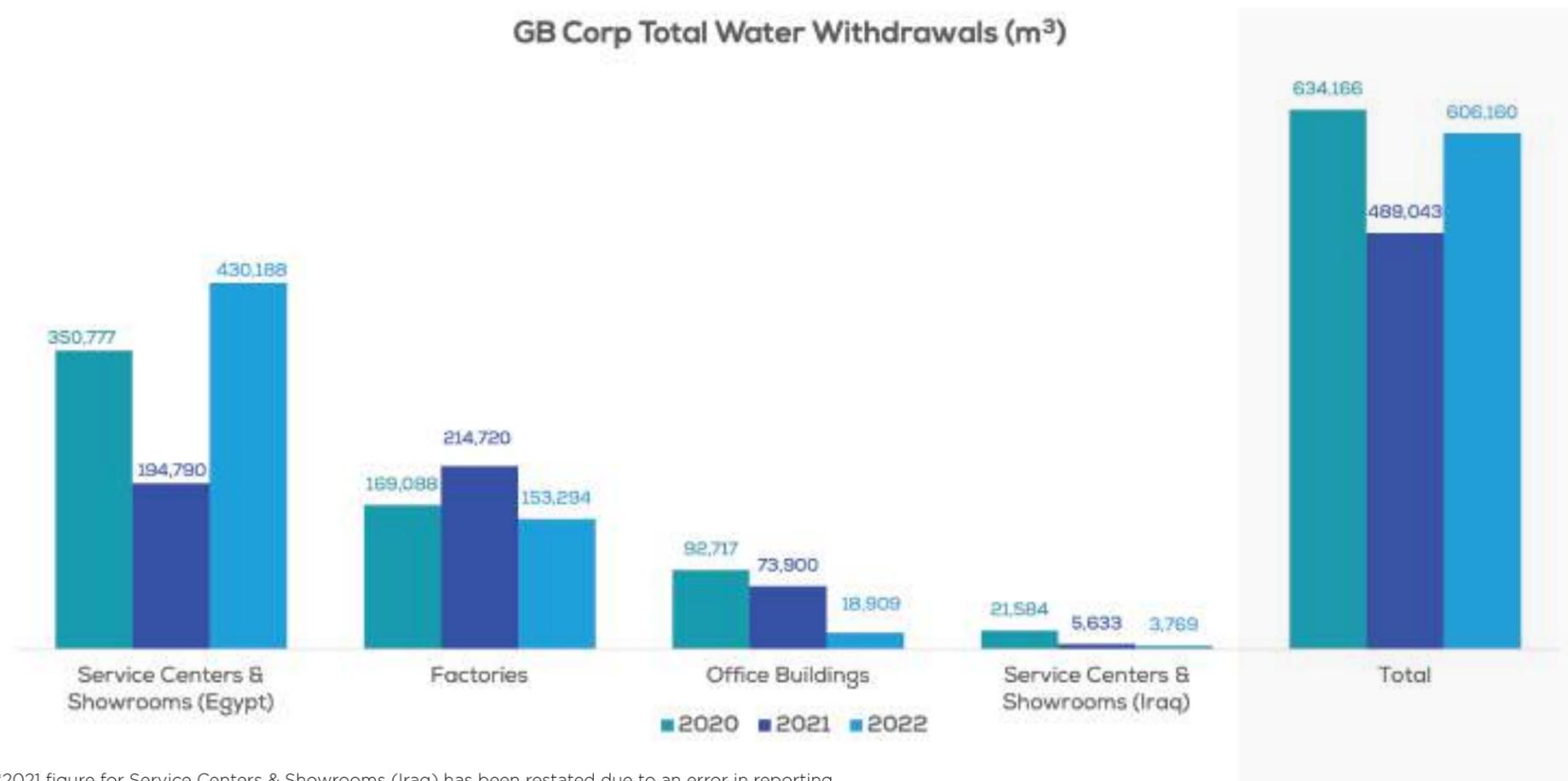
Our total municipal water withdrawal amounted to 606,159 m<sup>3</sup> during 2022, across our factories, service centers, warehouses, showrooms, and office buildings in Egypt and Iraq.

### Wastewater Recycling and Discharge Management

At GB Corp, all wastewater resulting from the manufacturing operations is managed in accordance with the ISO 14001 Standard and national laws and regulations across all five manufacturing facilities. Wastewater is treated through water filtration and treatment systems at our facilities before discharge. Various water reduction measures and initiatives such as waste-water recycling and water-saving faucets in our offices have been implemented to optimize our water consumption.

Utilities consumption, including water consumption intensity per product/vehicle, is measured on a monthly basis across our factories. Our Sadat factory has made significant progress on the waste treatment plan project, which was initiated last year and is now almost 80% completed. In addition, active preparation for the ISO 50001 certification for the Prima facility has been ongoing, and in 2020 or 2021, training courses and sessions on the standard's requirements were provided to seven engineers (employees), who have received certificates for their successful completion of the training. Water quality tests are performed to ensure that the results are within nationally stipulated limits prior to discharge.

GB Corp Total Water Withdrawals (m<sup>3</sup>)



\*2021 figure for Service Centers & Showrooms (Iraq) has been restated due to an error in reporting.

### Indoor Environmental Quality

Regarding air quality improvement in our factories, several measures have been taken. Ventilation projects have been implemented at our manufacturing plants, namely Prima and Badr. In 2021, a new ventilation system was installed at the Badr plant's welding shop to decrease welding fumes, and in 2020, a state-of-the-art ventilation system was installed at the Prima plant's paint shop to suction oven fumes and heat. We also ensure compliance with national environmental and labor laws by measuring indoor environmental quality parameters quarterly, including ambient noise levels, as well as heat and temperature levels in critical operation areas of our manufacturing facilities.

# Annexes

Abbreviations and Acronyms  
Limited Assurance Statement  
ESG Indicators  
GRI Content Index  
SASB Content Index  
UNGC Content Index  
TCFD Content Index

## Abbreviations and Acronyms

|                 |                                       |                |  |                         |   |
|-----------------|---------------------------------------|----------------|--|-------------------------|---|
| <b>A&amp;AR</b> | Auto & Auto-Related                   | <b>GRI</b>     | Global Reporting Initiative                | <b>MWh</b>              | Megawatt-hour                                       |
| <b>BU</b>       | Business Unit                         | <b>HRBP</b>    | Human Resources Business Partner           | <b>PC</b>               | Passenger Cars                                      |
| <b>CBU</b>      | Complete Built Up                     | <b>HRIS</b>    | Human Resources Information System         | <b>R&amp;D</b>          | Research and Development                            |
| <b>CDP</b>      | Carbon Disclosure Project             | <b>HSE</b>     | Health, Safety, and Environment            | <b>SASB</b>             | Sustainability Accounting Standards Board           |
| <b>CE</b>       | Construction Equipment                | <b>IDC</b>     | International Data Corporation             | <b>SDG</b>              | Sustainable Development Goal                        |
| <b>CKD</b>      | Completely Knocked-Down               | <b>IFRS</b>    | International Finance Reporting Standards  | <b>SKD</b>              | Semi Knocked Down                                   |
| <b>CV</b>       | Commercial Vehicles                   | <b>IIA</b>     | Institute of Internal Auditors             | <b>SVP</b>              | Senior Vice President                               |
| <b>CX</b>       | Customer Experience                   | <b>ISO</b>     | International Standardization Organization | <b>t</b>                | Metric Tons   |
| <b>EE</b>       | Employee Engagement                   | <b>IT</b>      | Information Technology                     | <b>TCFD</b>             | Task-Force on Climate-Related Financial Disclosures |
| <b>ESG</b>      | Environmental, Social, and Governance | <b>kWh</b>     | Kilowatt-hour                              | <b>tCO<sub>2</sub>e</b> | Tons of Carbon Dioxide Equivalent                   |
| <b>EV</b>       | Electric Vehicle                      | <b>L&amp;D</b> | Learning and Development                   | <b>UNGC</b>             | United Nations Global Compact                       |
| <b>FRA</b>      | Financial Regulatory Authority        | <b>LOB</b>     | Line of Business                           | <b>VoC</b>              | Voice of the Customer                               |
| <b>GCOO</b>     | Group Chief Operating Officer         | <b>LTIFR</b>   | Lost-time Injury Frequency Rate            | <b>VP</b>               | Vice President                                      |
| <b>GHG</b>      | Greenhouse Gas                        | <b>MD</b>      | Managing Director                          |                         |   |

# Limited Assurance Statement

## Introduction and Objectives of the Engagement

Masader Environmental & Energy Services S.A.E (the 'Assurance Provider') has been engaged by the GB Corp (the 'Reporting Organization') to provide Moderate Assurance Type 1 (the 'Assurance') regarding adherence to the AA1000AS v3 (2020) over the GB Corp Sustainability Report 2022 (the 'Report').

## Scope, Subject Matter and Limitations

The subject matter of the Report is the Reporting Organization ESG performance data and information for the year ended 31 December .2022 The scope of assurance is limited to a review of the Selected Information listed below:

- ☞ GB Corp ESG Management
- ☞ Stakeholder Engagement
- ☞ Materiality Assessment

The assurance process was subject to the following limitations and exclusions:

- ☞ Verifying the data or information provided by GB Corp stated in the " An Overview of GB Corp "section, and GB Corp's CEO Letter and Letter to Investors.
- ☞ Appropriateness of definitions and any internal reporting criteria adopted by GB Corp for its disclosures.
- ☞ Appropriateness of any new commitments and objectives established and communicated by GB Corp.

- ☞ Content of external websites or documents linked within the Report.

We have not been engaged to:

- ☞ Verify any statement indicating intention ,opinion, belief and/or aspiration of GB Corp.
- ☞ Determining which ,if any ,recommendations should be implemented.

## Intended Users

The intended users of this assurance engagement are the Reporting Organization and its stakeholders, including but not limited to customers, employees, investors, government, and regulators.

## Reporting Criteria

The selected information has been prepared in accordance with the Global Reporting Initiative) GRI (Standards and the Sustainability Accounting Standards Board) SASB( Standards ,in addition to the AA 1000 AccountAbility Principles.(2018)

## Responsibilities of the Reporting Organization

The provision of the Selected Information in the Report is the sole responsibility of the Management of GB Corp. The Reporting Organization is responsible for the preparation of the Report in line with the reporting criteria and in accordance with the GRI 2021 Universal Standards and for the calculation of the selected KPIs.

## Responsibilities of the Assurance Provider

Our responsibility is to carry out a limited assurance engagement and to express a conclusion based on the work performed .Our responsibilities were to:

- ☞ Provide Moderate Level) Type (1 assurance as per AA1000AS v3 over the accuracy ,reliability ,and objectivity of the information contained within the Report.
- ☞ Form an independent conclusion based on the procedures performed and evidence obtained.

## Methodology

To form our conclusion ,we undertook the following procedures:

- ☞ Interviewed management and other persons responsible for the Reporting Organization's ESG performance to assess the application of the GRI 2021 Universal Standards in the preparation of the Report.
- ☞ Analyzed and assessed the key structures, processes, procedures, and controls relating to the preparation of the Report.
- ☞ Evaluated whether the management approach for the material topics presented in the Report is consistent with the overall sustainability management and performance at GB Corp.
- ☞ Assessed the completeness and accuracy of the GRI Standards content index concerning the GRI 2021 Universal Standards, including omissions.

- ⚙️ Interviewed management and data owners regarding the process of identification, data collection, consolidation and reporting for the selected KPIs;
- ⚙️ Reviewed and evaluated GB Corp’s GHG Metrics for the selected KPIs against the actual calculation performed by GB Corp to support the figure disclosed in the Report.
- ⚙️ Reviewed the selected KPIs to GB Corp’s internal calculations and supporting documentation (KPIs reviewed include those featured in the “ESG Indicators”.
- ⚙️ Compared the content of the Report against the findings of the outlined procedures.

disclosures. The disclosures presented in the Report have been organized to present performance on each material topic. The Report would benefit from a more straightforward representation of the connection between the Reporting Organization’s targets and reported disclosures.

**⚙️ RESPONSIVENESS**

The obtained evidence has been sufficient to conclude that the Reporting Organization is responsive to the issues raised by its stakeholder groups by collecting regular feedback via tailored communication channels and appropriate procedures to handle grievances, feedback, and other types of stakeholder inputs.

**⚙️ IMPACT**

The Reporting Organization has provided evidence of the applied procedures and systems to monitor and measure its impacts on the environment and actions to ensure accountability for those impacts.

Information of the Report of GB Corp for the year ended 31December ,2022 has not been prepared ,in all material respects ,in accordance with the GRI 2021 Universal Standards ,SASB Standards and the AA1000 Assurance Principles .(2018) In accordance with the terms of our engagement ,this independent assurance statement on the Selected Information has been prepared for GB Corp and the Reporting stakeholders and for no other purpose or in any other context.

For and on behalf of Masader Environmental and Energy Services S.A.E

**Dr.Abdelhamid Beshara,**

Founder and Chief Executive Officer

Masader, Environmental & Energy Services (S.A.E)

Cairo, Aril 17<sup>th</sup>, 2023



*Abdelhamid Beshara*



**Statement of Independence and Impartiality**

The Assurance Provider and the Reporting Organization are not engaged in relationships that would be perceived to affect its ability to provide an independent and impartial statement.

**Statement of Competence**

Masader Environmental & Energy Services S.A.E is an AA1000AS v3-Licensed Assurance Provider as per the license agreement) ID (000-882 :with Accountability AA1000 CIC .The assurance team has extensive experience in the assurance of ESG data ,systems ,and procedures.

**⚙️ INCLUSIVITY**

The Reporting Organization has provided evidence of the inclusivity regarding its stakeholder relations, including understanding and representation of stakeholder interests in the Report.

**⚙️ MATERIALITY**

The Reporting Organization has described its material topics and the materiality assessment process. Based on the conducted engagement, we believe that the material topics accurately reflect the Reporting Organization’s ESG impacts and

**Recommendations**

Based on the conducted assurance engagement ,it is recommended that the Reporting Organization can implement the following measures to enhance future reporting:

- ⚙️ Ensure clear alignment between reported metrics and the long-term ESG goals and targets ,including progress made during the reporting period.
- ⚙️ Ensure consistent and complete disclosure of stakeholder engagements conducted for the purpose of the report preparation in case such actions have been undertaken.

**Conclusion**

Based on the procedures performed and the evidence obtained ,as described above ,nothing has come to our attention that causes us to believe that the Selected

**ABOUT MASADER**

Masader is an innovative interdisciplinary consulting, design and engineering sustainability firm based in Cairo, aiming at leveraging positive impact across the MENA region and globally. It specializes in Resource Efficiency, Sustainable Management of Natural Resources and Integrated Sustainability Solutions. Since 2015, Masader has led 100+ projects across the areas of energy, environment, climate change & carbon footprint, circular economy, green building (LEED/EDGE), as well as corporate sustainability strategies, reporting and certification.

## ESG Indicators

### Environmental

| ENERGY, WATER, AND WASTE  |   | UNIT           | 2020                | 2021               | 2022    |
|---------------------------|---|----------------|---------------------|--------------------|---------|
| <b>ENERGY CONSUMPTION</b> | Natural gas   | MWh            | 875                 | 8,516              | 10,314  |
|                           | Diesel  | MWh            | 25,920              | 9,062 <sup>6</sup> | 4,764   |
|                           | Purchased electricity                                     | MWh            | 26,963              | 30,519             | 25,809  |
|                           | Electricity consumption from renewable sources (Solar PV) | MWh            | -                   | -                  | 150     |
|                           | Diesel and petrol by owned vehicles <sup>7</sup>          | MWh            | 87,574 <sup>8</sup> | 55,263             | 39,550  |
|                           | Total   | MWh            | 141,332             | 103,324            | 80,436  |
| <b>WATER INTAKE</b>       | Municipal Water Intake                                    | m <sup>3</sup> | 634,166             | 493,402            | 606,160 |

| ENERGY, WATER, AND WASTE |   | UNIT                                | 2020  | 2021                | 2022   |
|--------------------------|---|-------------------------------------|-------|---------------------|--------|
| <b>WASTE</b>             | Non-hazardous <sup>9</sup> (industrial scrap waste) | Total (tons)                        | 8,020 | 8,928               | 4,587  |
|                          |   | Recycled (tons)                     | 8,020 | 8,928 <sup>10</sup> | 4,587  |
|                          | Hazardous <sup>11</sup>                             | Total (tons)                        | -     | 7,445               | 12,880 |
| <b>CERTIFICATIONS</b>    | ISO 14001   | % of Total manufacturing facilities | -     | 80%                 | 100%   |
|                          | ISO 45001   | % of Total manufacturing facilities | -     | 80%                 | 100%   |

6 This figure has been corrected from 9,026 to 9,062.

7 Includes industrial scrap waste quantities only, which are collected and sold to scrap contractors for reuse or recycling. Includes the following waste streams: wood, cardboard, plastic, and metals.

8 Average fuel conversion factors (100 litres/km) of the types of vehicles owned, were used to calculate the average total energy consumed as a result of fuel consumption by GB Auto's owned vehicles for employee commuting (using passenger cars)

9 Includes industrial scrap waste quantities only, which are collected and sold to scrap contractors for reuse or recycling.

10 This figure covers "Mashroey factory" which is not covered in 2022 as it is no more owned/operated under the management of GB Corp.

11 Includes spent oil (treated/recycled), used oil filters (landfilled), and industrial wastewater sludge.

| GHG EMISSIONS <sup>12</sup> FY 2021 |   | UNIT                            | 2020   | 2021   | 2022   |
|-------------------------------------|---|---------------------------------|--------|--------|--------|
| <b>Scope 1 (Direct)</b>             | Total   | tCO <sub>2</sub> e              | 40,388 | 29,085 | 17,469 |
| <b>Scope 2 (Indirect)</b>           | Total (location-based)  | tCO <sub>2</sub> e              | 11,920 | 13,233 | 12,186 |
| <b>Scope 1+2</b>                    | Total   | tCO <sub>2</sub> e              | 52,307 | 42,318 | 29,655 |
| <b>Scope 3<br/>(Other Indirect)</b> | Total   | tCO <sub>2</sub> e              | 42,546 | 35,464 | 21,767 |
|                                     | Purchased goods and services  | tCO <sub>2</sub> e              | 41     | 33     | 88     |
|                                     | Fuel and energy-related activities<br>(not included in scope 1 and 2) | tCO <sub>2</sub> e              | 7,889  | 5,167  | 3,980  |
|                                     | Upstream transportation and distribution <sup>13</sup>                | tCO <sub>2</sub> e              | 34,321 | 29,929 | 10,936 |
|                                     | Waste generated in operations   | tCO <sub>2</sub> e              | 172    | 190    | 6,148  |
|                                     | Business travel   | tCO <sub>2</sub> e              | 123    | 145    | 616    |
| <b>Scope (1+2+3)</b>                | Total   | tCO <sub>2</sub> e              | 94,853 | 77,783 | 51,422 |
| <b>Avoided Emissions</b>            | Total   | tCO <sub>2</sub> e              | -      | -      | 69     |
| <b>Emissions Intensity</b>          | Scope 1+2 emissions per revenue                                       | tCO <sub>2</sub> e/ EGP million | 2.9    | 1.7    | 1.4    |

\* 2022 has been set as our base year instead of 2020, as a result of changes in boundaries, and in the quality of the activity data used in assessing the emissions

<sup>12</sup> For further information, check our published 2022 Carbon Footprint Report on our corporate website

<sup>13</sup> Includes emissions resulting from importing products.

## Social

The following data covers all employees across GB Corp's subsidiaries, including GB Auto, GB Capital, and MNT-Halan.

| GB CORP EMPLOYEES AT A GLANCE |  | HEADCOUNT | FY 2021 | FY 2022               |
|-------------------------------|--|-----------|---------|-----------------------|
| Employees                     | Total  |           | 23,044  | 28,458                |
|                               | Full-time  |           | 23,031  | 28,458                |
|                               | Part-time  |           | 13      | 0                     |
| Breakdown by Gender           | Male   |           | 17,576  | 20,904                |
|                               | Female   |           | 5,468   | 7,554                 |
| Breakdown by Age              | Age under 30   |           | 8,716   | 18,356                |
|                               | Age 30-50  |           | 13,630  | 9,309                 |
|                               | Age above 50   |           | 698     | 793                   |
| Breakdown by Region           | Egypt  |           | 22,718  | 28,134                |
|                               | Iraq   |           | 326     | 324                   |
| Breakdown by Category         | STEM positions <sup>14</sup>                                       |           | 758     | 179 (excl. MNT-Halan) |
|                               | Top management <sup>15</sup>                                       |           | 133     | 148                   |
|                               | Middle management <sup>16</sup>                                    |           | 1,008   | 998                   |
|                               | Junior management <sup>17</sup>                                    |           | 1,606   | 3,873                 |
|                               | Management positions in revenue-generating functions <sup>18</sup> |           | 10,504  | 92 (excl. MNT-Halan)  |
| Disabled Employees            | Total  |           | 531     | 228 (excl. MNT-Halan) |

<sup>14</sup> 2021 figures include only MNT-Halan's employees.

<sup>15</sup> Includes: C-Suite, Vice Presidents, Directors, General Managers, Managing Directors, Area Managers.

<sup>16</sup> Includes: Heads, Managers, Senior Managers, Deputy Managers, Regional Managers, Sub-Area Managers, Executive Assistants, Branch Managers, Deputy Area Managers, Sales Managers.

<sup>17</sup> Includes: Assistant Managers, Supervisors, Junior Managers, Team Leaders.

<sup>18</sup> Includes: Sales and all branches' employees, marketing, operations, commercial, and supply chain. 2021 figures include only MNT-Halan's employees, due to unavailability of data across other subsidiaries.

| DIVERSITY OF GB CORP EMPLOYEES |  | HEADCOUNT | FY 2021       |              | FY 2022       |                         |
|--------------------------------|--|-----------|---------------|--------------|---------------|-------------------------|
|                                |  |           | MALE          | FEMALE       | MALE          | FEMALE                  |
| <b>Total</b>                   |  |           | <b>17,576</b> | <b>5,468</b> | <b>20,904</b> | <b>7,554</b>            |
| Total Employees                | Full-time  |           | 17,565        | 5,466        | 20,904        | 7,554                   |
|                                | Part-time  |           | 11            | 2            | 0             | 0                       |
| Employees in Egypt             | Total  |           | 17,269        | 5,449        | 20,601        | 7,533                   |
|                                | Permanent <sup>19</sup>                              |           | 6,526         | 423          | 20,601        | 7,533                   |
| Employees in Iraq              | Total  |           | 307           | 19           | 303           | 21                      |
|                                | Permanent  |           | 307           | 19           | 303           | 21                      |
| Breakdown by Category          | STEM positions                                       |           | 675           | 83           | 158           | 21<br>(excl. MNT-Halan) |
|                                | Top management                                       |           | 126           | 7            | 133           | 15                      |
|                                | Middle management                                    |           | 879           | 129          | 866           | 132                     |
|                                | Junior management                                    |           | 1,131         | 385          | 2846          | 1027                    |
|                                | Management positions in revenue-generating functions |           | 6,372         | 4,132        | 86            | 6<br>(excl. MNT-Halan)  |

<sup>19</sup> Figures in 2021 exclude MNT-Halan's employees due to unavailability of data.

| GB CORP NEW HIRES              | HEADCOUNT    | FY 2021 | FY 2022             |
|--------------------------------|--------------|---------|---------------------|
| New Hires                      | Total        | 6,124   | 12,772              |
| Breakdown by Gender            | Male         | 4,251   | 9,021               |
|                                | Female       | 1,873   | 3,751               |
| Breakdown by Age <sup>20</sup> | Age under 30 | 3,718   | 357                 |
|                                | Age 30-50    | 2,371   | 286                 |
|                                | Age above 50 | 35      | 19                  |
| Breakdown by Region            | Egypt        | 6,080   | 12,732              |
|                                | Iraq         | 44      | 40                  |
| With Disability                | Total        | 531     | 3 (excl. MNT-Halan) |

| GB CORP EMPLOYEE TURNOVER                           | HEADCOUNT          | FY 2021 | FY 2022             |
|---|--------------------|---------|---------------------|
|   | Total              | 3,903   | 7,678               |
| Employee Turnover                                   | Voluntary Turnover | 2,777   | 6,724               |
|   | Turnover for Cause | 442     | 954                 |
| Breakdown by Gender                                 | Male               | 2,680   | 5,864               |
|   | Female             | 1,223   | 1,814               |
| Breakdown by Age <sup>21</sup>                      | Age under 30       | 2,353   | 302                 |
|   | Age 30-50          | 1,480   | 561                 |
|   | Age above 50       | 70      | 56                  |
| Breakdown by Region                                 | Egypt              | 3,887   | 7,650               |
|   | Iraq               | 11      | 28                  |
| With Disability                                     | Total              | 1       | 7 (excl. MNT-Halan) |
| %Y-O-Y change for full-time employees <sup>22</sup> | %                  | 21.24%  | 33.65%              |

<sup>20</sup> 2022 figures excludes MNT-Halan's employees due to data unavailability.

<sup>21</sup> 2022 figures exclude MNT-Halan's employees due to data unavailability.

<sup>22</sup> Figures include only MNT-Halan's employees, due to unavailability of data across other subsidiaries. The missing data will be compiled and disclosed in the upcoming report.

| GB CORP PARENTAL LEAVE                                      | FY 2021  |        | FY 2022 <sup>23</sup> |        |
|---|--|--------|-----------------------|--------|
|   | MALE   | FEMALE | MALE                  | FEMALE |
| Employees entitled to a parental leave                      | All GB Corp employees are entitled to a parental leave as per the national labor law |        |                       |        |
| Employees who took a parental leave during reporting period | 9  | 236    | 67                    | 24     |
| Employees who returned to work after parental leave ended   | 8  | 230    | 66                    | 23     |

| GB CORP EMPLOYEE TRAINING HOURS<br>(EXCLUDING MNT-HALAN) |                          | FY 2021            |                            | FY 2022            |                            |
|--|--------------------------|--------------------|----------------------------|--------------------|----------------------------|
|  |                          | TOTAL NO. OF HOURS | AVERAGE HOURS PER EMPLOYEE | TOTAL NO. OF HOURS | AVERAGE HOURS PER EMPLOYEE |
| Total (All Employees)                                    |                          | 41,210             | 5.66                       | 70,520             | 10.00                      |
| Breakdown by Gender                                      | Male                     | 37,505             | 5.49                       | 64,173             | 10.24                      |
|  | Female                   | 3,705              | 8.34                       | 6,347              | 13.59                      |
| Breakdown by Category                                    | Entry Level              | 40                 | -                          | 1,525              | 0.24                       |
|  | Staff                    | 11,510             | 1.58                       | 4,230              | -                          |
|  | Middle Management        | 9,055              | -                          | 15,510             | 142.29                     |
|  | Senior Management        | 5,730              | -                          | 2,115              | 18.39                      |
|  | Technical Functions      | 8,475              | -                          | 25,600             | -                          |
|  | Administrative Functions | 1,300              | -                          | 1,410              | -                          |
|  | Sales Dealers            | 465                | -                          | 14,700             | -                          |
| Other (consultants and part-time employees)              |                          | 4,640              | -                          | 5,430              | -                          |

<sup>23</sup> These figures excludes MNT-Halan's employees due to data unavailability.

| GB CORP EMPLOYEES RECEIVING PERFORMANCE AND CAREER DEVELOPMENT REVIEW |        |         |         |
|---|--------|---------|---------|
| % FROM TOTAL EMPLOYEES  |        | FY 2021 | FY 2022 |
| Breakdown by Gender   | Male   | 100%    | 100%    |
|   | Female | 100%    | 100%    |

| ANNUAL TOTAL COMPENSATION RATIO   | FY 2021  | FY 2022  |
|---|--|----------|
| Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)   | 3.5 : 1<br>The ratio between the 90th percentile of compensation compared to the 50th percentile of the remaining employees.                 | 3.27 : 1 |
| Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) | 1.6 : 1<br>The ratio between the 90th percentile of Jan 2021 increase percentage compared to the 50th percentile of the remaining employees. | 2.06 : 1 |

### OCCUPATIONAL HEALTH AND SAFETY

| INDICATOR                               | UNIT                          | PRIMA FACTORY |         | BADR FACTORY |         | SADAT FACTORY |        | TOTAL     |         |
|---|-------------------------------|---------------|---------|--------------|---------|---------------|--------|-----------|---------|
|   |                               | 2021          | 2022    | 2021         | 2022    | 2021          | 2022   | 2021      | 2022    |
| Recordable Incidents                    | Number                        | 7             | 2       | 5            | 0       | 3             | 1      | 15        | 3       |
| Lost days due to Injury                 | Number                        | 507           | 80      | 363          | 0       | 85            | 50     | 955       | 130     |
| Man worked hours                        | Number                        | 1,313,250     | 431,422 | 474,000      | 150,596 | 324,000       | 73,310 | 2,111,250 | 655,328 |
| Lost-time injury frequency rate (LTIFR) | Injuries per 1M hours worked  | 5.33          | 4.64    | 10.55        | 0.00    | 9.26          | 13.64  | 7.10      | 4.58    |
| Lost-time injury severity rate (LTISR)  | Days lost per 1M hours worked | 386.07        | 185.43  | 765.82       | 0.00    | 262.35        | 682.04 | 452.34    | 198.37  |

## Governance

| BOARD COMPOSITION            |                        | FY 2021   | FY 2022 |
|------------------------------|------------------------|-----------|---------|
|                              | Total                  | 7         | 7       |
| Board of Directors by Gender | Male                   | 6 (85.8%) | 5 (71%) |
|                              | Female                 | 1 (14.2%) | 2 (29%) |
| Breakdown by Age             | 30-50 years            | 4         | 3       |
|                              | 50-60 years            | -         | 1       |
|                              | > 60 years             | 5         | 3       |
|                              | Average Age (years)    | 58        | 58      |
| Tenure                       | 0-5 years              | 4         | 4       |
|                              | 6-10 years             | 2         | 2       |
|                              | > 10 years             | 1         | 1       |
|                              | Average Tenure (years) | 6         | 5       |

| BOARD MEETINGS STATISTICS      |                             | FY 2021 | FY 2022 |
|--------------------------------|-----------------------------|---------|---------|
| Board Meetings Held            | Total No.                   | 6       | 13      |
| General Assembly Meetings Held | Total No.                   | 2       | 3       |
| Committees Meetings Held       | Total No.                   | 7       | 7       |
| Board Attendance (%)           | Dr. Raouf Ghabbour*         | 100%    | 46%     |
|                                | Mr. Mansour Kabbani         | 100%    | 100%    |
|                                | Mr. Nader Ghabbour          | 100%    | 92%     |
|                                | Mr. Mounir Fakhry Abdelnour | 100%    | 62%     |
|                                | Mr. Abbas El Sayed          | 100%    | 92%     |
|                                | Mr. Mohamed Naguib          | 100%    | 100%    |
|                                | Ms. Marwa El Ayouti         | -       | 46%     |
|                                | Ms. Lobna El Dessouky       | 100%    | 85%     |
| Mr. Hisham Ezz El Arab         | -                           | 38%     |         |

\*Dr. Raouf Ghabbour, GB Corp's founder and former chairman, passed away in November 2022.

## Economic

### GB AUTO GROUP INCOME STATEMENT

| (LE MILLION)   | THREE MONTHS ENDED |                |               | FULL YEAR ENDED |                 |              |
|--|--------------------|----------------|---------------|-----------------|-----------------|--------------|
|  | 4Q21               | 4Q22           | % CHANGE      | FY21            | FY22            | % CHANGE     |
| Egypt Passenger Cars Revenue                               | 3,824.4            | 1,398.9        | -63.4%        | 12,880.4        | 9,231.1         | -28.3%       |
| Egypt Motorcycles & Three-Wheelers Revenue                 | 1,021.4            | 289.7          | -71.6%        | 3,719.9         | 1,915.0         | -48.5%       |
| Egypt Commercial Vehicles & Construction Equipment Revenue | 403.8              | 505.2          | 25.1%         | 1,053.4         | 1,515.0         | 43.8%        |
| Egypt Tires Revenue  | 420.3              | 413.4          | -1.6%         | 1,431.7         | 1,634.2         | 14.1%        |
| GB Capital (Financing Businesses) Revenue                  | 1,885.1            | 2,202.0        | 16.8%         | 6,516.7         | 7,995.1         | 22.7%        |
| Egypt After-Sales Revenue                                  | 363.8              | 542.0          | 49.0%         | 1,336.6         | 1,803.4         | 34.9%        |
| Regional Revenue   | 807.1              | 1,376.9        | 70.6%         | 3,099.7         | 4,731.5         | 52.6%        |
| Others Revenue   | 321.4              | 173.4          | -46.0%        | 1,399.2         | 963.7           | -31.1%       |
| <b>Total Sales Revenue</b>                                 | <b>9,047.4</b>     | <b>6,901.5</b> | <b>-23.7%</b> | <b>31,437.5</b> | <b>29,789.1</b> | <b>-5.2%</b> |
| <b>Total Gross Profit</b>                                  | <b>1,886.3</b>     | <b>2,004.0</b> | <b>6.2%</b>   | <b>6,302.6</b>  | <b>8,112.9</b>  | <b>28.7%</b> |
| Gross Profit Margin  | 20.8%              | 29.0%          | 8.2           | 20.0%           | 27.2%           | 7.2          |
| Selling and Marketing                                      | (910.7)            | (881.6)        | -3.2%         | (2,868.0)       | (3,576.9)       | 24.7%        |
| Administration Expenses                                    | (203.7)            | (178.8)        | -12.2%        | (591.1)         | (636.4)         | 7.7%         |
| Net Provisions and Non-Operating FV of Investment Property | 54.7               | (57.9)         | -             | (104.0)         | (229.8)         | -            |
| Other Income (Expenses)                                    | (13.3)             | 67.0           | -             | 143.8           | 285.6           | 98.6%        |
| <b>Operating Profit</b>                                    | <b>813.4</b>       | <b>952.7</b>   | <b>17.1%</b>  | <b>2,833.3</b>  | <b>3,955.5</b>  | <b>37.2%</b> |

| (LE MILLION)                               | THREE MONTHS ENDED |                |          | FULL YEAR ENDED |                 |          |
|--|--------------------|----------------|----------|-----------------|-----------------|----------|
|  | 4Q21               | 4Q22           | % CHANGE | FY21            | FY22            | % CHANGE |
| Operating Profit Margin (%)                | 9.0%               | 13.8%          | 4.8      | 9.2%            | 13.3%           | 3.1      |
| Gain from Sale of Investment               | -                  | 8,207.3        | -        | -               | 8,207.3         | -        |
| Investment Gain                            | -                  | 47.1           | -        | -               | 100.6           | -        |
| <b>EBIT</b>                                | <b>813.4</b>       | <b>9,207.2</b> | <b>-</b> | <b>2,883.3</b>  | <b>12,263.4</b> | <b>-</b> |
| EBIT Margin (%)                            | 9.0%               | 133.4%         | 124.4    | 9.2%            | 41.2%           | 32.0     |
| Foreign Exchange Gains (Losses)            | (3.5)              | 26.2           | -        | 11.9            | (239.0)         | -        |
| Net Finance Cost                           | (124.0)            | (245.2)        | 97.7%    | (563.5)         | (724.0)         | 28.5%    |
| <b>Earnings Before Tax</b>                 | <b>685.8</b>       | <b>8,988.2</b> | <b>-</b> | <b>2,331.7</b>  | <b>11,300.4</b> | <b>-</b> |
| Income Taxes                               | (163.6)            | (198.1)        | 21.1%    | (563.3)         | (762.3)         | 35.3%    |
| Net Profit / Loss Before Minority Interest | 522.3              | 8,790.1        | -        | 1,768.4         | 10,538.1        | -        |
| Minority Interest                          | (109.7)            | (75.6)         | -31.1%   | (359.9)         | (553.2)         | 53.7%    |
| <b>Net Income/Loss</b>                     | <b>412.6</b>       | <b>8,714.4</b> | <b>-</b> | <b>1,408.5</b>  | <b>9,984.9</b>  | <b>-</b> |
| Net Profit Margin(%)                       | 4.6%               | 126.3%         | 121.7    | 4.5%            | 33.5%           | 29.0     |

### INCOME ANALYSIS STATEMENT FOR GB CAPITAL

| (LE MILLION)                               | 4Q21             | 3Q22             | 4Q22             | Q-O-Q        | Y-O-Y         | FY21             | FY22             | Y-O-Y        |
|--|------------------|------------------|------------------|--------------|---------------|------------------|------------------|--------------|
| Revenue                                    | 1,268.3          | 1,161.6          | 1,414.2          | 21.7%        | 11.5%         | 4,332.3          | 4,663.8          | 7.7%         |
| Interest Income                            | 1,046.5          | 1,275.3          | 1,163.3          | -8.8%        | 11.2%         | 3,617.5          | 4,694.9          | 29.8%        |
| <b>Total Revenue</b>                       | <b>2,314.8</b>   | <b>2,436.8</b>   | <b>2,577.5</b>   | <b>5.8%</b>  | <b>11.4%</b>  | <b>7,949.8</b>   | <b>9,358.7</b>   | <b>17.7%</b> |
| Cost of Sales                              | (1,068.7)        | (996.1)          | (1,083.8)        | 8.8%         | 1.4%          | (3,867.8)        | (3,553.8)        | -8.1%        |
| Cost of Funds                              | (325.9)          | (442.9)          | (551.2)          | 24.5%        | 69.1%         | (1,116.2)        | (1,689.7)        | 51.4%        |
| <b>Total Cost of Revenue</b>               | <b>(1,394.6)</b> | <b>(1,439.0)</b> | <b>(1,635.0)</b> | <b>13.6%</b> | <b>17.2%</b>  | <b>(4,984.0)</b> | <b>(5,243.5)</b> | <b>5.2%</b>  |
| <b>Gross Profit</b>                        | <b>920.1</b>     | <b>997.8</b>     | <b>942.5</b>     | <b>-5.5%</b> | <b>2.4%</b>   | <b>2,965.8</b>   | <b>4,115.2</b>   | <b>38.8%</b> |
| SG&A                                       | (503.8)          | (658.9)          | (533.1)          | -19.1%       | 5.8%          | (1,599.5)        | (2,325.0)        | 45.4%        |
| Provisions                                 | 75.0             | (70.5)           | (27.5)           | -61.0%       | -             | (43.6)           | (135.4)          | -            |
| <b>Operating Profit</b>                    | <b>491.2</b>     | <b>268.4</b>     | <b>381.9</b>     | <b>42.3%</b> | <b>-22.3%</b> | <b>1,322.7</b>   | <b>1,654.8</b>   | <b>25.1%</b> |
| Other Income                               | 10.4             | 32.7             | 23.0             | -29.7%       | -             | 46.3             | 87.3             | 88.4%        |
| Investment (Losses) / Gain                 | (23.9)           | 84.0             | 47.1             | -43.9%       | -             | (39.4)           | 100.6            | -            |
| Gain from sale of investment & revaluation | -                | -                | 8,207.3          | -            | -             | -                | 8,207.3          | -            |
| <b>EBIT</b>                                | <b>477.8</b>     | <b>385.1</b>     | <b>8,659.3</b>   | <b>-</b>     | <b>-</b>      | <b>1,329.6</b>   | <b>10,050.0</b>  | <b>-</b>     |
| Other Interest & Similar Income            | 3.9              | 3.5              | (70.7)           | -            | -             | 18.9             | (65.0)           | -            |
| FOREX                                      | (5.2)            | 1.9              | 3.0              | 58.8%        | -             | (7.0)            | (6.7)            | -4.2%        |
| <b>EBT</b>                                 | <b>476.5</b>     | <b>390.4</b>     | <b>8,591.6</b>   | <b>-</b>     | <b>-</b>      | <b>1,341.5</b>   | <b>9,978.3</b>   | <b>-</b>     |
| Income Tax                                 | (112.0)          | (88.2)           | (121.7)          | 38.0%        | 8.6%          | (360.5)          | (489.9)          | 35.9%        |
| <b>Profit after Tax &amp; before NCI</b>   | <b>364.5</b>     | <b>302.3</b>     | <b>8,469.9</b>   | <b>-</b>     | <b>-</b>      | <b>981.0</b>     | <b>9,488.4</b>   | <b>-</b>     |
| NCI  | (96.6)           | (69.4)           | (47.2)           | -32.0%       | -51.2%        | (302.3)          | (434.0)          | 43.6%        |

| (LE MILLION)                            | 4Q21         | 3Q22         | 4Q22           | Q-O-Q    | Y-O-Y    | FY21         | FY22           | Y-O-Y    |
|---|--------------|--------------|----------------|----------|----------|--------------|----------------|----------|
| <b>Net Profit after Tax &amp; NCI</b>   | <b>267.9</b> | <b>232.9</b> | <b>8,422.8</b> | <b>-</b> | <b>-</b> | <b>678.7</b> | <b>9,054.4</b> | <b>-</b> |
| <b>Breakdown of Revenue by Company:</b> |              |              |                |          |          |              |                |          |
| GB Capital                              | 21.6         | -            | 12.8           | -        | -40.6%   | 67.7         | 12.8           | -81.1%   |
| GB Lease                                | 261.3        | 210.3        | 321.3          | 52.8%    | 23.0%    | 695.6        | 807.3          | 16.1%    |
| Drive                                   | 868.3        | 806.9        | 1,106.3        | 37.1%    | 27.4%    | 3,069.5      | 3,298.7        | 7.5%     |
| MNT-Halan                               | 1,129.7      | 1,377.6      | 1,093.5        | -20.6%   | -3.2%    | 3,991.4      | 5,084.4        | 27.4%    |
| GB Auto Rental                          | 32.9         | 42.1         | 42.5           | 1.0%     | 29.4%    | 124.6        | 154.2          | 23.8%    |

### SUPPLEMENTARY FINANCIAL INFORMATION - GB CAPITAL

| FY21  | 9M22           | FY22           |                |
|---|----------------|----------------|----------------|
| <b>Net Portfolio Assets</b>   | <b>6,273.6</b> | <b>7,935.6</b> | <b>5,384.5</b> |
| Debt / Equity   | 1.61x          | 1.96x          | 0.44x          |
| Equity / Loan Portfolio   | 49.1%          | 40.3%          | 216.4%         |
| Annualized Return on Average Equity (ROAE)  | 24.6%          | 26.8%          | 122.9%         |
| Annualized ROAA [Annualized the period EBIT pre funding costs after tax / average assets of period]   | 16.6%          | 16.3%          | 73.4%          |
| Annualized net interest margin (%) [(interest income - interest expense) for the last quarter X 4 / average portfolio size for the quarter] | 7.0%           | 9.2%           | 11.5%          |
| <b>Provision for Portfolio:</b>   |                |                |                |
| Provision (BS) / Loan portfolio %   | 3.40%          | 4.13%          | 5.34%          |
| Provision (BS) / NPL % (Coverage ratio)   | 117%           | 108%           | 105%           |
| NPL / Loan portfolio %  | 2.90%          | 3.83%          | 5.08%          |

## GRI Content Index

|                                       |  |
|---------------------------------------|--|
| <b>STATEMENT OF USE</b>               | GB Corp has reported in accordance with the GRI Standards for the period from January 1 <sup>st</sup> , 2022, to December 31 <sup>st</sup> , 2022. |
| <b>GRI 1 USED</b>                     | GRI 1: Foundation 2021   |
| <b>APPLICABLE GRI SECTOR STANDARD</b> | None   |

| DISCLOSURE NO. | DESCRIPTION | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #) | OMISSIONS           |        |             | SDG MAPPING |
|----------------|-------------|--|---------------------|--------|-------------|-------------|
|                |             |  | REQUIREMENT OMITTED | REASON | EXPLANATION |             |

### GRI 2: GENERAL DISCLOSURES 2021

#### THE ORGANIZATION AND ITS REPORTING PRACTICES

|     |  |   |  |  |  |  |
|-----|--|---|--|--|--|--|
| 2-1 | Organizational details   | GB Auto's headquarters is located in Cairo-Alex Desert Road, Km 28 Industrial Zone - Abo Rawaash, Giza, Egypt<br>Brief Portrait (page 10) |  |  |  |  |
| 2-2 | Entities included in the organization's sustainability reporting | 1.2 Our Portfolio (page 12)   |  |  |  |  |
| 2-3 | Reporting period, frequency and contact point                    | About this Report (page 3)  |  |  |  |  |
| 2-4 | Restatement of information                                       | About this Report (page 3)  |  |  |  |  |
| 2-5 | External assurance   | Limited Assurance Statement (page 89)   |  |  |  |  |

#### ACTIVITIES AND WORKERS

|     |  |   |         |                |  |           |
|-----|--|---|---------|----------------|--|-----------|
| 2-6 | Activities, value chain and other business relationships | Brief Portrait (page 10)<br>4.4 Supply Chain Management (page 55) |         |                |  |           |
| 2-7 | Employees  | 5.2 Diversity and Inclusion (page 63)<br>ESG Indicators (page 91) |         |                |  | 8.5, 10.3 |
| 2-8 | Workers who are not employees                            |   | a, b, c | Not applicable | All personnel doing work for GB Corp are employed within the organization. | 8.5       |

| DISCLOSURE NO.                         | DESCRIPTION   | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #)   | OMISSIONS           |        |             | SDG MAPPING |
|--|---|--|---------------------|--------|-------------|-------------|
|  |   |  | REQUIREMENT OMITTED | REASON | EXPLANATION |             |
| <b>GOVERNANCE</b>                      |   |  |                     |        |             |             |
| 2-9                                    | Governance structure and composition  | Governance and Management (pg. 28-35)  |                     |        |             |             |
| 2-10                                   | Nomination and selection of the highest governance body                     | Governance and Management (pg. 28-35)  |                     |        |             |             |
| 2-11                                   | Chair of the highest governance body  | Governance and Management (pg. 29-30)  |                     |        |             |             |
| 2-12                                   | Role of the highest governance body in overseeing the management of impacts | Governance and Management (pg. 28-35)  |                     |        |             |             |
| 2-13                                   | Delegation of responsibility for managing impacts                           | Governance and Management (pg. 28-35)  |                     |        |             |             |
| 2-14                                   | Role of the highest governance body in sustainability reporting             | Currently, the investor relations division is responsible for managing and preparing the sustainability report annually, in line with selected representatives across all departments and business lines. The board is responsible for reviewing and signing off the report. |                     |        |             |             |
| 2-15                                   | Conflicts of interest   | Please refer to GB Auto 2021 <a href="#">Sustainability report</a> Governance and Management (pg. 28)  |                     |        |             |             |
| 2-16                                   | Communication of critical concerns  | Business Integrity and Conduct (pg. 36)  |                     |        |             |             |
| 2-17                                   | Collective knowledge of the highest governance body                         | Our Sustainability Progress (pg.20)  |                     |        |             |             |
| 2-18                                   | Evaluation of the performance of the highest governance body                | Governance and Management (pg. 28-35)  |                     |        |             |             |
| 2-19                                   | Remuneration policies   | Governance and Management (pg. 34)   |                     |        |             |             |
| 2-20                                   | Process to determine remuneration   | Governance and Management (pg. 35)   |                     |        |             | 16.7        |
| 2-21                                   | Annual total compensation ratio   | ESG Indicators (page 91)   |                     |        |             |             |
| <b>STRATEGY, POLICY, AND PRACTICES</b> |   |  |                     |        |             |             |
| 2-22                                   | Statement on sustainable development strategy                               | Letter from the CEO (page 5)   |                     |        |             |             |

| DISCLOSURE NO.                     | DESCRIPTION  | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #)  | OMISSIONS           |                |   | SDG MAPPING |
|------------------------------------|--|---|---------------------|----------------|---|-------------|
|                                    |  |   | REQUIREMENT OMITTED | REASON         | EXPLANATION   |             |
| 2-23                               | Policy commitments                                 | Please refer to <a href="#">GB Auto 2021 Sustainability report</a> Compliance and Risk Management section (pg. 37) and GB Corp's Policies & Procedures (pg. 38)         |                     |                |   | 16.3        |
| 2-24                               | Embedding policy commitments                       | Please refer to <a href="#">GB Auto 2021 Sustainability report</a> Compliance and Risk Management section (pg. 37)  |                     |                |   |             |
| 2-25                               | Processes to remediate negative impacts            | Business integrity and conduct (pg. 36)   |                     |                |   |             |
| 2-26                               | Mechanisms for seeking advice and raising concerns | Business integrity and conduct (pg. 36)   |                     |                |   | 16.3        |
| 2-27                               | Compliance with laws and regulations               | Please refer to <a href="#">GB Auto 2021 Sustainability report</a> "Quality, Compliance and Risk Management section" (pg. 37): GB Corp's Policies & Procedures (pg. 38) |                     |                |   |             |
| 2-28                               | Membership associations                            | British Egyptian Business Association (BEBA)  |                     |                |   |             |
| <b>STAKEHOLDER ENGAGEMENT</b>      |  |   |                     |                |   |             |
| 2-29                               | Approach to stakeholder engagement                 | Stakeholder Engagement and Materiality Assessment (pg. 19)  |                     |                |   |             |
| 2-30                               | Collective bargaining agreements                   |   | a, b                | Not applicable | There are no collective bargaining agreements in GB Auto. However, there are escalation policies related to communicating grievances or any concerns. | 8.8         |
| <b>GRI 3: MATERIAL TOPICS 2021</b> |  |   |                     |                |   |             |
| 3-1                                | Process to determine material topics               | Stakeholder Engagement and Materiality Assessment (pg. 19)<br>Our Sustainability Progress (pg. 20)  |                     |                |   |             |
| 3-2                                | List of material topics                            | Our Sustainability Progress (pg. 21-26)   |                     |                |   |             |

| DISCLOSURE NO.                                 | DESCRIPTION  | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #)  | OMISSIONS           |                                    |  | SDG MAPPING                  |
|--|--|---|---------------------|------------------------------------|--|------------------------------|
|  |  |   | REQUIREMENT OMITTED | REASON                             | EXPLANATION  |                              |
| <b>GRI 201: ECONOMIC PERFORMANCE 2016</b>      |  |   |                     |                                    |  |                              |
| 3-3  | Management of material topic   | Business Performance (pg. 32)   |                     |                                    |  |                              |
| 201-1  | Direct economic value generated and distributed                                | Business Performance (pg. 33)   |                     |                                    |  | 8.1, 8.2, 9.1, 9.4, 9.5,     |
| 201-2  | Financial implications and other risks and opportunities due to climate change | GB Corp has determined financial implications and other risks and opportunities due to climate change and has disclosed relevant data in its response to CDP's 2022 climate change questionnaire. |                     |                                    |  |                              |
| 201-3  | Defined benefit plan obligations and other retirement plans                    | Please refer to <a href="#">GB Auto 2021 Sustainability report</a> , "Governance and Management section" (pg. 31)   |                     |                                    |  |                              |
| 201-4  | Financial assistance received from government                                  |   |                     | NA                                 |  |                              |
| <b>GRI 202: MARKET PRESENCE 2016</b>           |  |   |                     |                                    |  |                              |
| 3-3  | Management of material topic   | Business Performance (pg. 41-42)  |                     |                                    |  |                              |
| 202-1  | Ratios of standard entry level wage by gender compared to local minimum wage   |   |                     | Information unavailable/incomplete | This data could not be retrieved within the reporting period; however, it shall be disclosed in the coming report. | 1.2, 5.1, 8.5                |
| 202-2  | Proportion of senior management hired from the local community                 | 100% of GB Auto's senior managers (including board members) are Egyptians.  |                     |                                    |  | 8.5                          |
| <b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b> |  |   |                     |                                    |  |                              |
| 3-3  | Management of material topic   | Business Performance (pg. 41-42)<br>Responsible Investment and Finance (pg. 46-47)  |                     |                                    |  |                              |
| 203-1  | Infrastructure investments and services supported                              | Digitalization and Innovation (pg. 48-52)<br>Responsible Investment and Finance (pg. 46-47)   |                     |                                    |  | 5.4, 9.1, 9.4, 11.2          |
| 203-2  | Significant indirect economic impacts  | Supporting Society (pg. 70-73)<br>Sustainable Mobility (pg. 79-80)  |                     |                                    |  | 1.2, 1.4, 3.8, 8.2, 8.3, 8.5 |

| DISCLOSURE NO.                                 | DESCRIPTION  | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #) | OMISSIONS           |                             |   | SDG MAPPING |
|--|--|--|---------------------|-----------------------------|---|-------------|
|  |  |  | REQUIREMENT OMITTED | REASON                      | EXPLANATION   |             |
| <b>GRI 204: PROCUREMENT PRACTICES 2016</b>     |  |  |                     |                             |   |             |
| 3-3  | Management of material topic   | Supply Chain Management (pg. 53-54)                |                     |                             |   |             |
| 204-1  | Proportion of spending on local suppliers                                      |  | a                   | Information incomplete      | The data could not be retrieved during this reporting period; however, it shall be disclosed in the upcoming report | 8.3         |
| <b>GRI 205: ANTI-CORRUPTION 2016</b>           |  |  |                     |                             |   |             |
| 3-3  | Management of material topic   | Business Integrity and Conduct (pg. 36)            |                     |                             |   |             |
| 205-1  | Operations assessed for risks related to corruption                            |  | a, b                | Information unavailable     | GB Corp is planning to develop a defined process for assessing and managing risks related to corruption             | 16.5        |
| 205-2  | Communication and training about anti-corruption policies and procedures       | Governance and Management (pg. 35)                 |                     |                             |   | 16.5        |
| 205-3  | Confirmed incidents of corruption and actions taken                            | No cases of corruption were recorded in 2022.      |                     |                             |   | 16.5        |
| <b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b> |  |  |                     |                             |   |             |
| 3-3  | Management of material topic   | Business Integrity and Conduct (pg. 36)            |                     |                             |   |             |
| 206-1  | Legal actions for anti-competitive behavior, antitrust, and monopoly practices |  | a, b                | Confidentiality constraints | This information is deemed confidential by GB Corp.   | 16.3        |
| <b>GRI 301: MATERIALS 2016</b>                 |  |  |                     |                             |   |             |
| 3-3  | Management of material topic   | Circular Economy (pg. 81-82)                       |                     |                             |   |             |
| 301-1  | Materials used by weight or volume   |  | A                   | Information unavailable     | The data could not be retrieved during this reporting period; however, it shall be disclosed in the upcoming report | 8.4, 12.2   |

| DISCLOSURE NO.              | DESCRIPTION                                      | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #)   | OMISSIONS           |                         |  | SDG MAPPING               |
|-----------------------------|--|--|---------------------|-------------------------|--|---------------------------|
|                             |  |  | REQUIREMENT OMITTED | REASON                  | EXPLANATION  |                           |
| 301-2                       | Recycled input materials used                    |  | A                   | Information unavailable | Recycled input materials used to manufacture our primary products are not yet tracked; however, this is being considered as part of our shift to becoming a circular business. | 8.4, 12.2, 12.5           |
| 301-3                       | Reclaimed products and their packaging materials |  | a, b                | Information unavailable | Percentage of reclaimed products from sold products are not being tracked currently; however, this is being considered as part of our shift to becoming a circular business.   | 8.4, 12.2, 12.5           |
| <b>GRI 302: ENERGY 2016</b> |  |  |                     |                         |  |                           |
| 3-3                         | Management of material topic                     | Green Facilities (pg. 83)                            |                     |                         |  |                           |
| 302-1                       | Energy consumption within the organization       | Green Facilities (pg. 83)<br>ESG Indicators (pg. 92) |                     |                         |  | 7.2, 7.3, 8.4, 12.2, 13.1 |
| 302-2                       | Energy consumption outside of the organization   | ESG Indicators (pg. 92)                              | a, b, c             | Information unavailable | Energy consumption is currently reported for sources within the organization only; however, we plan to expand our reporting boundaries in upcoming reports.                    | 7.2, 7.3, 8.4, 12.2, 13.1 |
| 302-3                       | Energy intensity                                 |  |                     | Information unavailable | Information incomplete<br>The data could not be retrieved during this reporting period; however, it shall be disclosed in the upcoming report                                  |                           |
| 302-4                       | Reduction of energy consumption                  | Green Facilities (pg. 83)                            |                     |                         |  | 7.3, 8.4, 12.2, 13.1      |

| DISCLOSURE NO.                           | DESCRIPTION  | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #) | OMISSIONS           |                         |   | SDG MAPPING                 |
|--|--|--|---------------------|-------------------------|---|-----------------------------|
|  |  |  | REQUIREMENT OMITTED | REASON                  | EXPLANATION   |                             |
| 302-5                                    | Reductions in energy requirements of products and services |  | a, b, c             | Information unavailable | Energy reduction of products and services is not currently tracked; however, it shall be tracked in upcoming reports. | 7.3, 8.4, 12.2, 13.1        |
| <b>GRI 303: WATER AND EFFLUENTS 2018</b> |  |  |                     |                         |   |                             |
| 3-3                                      | Management of material topic                               | Green Facilities (pg. 84)                          |                     |                         |   |                             |
| 303-1                                    | Interactions with water as a shared resource               | Green Facilities (pg. 84)                          |                     |                         |   |                             |
| 303-2                                    | Management of water discharge-related impacts              | Green Facilities (pg. 84)                          |                     |                         |   |                             |
| 303-3                                    | Water withdrawal   | Green Facilities (pg. 84)                          |                     |                         |   |                             |
| 303-4                                    | Water discharge  |  |                     |                         |   | 6.3                         |
| 303-5                                    | Water consumption  |  |                     |                         |   | 6.4                         |
| <b>GRI 305: EMISSIONS 2016</b>           |  |  |                     |                         |   |                             |
| 3-3                                      | Management of material topic                               | Climate and Energy (pg. 77-80)                     |                     |                         |   |                             |
| 305-1                                    | Direct (Scope 1) GHG emissions                             | Climate and Energy (pg. 77-80)                     |                     |                         |   | 3.9, 12.4, 13.1, 14.3, 15.2 |
| 305-2                                    | Energy indirect (Scope 2) GHG emissions                    | Climate and Energy (pg. 77-80)                     |                     |                         |   | 3.9, 12.4, 13.1, 14.3, 15.2 |
| 305-3                                    | Other indirect (Scope 3) GHG emissions                     | Climate and Energy (pg. 77-80)                     |                     |                         |   | 3.9, 12.4, 13.1, 14.3, 15.2 |
| 305-4                                    | GHG emissions intensity                                    | ESG Indicators (pg. 92)                            |                     |                         |   | 13.1, 14.3, 15.2            |
| 305-5                                    | Reduction of GHG emissions                                 | Climate and Energy (pg. 77-80)                     |                     |                         |   | 13.1, 14.3, 15.2            |
| 305-6                                    | Emissions of ozone-depleting substances (ODS)              |  | a, b, c, d          | Information unavailable | The data could not be retrieved during this reporting period; however, it shall be disclosed in the upcoming report   | 3.9, 12.4                   |

| DISCLOSURE NO.   | DESCRIPTION   | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #)  | OMISSIONS           |                         |   | SDG MAPPING                      |
|--|---|---|---------------------|-------------------------|---|----------------------------------|
|  |   |   | REQUIREMENT OMITTED | REASON                  | EXPLANATION   |                                  |
| 305-7  | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions |   | a, b, c             | Information unavailable | The data could not be retrieved during this reporting period; however, it shall be disclosed in the upcoming report                     | 3.9, 12.4, 14.3, 15.2            |
| <b>GRI 306: WASTE 2020</b>                             |   |   |                     |                         |   |                                  |
| 3-3  | Management of material topic  | 6.3 Circular Economy (page 82)  |                     |                         |   |                                  |
| 306-1  | Waste generation and significant waste-related impacts                          | 6.3 Circular Economy (page 82)  |                     |                         |   | 3.9, 6.3, 6.6, 11.6, 12.4, 12.5  |
| 306-2  | Management of significant waste-related impacts                                 | 6.3 Circular Economy (page 82)  |                     |                         |   | 3.9, 6.3, 8.4, 11.6, 12.4, 12.5  |
| 306-3  | Waste generated   | 6.3 Circular Economy (page 82)  |                     |                         |   | 3.9, 6.6, 11.6, 12.5, 12.4, 15.1 |
| 306-4  | Waste diverted from disposal  | ESG Indicators (page 91)  |                     |                         |   | 3.9, 11.6, 12.4, 12.5            |
| 306-5  | Waste directed to disposal  | 6.3 Circular Economy (page 82)  |                     |                         |   | 3.9, 6.6, 11.6, 12.4, 12.5, 15.1 |
| <b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b> |   |   |                     |                         |   |                                  |
| 3-3  | Management of material topic  | Supply Chain Management (pg. 53-54)   |                     |                         |   |                                  |
| 308-1  | New suppliers that were screened using environmental criteria                   | Supply Chain Management (pg. 53-54) All suppliers are assessed against GB Corp's supplier selection criteria which now incorporates both social and environmental criteria. |                     |                         |   |                                  |
| 308-2  | Negative environmental impacts in the supply chain and actions taken            |   | a, b, c, d, e       | Information unavailable | GB Auto is planning on updating its supplier assessments to include environmental criteria, allowing such disclosure for future reports |                                  |
| <b>GRI 401: EMPLOYMENT 2016</b>                        |   |   |                     |                         |   |                                  |
| 3-3  | Management of material topic  | Diversity and Inclusion (pg 61-64)  |                     |                         |   |                                  |
| 401-1  | New employee hires and employee turnover  | Diversity and Inclusion (pg. 63), ESG Indicators (page 91)  |                     |                         |   | 5.1, 8.5, 8.6, 10.3              |

| DISCLOSURE NO.                                      | DESCRIPTION   | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #) | OMISSIONS           |                         |   | SDG MAPPING              |
|---|---|--|---------------------|-------------------------|---|--------------------------|
|   |   |  | REQUIREMENT OMITTED | REASON                  | EXPLANATION   |                          |
| 401-2   | Benefits provided to full-time employees that are not provided to temporary or part-time employees            | Diversity and Inclusion (pg. 64)                   |                     |                         |   | 3.2, 5.4, 8.5            |
| 401-3   | Parental leave  | ESG Indicators (page 91)                           |                     |                         |   | 5.1, 5.4, 8.5            |
| <b>GRI 402: LABOR MANAGEMENT RELATIONS 2016</b>     |   |  |                     |                         |   |                          |
| 3-3   | Management of material topic  | Business Integrity and Conduct (pg. 36)            |                     |                         |   |                          |
| 402-1   | Minimum notice periods regarding operational changes  |  | a, b                | Information unavailable | The data could not be retrieved during this reporting period; however, it shall be disclosed in the upcoming report | 8.8                      |
| <b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b> |   |  |                     |                         |   |                          |
| 3-3   | Management of material topic  | Well-Being, Health and Safety (pg. 59-60)          |                     |                         |   |                          |
| 403-1   | Occupational health and safety management system  | Well-Being, Health and Safety (pg. 59-60)          |                     |                         |   | 3.3, 3.4, 3.9, 8.8, 16.1 |
| 403-2   | Hazard identification, risk assessment, and incident investigation  | Well-Being, Health and Safety (pg. 59-60)          |                     |                         |   | 8.8                      |
| 403-3   | Occupational health services  | Well-Being, Health and Safety (pg. 59-60)          |                     |                         |   | 8.8                      |
| 403-4   | Worker participation, consultation, and communication on occupational health and safety                       | Well-Being, Health and Safety (pg. 59-60)          |                     |                         |   | 8.8, 16.7                |
| 403-5   | Worker training on occupational health and safety   | Well-Being, Health and Safety (pg. 59-60)          |                     |                         |   | 8.8                      |
| 403-6   | Promotion of worker health  | Well-Being, Health and Safety (pg. 59-60)          |                     |                         |   | 3.3, 3.5, 3.7, 3.8       |
| 403-7   | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Well-Being, Health and Safety (pg. 59-60)          |                     |                         |   | 8.8                      |
| 403-8   | Workers covered by an occupational health and safety management system  | Well-Being, Health and Safety (pg. 48)             |                     |                         |   | 8.8                      |

| DISCLOSURE NO.                                       | DESCRIPTION  | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #)                           | OMISSIONS           |                        |   | SDG MAPPING                        |
|--|--|--|---------------------|------------------------|---|------------------------------------|
|  |  |  | REQUIREMENT OMITTED | REASON                 | EXPLANATION   |                                    |
| 403-9  | Work-related injuries  | Well-Being, Health and Safety (pg. 48)<br>ESG Indicators (pg.94)             |                     |                        |   | 3.6, 3.9, 8.8, 16.1                |
| 403-10   | Work-related ill health  | Well-Being, Health and Safety (pg. 48)                                       |                     |                        |   | 3.3, 3.4, 3.9, 8.8, 16.1           |
| <b>GRI 404: TRAINING AND EDUCATION 2016</b>          |  |  |                     |                        |   |                                    |
| 3-3  | Management of material topic   | Human Potential and Career Growth (pg. 65-69)                                |                     |                        |   |                                    |
| 404-1  | Average hours of training per year per employee                                      | ESG Indicators (pg. 93)  |                     |                        |   | 4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3 |
| 404-2  | Programs for upgrading employee skills and transition assistance programs            | Human Potential and Career Growth (pg. 65-69)                                |                     |                        |   | 8.2, 8.5                           |
| 404-3  | Percentage of employees receiving regular performance and career development reviews | ESG indicators (pg. 76)  |                     |                        |   | 5.1, 8.5, 10.3                     |
| <b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b> |  |  |                     |                        |   |                                    |
| 3-3  | Management of material topic   | Diversity and Inclusion (pg. 50-52)  |                     |                        |   |                                    |
| 405-1  | Diversity of governance bodies and employees   | Diversity and Inclusion (pg. 50-51)<br>ESG Indicators (pg. 73,74,77)         |                     |                        |   | 5.1, 5.5, 8.5                      |
| 405-2  | Ratio of basic salary and remuneration of women to men                               |  | a, b                | Information incomplete | The data could not be retrieved during this reporting period; however, it shall be disclosed in the upcoming report | 5.1, 8.5, 10.3                     |
| <b>GRI 406: NON-DISCRIMINATION 2016</b>              |  |  |                     |                        |   |                                    |
| 3-3  | Management of material topic   | Diversity and Inclusion (pg .62-64)<br>Business Integrity & Conduct (pg 36 ) |                     |                        |   |                                    |
| 406-1  | Incidents of discrimination and corrective actions taken                             | No incidents were recorded during the reporting period.                      |                     |                        |   | 5.1, 8.8                           |
| <b>GRI 408: CHILD LABOR 2016</b>                     |  |  |                     |                        |   |                                    |

| DISCLOSURE NO. | DESCRIPTION   | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #)   | OMISSIONS           |                         |   | SDG MAPPING    |
|----------------|---|--|---------------------|-------------------------|---|----------------|
|                |   |  | REQUIREMENT OMITTED | REASON                  | EXPLANATION   |                |
| 3-3            | Management of material topic  | Please refer to <a href="#">GB Auto 2021 Sustainability report</a> "Diversity and Inclusion section" (pg. 65):<br>GB Corp abides by the national labor law that violates any forms of child labor at its owned facilities. |                     |                         |   |                |
| 408-1          | Operations and suppliers at significant risk for incidents of child labor |  | a, b, c             | Information unavailable | GB Corp is planning on updating its supplier assessments to include aspects on child labor, allowing such disclosure for future reports | 5.2, 8.7, 16.2 |

#### GRI 409: FORCED OR COMPULSORY LABOR 2016

|       |  |  |  |                         |   |          |
|-------|--|--|--|-------------------------|---|----------|
| 3-3   | Management of material topic   | Please refer to <a href="#">GB Auto 2021 Sustainability report</a> "Diversity and Inclusion section" (pg. 65)<br>GB Corp abides by the national labor law that violates any forms of forced or compulsory labor at its owned facilities. |  |                         |   |          |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | GB Corp abides by the national labor law that violates any forms of forced or compulsory labor at its owned facilities.  |  | Information unavailable | GB Corp is planning on updating its supplier assessments to include aspects on forced and compulsory labor, allowing such disclosure for future reports | 5.2, 8.7 |

#### GRI 413: LOCAL COMMUNITIES 2016

|       |  |                                |  |  |  |          |
|-------|--|--------------------------------|--|--|--|----------|
| 3-3   | Management of material topic   | Supporting Society (pg. 70-73) |  |  |  |          |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | Supporting Society (pg. 70-73) |  |  |  |          |
| 413-2 | Operations with significant actual and potential negative impacts on local communities   | Supporting Society (pg. 70-73) |  |  |  | 1.4, 2.3 |

#### GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016

| DISCLOSURE NO.                                  | DESCRIPTION   | DIRECT RESPONSE/<br>SECTION IN THIS REPORT (PG. #)  | OMISSIONS           |                         |  | SDG MAPPING    |
|---|---|---|---------------------|-------------------------|--|----------------|
|   |   |   | REQUIREMENT OMITTED | REASON                  | EXPLANATION  |                |
| 3-3   | Management of material topic  | Supply Chain Management (pg. 53-54)   |                     |                         |  |                |
| 414-1   | New suppliers that were screened using social criteria  | All suppliers are assessed against GB Corp's supplier selection criteria which now incorporates both social and environmental criteria. |                     |                         |  | 5.2, 8.8, 16.1 |
| 414-2   | Negative social impacts in the supply chain and actions taken                                 |   | a, b, c, d, e       | Information unavailable | GB Auto is planning on updating its supplier assessments to include social criteria, allowing such disclosure for future reports | 5.2, 8.8, 16.1 |
| <b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b> |   |   |                     |                         |  |                |
| 3-3   | Management of material topic  | Quality, Compliance and Risk Management (pg. 37-39)   |                     |                         |  |                |
| 416-1   | Assessment of the health and safety impacts of product and service categories                 |   | a                   | Information unavailable | The data could not be retrieved during this reporting period; however, it shall be disclosed in the upcoming report              |                |
| 416-2   | Incidents of non-compliance concerning the health and safety impacts of products and services |   | a, b                | Information unavailable | The data could not be retrieved during this reporting period; however, it shall be disclosed in the upcoming report              | 16.3           |
| <b>GRI 418: CUSTOMER PRIVACY 2016</b>           |   |   |                     |                         |  |                |
| 3-3   | Management of material topic  | Business Integrity and Conduct (pg. 36)<br>Customer Experience and Sustainability (pg. 55-57)<br>Digitalization and Innovation (pg. 48) |                     |                         |  |                |
| 418-1   | Substantiated complaints concerning breaches of customer privacy and losses of customer data  | No cases were detected during this reporting period.  |                     |                         |  | 16.3, 16.10    |

# SASB Content Index

## SASB STANDARD – AUTOMOBILES

| ACCOUNTING METRIC   | CATEGORY     | UNIT OF MEASURE           | CODE         | REPORT SECTION(S) OR DIRECT RESPONSE   |
|---|--------------|---------------------------|--------------|--|
| <b>PRODUCT SAFETY</b>   |              |                           |              |  |
| Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region   | Quantitative | Percentage (%)            | TR-AU-250a.1 | Information could not be retrieved; however, it shall be disclosed in upcoming report.   |
| Number of safety-related defect complaints, percentage investigated                                   | Quantitative | Number, Percentage (%)    | TR-AU-250a.2 | Information could not be retrieved; however, it shall be disclosed in upcoming report.   |
| Number of vehicles recalled <sup>24</sup>   | Quantitative | Number                    | TR-AU-250a.3 | Information on number of recalls and units recalled is not currently available, but will be disclosed in upcoming reports.   |
| <b>LABOR PRACTICES</b>  |              |                           |              |  |
| Percentage of active workforce covered under collective bargaining agreements                         | Quantitative | Percentage (%)            | TR-AU-310a.1 | There are no collective bargaining agreements in GB Corp. However, there are escalation policies related to communicating grievances or any concerns, and all employees and workers are provided the channels to communicate their concerns. |
| (1) Number of work stoppages and (2) total days idle <sup>25</sup>                                    | Quantitative | Number, Days idle         | TR-AU-310a.2 | None.  |
| <b>FUEL ECONOMY AND USE-PHASE EMISSIONS</b>   |              |                           |              |  |
| Sales-weighted average passenger fleet fuel economy, by region  | Quantitative | Mpg, L/km, gCO / km, km/L | TR-AU-410a.1 | Information could not be retrieved; however, it shall be disclosed in upcoming report.   |
| Number of (1) zero emission vehicles (ZEV), (2) hybrid vehicles, and (3) plug-in hybrid vehicles sold | Quantitative | Number                    | TR-AU-410a.2 | Information could not be retrieved; however, it shall be disclosed in upcoming report.   |

<sup>24</sup> Note to TR-AU-250a.3 – Disclosure shall include a discussion of notable recalls, such as those that affected a significant number of vehicles of one model or those related to a serious injury or fatality.

<sup>25</sup> Note to TR-AU-310a.2 – Disclosure shall include a description of the reason for each work stoppage, impact on operations, and any corrective actions taken.

## SASB STANDARD – AUTOMOBILES

| ACCOUNTING METRIC  | CATEGORY                | UNIT OF MEASURE  | CODE         | REPORT SECTION(S) OR DIRECT RESPONSE  |
|--|-------------------------|--|--------------|---|
| Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities | Discussion and Analysis | n/a  | TR-AU-410a.3 | Information could not be retrieved; however, it shall be disclosed in upcoming report.  |
| <b>MATERIALS SOURCING</b>  |                         |  |              |   |
| Description of the management of risks associated with the use of critical materials         | Discussion and Analysis | n/a  | TR-AU-440a.1 | GB Auto has an established system of procedures related to safe material handling, and prioritization of sustainable materials selection, as part of the occupational health and safety management systems across its business sites. |
| <b>MATERIALS EFFICIENCY &amp; RECYCLING</b>  |                         |  |              |   |
| Total amount of waste from manufacturing, percentage recycled                                | Quantitative            | Metric tons (t),<br>Percentage (%)                     |              | Waste Management (p.82)<br>ESG Indicators (p. 88)   |
| Weight of end-of-life material recovered; percentage recycled                                | Quantitative            | Metric tons (t),<br>Percentage (%)                     |              | Information could not be retrieved; however, it shall be disclosed in upcoming report.  |
| Average recyclability of vehicles sold <sup>26</sup>   | Quantitative            | Percentage (%)<br>by sales weighted<br>metric tons (t) |              | Information could not be retrieved; however, it shall be disclosed in upcoming report.  |
| <b>ACTIVITY METRIC</b>   |                         |  |              |   |
| Number of parts produced   | Quantitative            | Number   | TR-AU-000.A  | Information could not be retrieved; however, it shall be disclosed in upcoming report.  |
| Weight of parts produced   | Quantitative            | Number   | TR-AU-000.B  | Information could not be retrieved; however, it shall be disclosed in upcoming report.  |

<sup>26</sup> Note to TR-AU-440b.3 – Disclosure shall include a description of the entity's approach to optimizing vehicle recycling and recovery rates

# UNGC Content Index

| PRINCIPLE              | DESCRIPTION  | REPORT SECTION(S)   |
|------------------------|--|---|
| <b>HUMAN RIGHTS</b>    |  |   |
| Principle 1            | Businesses should support and respect the protection of internationally proclaimed human rights.                         | Business Integrity and Conduct (pg. 36)   |
| Principle 2            | Businesses should make sure they are not complicit in human rights abuses.   | Please refer to <a href="#">GB Auto 2021 Sustainability report</a> , “Diversity and Inclusion” (pg. 65)   |
| <b>LABOR</b>           |  |   |
| Principle 3            | Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. | There are no collective bargaining agreements in GB Corp. However, there are escalation policies related to communicating grievances or any concerns. |
| Principle 4            | Businesses should uphold the elimination of all forms of forced and compulsory labor                                     |   |
| Principle 5            | Businesses should uphold the effective abolition of child labor.   | Business Integrity and Conduct (pg. 36)<br>Diversity and Inclusion (pg. 61-64)  |
| Principle 6            | Businesses should uphold the elimination of discrimination in respect of employment and occupation.                      |   |
| <b>ENVIRONMENT</b>     |  |   |
| Principle 7            | Businesses should support a precautionary approach to environmental challenges.  | Climate and Energy (pg. 75)<br>Circular Economy (pg. 81-82)   |
| Principle 8            | Businesses should undertake initiatives to promote greater environmental responsibility.                                 | Green Facilities (pg. 83-84)  |
| Principle 9            | Businesses should encourage the development and diffusion of environmentally friendly technologies.                      | Sustainable Mobility (p. 79-80)   |
| <b>ANTI-CORRUPTION</b> |  |   |
| Principle 10           | Businesses should work against corruption in all its forms, including extortion and bribery.                             | Business Integrity and Conduct (pg. 36 )<br>Governance and Management (pg. 35)  |

# TCFD Content Index

| TCFD RECOMMENDATION  | REPORT SECTION(S) (OR DIRECT ANSWER)  | CDP RESPONSE                             |
|--|---|--|
| <b>GOVERNANCE</b>  |   |  |
| a. Describe the board’s oversight of climate-related risks and opportunities.  | GB Corp is currently working on implementing an internal corporate-wide environmental and social management system, covering C-level guidelines and policies.   | C1.1b                                    |
| b. Describe management’s role in assessing and managing climate-related risks and opportunities.   |   | C1.2, 1.2a                               |
| <b>STRATEGY</b>  |   |  |
| a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.                               | Climate and Energy (pg. 75)<br>Green Facilities (pg. 83-84)   | C2.1a, 2.3, 2.3a, 2.4, 2.4a              |
| b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.                        | Our Sustainability Progress (pg. 20-25)<br>GB Corp has recognized various risks associated with climate change, such as the market risk that may arise due to the increasing demand for low carbon products. On the other hand, they have also identified opportunities such as transitioning to renewable energy sources and exploring low carbon technologies and products. In addition to these, further risks and opportunities will be assessed and identified as part of their decarbonisation action plan, which will be included in our stand-alone carbon footprint report, and the establishment of an ESG management system. | C2.3a, 2.4a, 3.1, 3.1b, 3.1d, 3.1e, 3.1f |
| c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. |   | C3.1a, 3.1b                              |
| <b>RISK MANAGEMENT</b>   |   |  |
| a. Describe the organization’s processes for identifying and assessing climate-related risks.  | Our Sustainability Progress (pg. 20-25)   | C2.1, 2.2, 2.2a                          |
| b. Describe the organization’s processes for managing climate-related risks.   | Climate and Energy (pg. 75-80)  | C2.1, 2.2                                |
| c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.     | GB Corp has assessed the organizational carbon footprint, and has set science-based targets, and is currently developing a decarbonisation action plan, in line with the ESG Strategy 2022-2025. As well as, the integration of climate risk assessment into the group’s overall risk management system.  | C2.1, 2.2                                |
| <b>METRICS AND TARGETS</b>   |   |  |

| TCFD RECOMMENDATION   | REPORT SECTION(S) (OR DIRECT ANSWER)                      | CDP RESPONSE                |
|---|---|-----------------------------|
| a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | Climate and Energy (pg. 75-78)                            | C4.2, 4.2a, 4.2b, 9.1       |
| b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.   | Climate and Energy (pg. 75-78)<br>ESG Indicators (pg. 94) | C6.1, 6.3, 6.5              |
| c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.                       | Climate and Energy (pg. 78-78)                            | C4.1, 4.1b, 4.2, 4.2a, 4.2b |

For more information, please check our responses to CDP's climate change questionnaires. GB Corp shall be responding to CDP's 2023 climate change questionnaire which will feature the corporate's 2022 performance

