

THE POWER **OF CLARITY**

TRANSPARENT GOALS, TANGIBLE PROGRESS



SUSTAINABILITY **REPORT 2025**

Signatory of:

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ABBREVIATIONS

AUMs	Assets Under Management
BNPL	Buy Now Pay Later
CSI	Corporate Sustainability and Impact
EEP	Egypt Education Platform
ESG	Environmental, Social and Governance
FEMs	Frontier Emerging Markets
GHG	Greenhouse Gas
HR	Human Resources
IA	Internal Audit
ISD	Integrated Sustainable Development
NBFI	Non-bank Financial Institution
PWD	Persons with Disabilities
SDGs	Sustainable Development Goals
TCFD	Task Force on Climate-related Financial Disclosures
TSFE	The Sovereign Fund of Egypt
UNGC	United Nations Global Compact
UN PRI	United Nations Principles for Responsible Investment



CHAIRPERSON’S FOREWORD



It gives me great pleasure to present you with our Annual Sustainability Report for the year 2025. This year’s report is guided by the theme **‘The Power of Clarity: Transparent Goals, Tangible Progress.’** It reflects EFG Holding’s continued commitment to responsible growth, accountability, and long-term value creation. This commitment is anchored in EFG Holding’s core values: Expertise, Forward Thinking, Empathy, Commitment to Excellence, Integrity, and Value Creation. This approach is further reinforced by our alignment with the United Nations Sustainable Development Goals (UN SDGs), particularly those relating to decent work and economic growth, sustainable cities and communities, quality education, good health and wellbeing, and climate action. These frameworks guide us in how we set priorities, measure progress, and deliver meaningful impact across our environmental, social, and governance pillars. We strive to be an example of transparency for our peers, consistently upholding the highest standards of governance and fostering trust among our stakeholders.

At EFG Holding, we always pride ourselves on our innovation, on being able to pinpoint the solutions that reap the most benefits. The impact of our pioneering mindset can be clearly seen across our operations, but one area in particular stands out for me, year after year. The integrated sustainable development (ISD) undertaken by the EFG Foundation in Upper Egypt demonstrates the endless possibilities for social impact that come with dedication and a clear understanding both of the challenges and of the immense opportunities to be found in our rural communities. We have for example, the Young Scholars’ Academy that has grown from a modest preschool in an underserved village to a vibrant educational hub that provides a blueprint for the potential of community-centred education. This year, the EFG Hermes Applied Technology School (ATS) – Agri-Tech demonstrates yet another innovative approach: addressing climate change through vocational education designed to instill students with an understanding of how preserving the environment can be a source of opportunity and long-term prosperity.

The efforts of the EFG Foundation are just one example of how we innovate by setting transparent goals designed to achieve tangible impact and create lasting value for our stakeholders and the communities we serve.

I invite you to explore this report and learn more about our sustainability initiatives and achievements, and I thank you for your continued trust and support.

Sincerely yours,

Mona Zulficar
Chairperson

A NOTE FROM OUR CEO



In a year marked by rapid transformation and evolving expectations, EFG Holding has remained focused on delivering sustainable growth through clarity, accountability, and disciplined execution. Guided by this year's theme, "The Power of Clarity: Transparent Goals, Tangible Progress", we continue to strengthen how we define our priorities, measure our impact, and communicate our progress.

Over the past year, EFG Holding has continued to make tangible progress in advancing its environmental agenda. Through our green financing activities, we are actively supporting the transition to a low-carbon economy across key sectors, including renewable energy, sustainable mobility, and green industry. Over the past year, this momentum has accelerated significantly, with environmental financing portfolios expanding across our subsidiaries, including Bank NXT and Corp-Solutions, reflecting a growing commitment to sustainable investment and impact-driven growth. In parallel, we have strengthened our approach to measuring and managing our environmental footprint, with enhanced carbon footprint and financed emissions reporting both on the holding company level and across our subsidiaries, alongside ongoing efforts in digitalization and dematerialization to reduce resource consumption and improve operational efficiency.

Our social investment efforts remain focused on driving inclusive growth and expanding access to opportunity. Across our platforms, we promote economic empowerment through financial inclusion and fintech innovation, with Tanmeyah and EFG Finance-SMEs at the forefront of efforts to enhance the SME landscape. We also invest in healthcare and education through platforms such as the Egypt Education platform (EEP) and the Saudi Education Platform (SEP), in tandem with advisory services that strengthen these key sectors across the region. The work of the EFG Foundation, including initiatives such as the Young Scholars' Academy and the EFG Hermes Applied Technology School (ATS) – Agri-Tech, continues to play a vital role in delivering sustainable, long-term social impact.

As always, we believe that partnerships are key to leveraging our resources and augmenting the impact of our efforts. Collaborations with prominent organizations such as the Magdi Yacoub Heart Foundation and El Sewedy Technical Academy in Egypt extend the reach of our social investments and ensure successful outcomes. At the same time, we are committed to engaging the wide

range of individuals, communities, and organisations whose support, knowledge, and participation are integral to delivering value to our stakeholders. We are particularly proud that we have been recognised by the Financial Regulatory Authority (FRA) for our leadership in sustainability and climate disclosure reporting.

These efforts are underpinned by a strong commitment to governance and ethics. We continue to enhance our governance framework and board oversight, while embedding ESG considerations across our business lines and core functions from risk management and compliance to human resources and information security. At the same time, we are leveraging data science, artificial intelligence, and digital innovation to strengthen decision-making, improve transparency, and support more effective oversight across the Group and its subsidiaries.

I would like to extend my sincere appreciation to our employees, whose dedication, expertise, and commitment are the driving force behind our achievements and continued progress. They play a crucial role in our ongoing success, and we take pride in investing in their well-being and empowering them to excel and flourish.

We remain focused on the journey ahead, not on what we have achieved so far. There is still much to be done, but by maintaining clarity in our goals and discipline in our delivery, we aim to create long-term value for our stakeholders while contributing meaningfully to sustainable development.

On behalf of the Board, I would like to thank our stakeholders for their continued trust and partnership.

Sincerely yours,



Karim Awad
Group Chief Executive Officer



SECTION ONE

INTRODUCTION

01



ABOUT THIS REPORT

The EFG Holding Sustainability Report provides an annual overview of the firm’s approach to and performance on environmental, social, and governance (ESG) topics.

Since releasing our first sustainability report in 2014, EFG Holding has been committed to disclosing its progress through different sustainability reporting mechanisms that combine to provide a comprehensive overview of our ESG integration efforts, our impact investing initiatives, and our stakeholder engagement activities.

In addition to our annual Sustainability Reports, we submit yearly Communication on Progress (CoP) reports that affirm our continuing commitment to the United Nations Global Compact (UNGC), and since 2018 we have submitted annual Transparency Reports as part of our commitment as signatories of the UN Principles for Responsible Investment (PRI). In 2023, we added to our roster of reports and affirmed our commitment to climate action by releasing our first Carbon Footprint Report for the base year 2022, followed by our second report covering 2024 released in Q1 2025.

Each year, we select a theme for our sustainability report that illustrates our evolution and helps communicate our progress to our stakeholders. **‘The Power of Clarity: Transparent Goals, Tangible Progress’** is this year’s theme, and it reflects our belief that transparency is the foundation of trust, an essential prerequisite to long-term value creation.

This report sets out where we are today on our sustainability journey, outlining not only where we are headed, but the tangible progress we are making along the way. A mixed method approach was applied utilizing both qualitative and quantitative data obtained via surveys, in-house reports, public disclosures, press statements, and key stakeholder meetings. By linking clear targets to tangible actions, we aim to make our performance understandable and accountable to all stakeholders. From environmental stewardship and responsible financing to social inclusion and governance, clarity allows intention to be turned into impact.



OUR BUSINESS

EFG Holding stands as a leading financial institution in the Middle East and North Africa, built on a diversified business model that spans investment banking, non bank financial services, and commercial banking. With a presence across key regional and international markets, the Group delivers integrated financial solutions that serve individuals, businesses, and institutions at every stage of their growth. Our platforms, ranging from advisory, brokerage, and asset management to microfinance, leasing, factoring, and digital financial services, reflect a deep-rooted commitment to innovation, inclusion, and long term value creation.

At EFG Holding, our three verticals, EFG Hermes, EFG Finance, and Bank NXT, are driving innovation, empowering businesses and individuals, and shaping the future of finance, while our philanthropic arm, the EFG Foundation is applying our expertise in the development arena and improving thousands of lives.

EFG Holding

INTEGRATED • SCALABLE • FUTURE-READY

EFG Hermes

The leading financial partner for clients looking for opportunities in MENA.

EFG Finance

Bringing clients an evolving portfolio of non-bank financial institutions.

BANK NXT

A leading provider of integrated retail and corporate solutions in Egypt.

EFG Foundation

Advancing integrated sustainable development through education, health, and community empowerment.

Throughout our operations, our six Core Values: Expertise, Forward Thinking, Commitment to Excellence, Integrity, Empathy and Value Creation guide all our decisions and anchor our commitment to sustainable innovation, helping us establish a solid foundation for long-term growth, connect with local communities, and create an environment that attracts the best and brightest talents.



2025 PERFORMANCE HIGHLIGHTS

This year, EFG Holding and its subsidiaries earned broad recognition for excellence and innovation, securing multiple industry awards and distinctions across key markets and business lines.

Global Sustainability Awards 2025	EFG Holding SDG Pioneer Award
ESG Investing Awards	EFG Holding Best ESG Investment Fund: Private Equity (Specialist)
ESG Investing Award	EFG Holding ESG Investing Award
MENA Banking Excellence Awards 2026	EFG Hermes Best Investment Bank – Egypt
Euromoney Capital Markets Award	EFG Hermes Best Corporate for ESG - Middle East & North Africa
Global Banking and Finance Review Awards 2025	Valu Best Fintech Company Egypt 2025
International Business Magazine Awards 2025	Valu Leading Financial Technology Powerhouse Egypt 2025

We are immensely proud of the achievements of our executives who have consistently been recognized as outstanding in their fields



Karim Awad
Group CEO, EFG Holding
#74 Forbes Middle East 100 Top CEOs 2025
'30 Banking & Finance Executives Leading the Financial Evolution of the Middle East' List by Economy Middle East.
'Most Creative People in Business' List by Fast Company



Mona Zulficar
Non-Executive Chairperson, EFG Holding
#48 Forbes Middle East 100 Most Powerful Businesswomen 2025



Hanaa Helmy
Group Chief Sustainability Officer, EFG Holding & CEO of the EFG Foundation
#3 Forbes Middle East Sustainability Leaders 2025, Financial Services Category



APPROACH TO ESG

EFG Holding sees environmental, social, and governance (ESG) integration as a driver of long-term competitiveness. Our mission is to “To embed sustainability into the DNA of EFG Holding Group’s governance, financing and growth” thereby enhancing resilience, strengthening stakeholder trust, and sustaining long-term value creation. We also take pride in our accountability culture and in our level of governance

oversight that allow us to deliver transparent, high-quality disclosures aligned with evolving regulatory and investor expectations.

Incorporating ESG principles into our growth strategy enables us to foster long-term sustainability, support thriving communities, drive business success, and ensure environmental stewardship.

ENVIRONMENTAL STEWARDSHIP

Our environmental approach combines investment in climate-smart technologies coupled with a robust strategy to conserve resources, manage waste, and championing innovation.

SOCIAL INVESTMENT

Our approach to social investment prioritizes long-term systemic impact by supporting initiatives that improve access to quality education, expand essential healthcare services, and contribute to economic empowerment in the communities where we do business.

GOVERNANCE & ETHICS

Our business practices are defined by integrity and trust. We uphold rigorous governance frameworks to ensure fairness and the creation of long-term value for all stakeholders.

THE SDGs: CONTRIBUTIONS IN 2025

EFG Holding seeks to align itself with the UN Sustainable Development Goals (SDGs), consistently keeping track of how its activities and operations can contribute to realizing individual objectives. We submit yearly Communication on Progress (COP) reports that affirm our continuing commitment to the United Nations Global Compact (UNGC) and annual Transparency Reports as part of our commitment as signatories of the UN Principles of Responsible Investment (PRI). The following table lays out our ESG efforts in 2025 and demonstrates how each one contributes to the SDGs.



ENVIRONMENTAL STEWARDSHIP	
The EFG Hermes Applied Technology School - Agri-Tech	
Vortex Energy	
Green Retail Banking at Bank NXT	
Green Mobility Solutions with Valu	
Green Industry with EFG Corp-Solutions	
Group-wide Resource Management Initiatives	
Green Bonds	
Carbon Footprint Reporting at EFG Holding, Tanmeyah & Bank NXT; EFG Holding Financed Emissions Report	



SOCIAL INVESTMENT

Education Investment & Financing

- The Egypt Education Platform
- The Saudi Education Platform
- Education Advisory Services
- AI Edtech, Vocational Training & Technical Education



The Fintech Ecosystem



Healthcare Investment & Financing

- Rx Healthcare Management
- Healthcare Advisory Services
- Nurse Training / Aswan Heart Centre
- Dialysis Wards / Minya University Hospital
- Advisory services



The Young Scholars’ Academy



EFG SME Financing

- Tanmeyah
- Bank NXT SME Programme
- EFG Finance SMEs



Mortgage Financing & Insurance

- KAF Insurance
- Bank NXT Mortgage Financing



Employee Talent Development



Employee Health & Wellbeing



CSI Initiatives & Partnerships



Outreach and Awareness



GOVERNANCE INITIATIVES

ESG Integration & Reporting



Reporting on Gender Metrics



Business Continuity & Risk Management



Certifications including ISO 27001, ISO 20000, ISO 45001, ISO 22301





SECTION TWO

ENVIRONMENTAL
STEWARDSHIP

02



ENVIRONMENTAL STEWARDSHIP

EFG Holding’s environmental strategy is centred on advancing sustainable finance while actively managing its environmental footprint. This section outlines the Firm’s approach across three key dimensions. First, it highlights green financing initiatives, showcasing how different platforms and subsidiaries contribute to environmentally responsible investments and solutions. Second, it addresses the Firm’s path toward net zero, detailing efforts to measure, manage, and reduce emissions and resource use across operations. Third, it presents an innovative approach towards climate action through agri-tech education: the EFG Hermes Applied Technology School (ATS) – Agri-Tech which combines employability, applied learning, and real-world exposure to create an educational experience that foregrounds environmental impact. Together, these pillars demonstrate how EFG Holding integrates environmental responsibility into its financial activities and internal practices, supporting a transition toward a more sustainable and low-carbon economy.



GREEN FINANCING

EFG Holding is dedicated to advancing environmental stewardship across its operations by implementing a range of strategies, such as investing in renewable energy and facilitating green lending, to support the achievement of climate objectives.

GOALS

- ▶ Accelerate the energy transition through scalable renewable energy investments that deliver strong, sustainable returns.
- ▶ Expand clean energy infrastructure that reduces carbon emissions and strengthens energy resilience.

Vortex Energy

Vortex Energy, a core pillar of EFG Hermes Private Equity, is a prominent investment platform focused on the energy transition. Established in 2014, it has a global mandate to invest in the energy transition spectrum for sovereign, institutional, and strategic investors.

Diverse Ethnic Background



11 PROFESSIONALS



SENIOR MANAGEMENT



Vortex Energy is at the forefront of the global efforts of transitioning to clean energy generation and the electrification of transport. The determination of private and public sectors has been phenomenal. In 2025, the global energy transition continues to accelerate. Renewables and other low-carbon sources now supply more than 40 percent of the world’s electricity, driven by record annual additions of solar

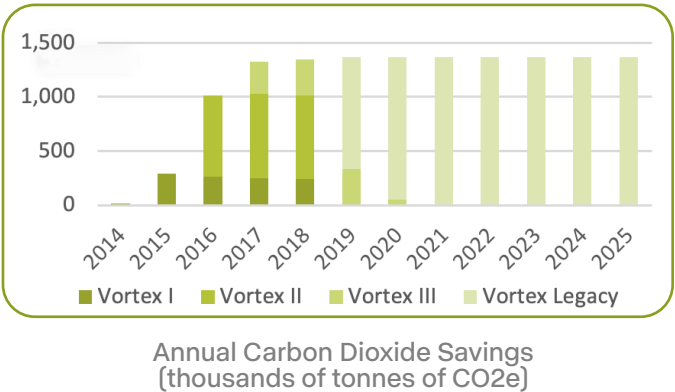
and wind capacity. Electric vehicle adoption also keeps rising, with EVs representing over one in five new cars sold globally in 2024 and poised to grow further through 2025. At the same time, power-sector emissions have begun a structural decline, with 2023 marking the global peak and both 2024 and 2025 showing continued reductions as clean generation expands faster than demand growth.



Vortex Energy Legacy (I, II and III)

Since inception, Vortex Energy has deployed, managed, and harvested capital across three fund vehicles, focusing on efficient portfolio management and maximizing its environmental and social impact. Up to 2020, Vortex Energy acquired operational renewable energy generation plants (wind and solar) in continental Europe. Vortex Energy accumulated 822MW of net capacity attributable to its stakes on individual assets across Spain, Portugal, Belgium, France and the United Kingdom. Over their respective holding periods the assets operation was optimized for maximum clean energy generation and were aligned to the latest best industry practices to prolong their expected lifetimes. **Vortex Energy delivered 4.6 terawatt hours (TWh) of clean energy, which displaced approximately 4.5 Mn metric tonnes of carbon dioxide equivalent (MTCO2e).**

More important though is that these assets seeded by Vortex Energy continue to operate today and for the next few decades will continue to save 1.4 Mn metric tonnes of carbon dioxide equivalent (MTCO2e) per year. Furthermore, the deployment of capital alongside similar investments by third parties facilitated the creation of economies of scale for these investments and the proliferation of these technologies to their current levels which are contributing positively to the society and climate.



Vortex Energy Today (IV)

In July 2021, Vortex Energy launched its **fourth investment vehicle and flagship fund “Vortex IV”**, that reached first close shortly after, anchored by EFG Hermes, Abu Dhabi sovereign institutional investors and family offices among others. For Vortex Energy, this milestone marked the formalization of a new global investment strategy and alignment with its investors about **the importance of the energy transition currently underway.**

Leveraging its investment acumen and agile perspectives, Vortex Energy provides its investors with risk-managed exposures to a balanced portfolio of energy transition assets utilizing innovative, proven and competitive technologies across the entire asset lifecycle. The investment verticals include generation (utility scale solar PV, on/offshore wind, hydropower, distributed generation), storage (BESS, pumped hydro), EV charging facilities, as well as supply- and demand-side energy services. The geographical focus spans across OECD countries.

Vortex Energy has successfully obtained the ADGM Green Fund Designation for its Vortex IV Fund, becoming the second-ever fund to achieve this prestigious designation.

Vortex IV & IGNIS: A Synergetic Partnership



In October 2021, Vortex IV executed its first investment by entering into a definitive agreement with Ignis Energy Holdings (“Ignis”), the parent company of Ignis Group, **a Spanish independent integrated renewable player.** Through the transaction, Vortex IV injected EUR 300 Mn into Ignis via a series of capital injections to fund its **high growth plans for a >20 GW platform** and transform it into a fully integrated renewable IPP in Spain and other geographies. To date Ignis supported by Vortex Energy has secured environmental permits for 5.7GW of Solar PV projects, out of which 714MW are

under construction or with EPC launched and 367MW are in operation in Spain.

Following the partnership with Ignis, **Vortex IV will deploy critical capital** across the globe **to spur the clean energy transition.** These investments will benefit from an accelerating shift towards clean energy, reinforced by strong market fundamentals and supportive regulatory frameworks, in a sustainable and growing sector that is destined to continue attracting new capital inflows over the next two decades.

Vortex IV & EO Charging: An Evolutionary Partnership



Since 2023, Vortex Energy has been an equity investor in EO Charging, a British electric vehicle (EV) charging solutions company. In November 2025, EO Charging completed GDP 25 million recapitalisation to accelerate the next phase of growth. The transaction combines an increased debt facility with HSBC and a new equity injection from existing investors, Zouk Capital and Vortex Energy, reflecting continued confidence in EO’s strategy and its role in driving fleet electrification across Europe and the UK.

‘We believe the transition to electric mobility and smart infrastructure is no longer niche; it’s becoming foundational to fleet and bus operations across the UK and Europe. Our renewed investment in EO Charging reflects this conviction: by supporting a partner with a clear software- and service-first model. EO is well-positioned for its next phase of growth and further strategic moves.’

BAKR ABDEL WAHAB

Chief Investment Officer, Vortex Energy

The funding follows a strategic restructuring, including EO’s planned exit from the US market and the sale of its domestic EV charger hardware and manufacturing business to Cogent Technologies, part of the Heathpatch Group. This marks a pivotal moment for the company as it concentrates on its core strengths in software, services, and infrastructure-as-a-service (IaaS) for commercial fleets and heavy goods vehicles. With increased investment in the development of truck hubs and logistics depots, EO is now exceptionally well positioned to deliver scalable, dependable fleet-charging solutions across the UK and Europe. The investment will accelerate the deployment

of EO’s commercial-grade charging infrastructure and its flagship software and service offering, Charge Assurance™, which provides fleet operators with end-to-end visibility, management, and energy optimisation tools. These advancements will further strengthen EO’s role as a leading infrastructure and software partner for fleets navigating the complex transition to electric mobility. EO Charging continues to serve some of the world’s largest and most complex fleet operators, including Amazon, DHL, UPS, Tesco, GoAhead, Metroline, Stagecoach, and FedEx, with over a decade of expertise in EV charging infrastructure and management solutions.



EMBEDDING ESG IN BANK NXT'S FINANCING STRATEGY

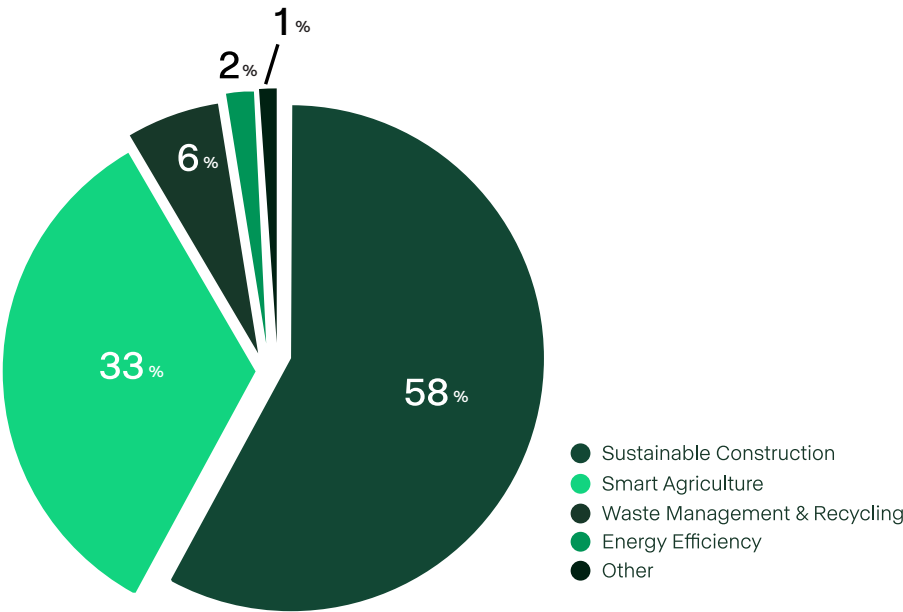


Bank NXT considers sustainable finance a cornerstone of its mission to foster long-term economic resilience and inclusive development. ESG criteria are integrated into financing activities to ensure that investments deliver both financial returns and meaningful environmental and social benefits. The bank's sustainable finance strategy is underpinned by a thorough framework of policies and procedures with a sophisticated Environmental and Social Management System (ESMS) seamlessly integrated into the credit approval process. Aligned with the latest Central Bank of Egypt (CBE) guidelines and international standards, such as the Green Loan Principles (GLP) from the Loan Market Association (LMA) and the International Capital Market Association (ICMA), the ESMS enhances our ability to manage environmental and social risks.

ENVIRONMENTAL FINANCING PORTFOLIO



Bank NXT has developed a comprehensive Environmental Financing Portfolio spanning key industries such as energy efficiency solutions, waste management systems, renewable energy installations, and climate-smart agriculture initiatives. As of Q4 2025, total deployed was EGP 1.161 Bn, encompassing 25 projects across a variety of sectors, reflecting our commitment to supporting projects that drive environmental sustainability and resource efficiency. Our effective project selection process ensures allocated funds are actively contributing to environmental improvements.



Environmental Lending Portfolio (Q4 2025)

RETAIL GREEN ENERGY LOANS



Bank NXT also offers Retail Green Loans to finance eco-friendly vehicle purchases (electric or hybrid) and renewable energy installations, such as solar panels, to empower individual customers to reduce their carbon footprint and support the transition to a lower-carbon economy.



As part of this commitment, Bank NXT has partnered with Tomorrow Solar to provide financing solutions for residential solar energy installations, making clean energy more accessible to households. The programme offers competitive interest rates, full administrative fee waivers, and flexible repayment terms of up to seven years, reducing financial barriers for customers and simplifying the transition to renewable energy. By facilitating widespread adoption of solar power, the initiative supports reductions in fossil fuel use and aligns with national clean energy targets, including Egypt Vision 2030.

This partnership reflects Bank NXT's broader sustainability strategy, emphasizing environmental stewardship, community empowerment, and the promotion of a green economy. By enabling households to switch to solar energy, the initiative not only contributes to lowering carbon emissions but also fosters economic and social benefits, strengthening energy independence and resilience at the household level. It underscores the bank's commitment to practical solutions that advance sustainable development and long-term environmental goals.



GREEN MOBILITY SOLUTIONS WITH VALU

As part of its commitment to supporting the transition to a more sustainable and low-carbon economy, Valu has spearheaded strategic partnerships aimed at expanding access to green mobility solutions and supporting locally developed clean technologies. In December 2025, Valu partnered with Infinity, Africa's largest renewable energy and electric vehicle (EV) charging provider, to offer flexible payment and financing options for home EV chargers and public charging services. This initiative features 0% interest financing, zero down payment options, and cashback incentives and aims to make electric vehicle ownership and charging more financially accessible, thereby helping reduce transportation-related emissions and promote sustainable mobility across Egypt.





VOLTÄ



Building on this momentum, Valu recently announced a strategic collaboration with Voltä, an Egyptian-engineered producer of neighbourhood electric vehicles (NEVs). Under this partnership, Valu provides tailored financing solutions—including zero-interest 12-month plans and extended tenors—to make Voltä’s locally manufactured electric vehicles more accessible to residents of modern communities. By enabling broader access to affordable, high-quality EVs designed for everyday use, this collaboration supports the adoption of low-emission urban transportation and strengthens

the local clean-technology ecosystem. In 2025, Valu also entered the second year of its partnership with KarmSolar, MENA’s leading multi-utility renewable energy provider, to further expand the Electric Vehicle (EV) charging network in District 5. The collaboration continues to advance sustainable mobility solutions by increasing the number of EV charging stations across the district, including the residential compound. Drivers can seamlessly charge their vehicles using Valu’s flexible payment solutions directly through the Karm application.

‘At Valu, we continue to build on our existing partnerships in Egypt’s renewable energy sector to provide solutions that enrich our customers’ lives and support the country’s sustainability goals. Our collaboration with Infinity allows us to offer flexible financing solutions within the electric vehicle (EV) ecosystem, facilitating the adoption of electric mobility for more individuals.’

Walid Hassouna
CEO, Valu

Valu also onboarded multiple electric vehicle brands to provide seamless and flexible financing options for customers. Partnerships include leading EV manufacturers and distributors such as Avatar, Zeeker, Sparked EV, Lotus, and Lynk & Co. Through Valu’s integrated financing programme, customers can purchase EV models from these brands with reduced financial barriers, supporting broader adoption of electric vehicles across Egypt and strengthening Valu’s

commitment to affordable and accessible sustainable mobility.

Together, these initiatives illustrate how Valu leverages its financial technology expertise to address environmental challenges, reduce barriers to sustainable products and services, and accelerate the adoption of mobility solutions that contribute to a cleaner, more resilient economy.

GREEN INDUSTRY WITH EFG CORP-SOLUTIONS

EFG Corp-Solutions has made significant strides in advancing environmental finance by integrating sustainable investment practices into its core operations. By leveraging its factoring and leasing services, it enables clients to align economic growth with environmental stewardship, contributing measurable impacts in carbon reduction and resource efficiency across in key sectors across its investment portfolio.



Textiles

EFG Corp-Solutions has extended a financing package of USD 3MM to a leading textile manufacturer, where the client’s agenda undertakes the acceleration of its environmental transformation plan for 2025. The company’s targeted 40% reduction in carbon-dioxide emissions marks a significant shift toward cleaner, more responsible production. The funded upgrades directly address the sector’s most critical pressure point where the manufacturing processes account for roughly 44% of total energy consumption across the fashion and textile industry, making decarbonization at this stage both a strategic imperative and a high-impact intervention. By empowering the client to adopt energy-efficient technologies and greener operating models, EFG Corp-Solutions is not only supporting a single factory’s transition but actively contributing to the reduction of industrial emissions within one of the most resource-intensive segments of the textile value chain.

USD 3MM
financing package
40% target reduction
emissions in CO2

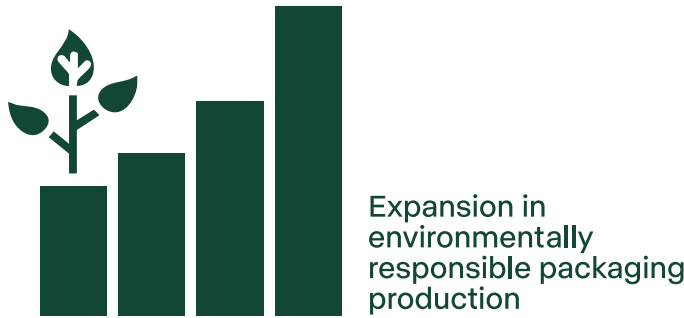




Packaging

The Egyptian government, in partnership with the Ministry of Environment, has introduced a series of initiatives to advance the sustainable environmental practices embedded within the National Sustainable Development Strategy ‘Egypt 2030’. Aligned with the country’s broader sustainability agenda, authorities have rolled out regulatory and financial measures to accelerate the shift toward recycled paper-based packaging, including requirements that incentivize the use of eco-friendly materials and reduce reliance on plastics. These efforts are complemented by targeted incentives such as tax benefits and subsidies that encourage businesses to adopt sustainable packaging solutions. In support of this national transition and in line with its ESG mandate, EFG Corp-Solutions in 2025 financed one of Egypt’s leading printing and packaging group with a USD 4MM facility to promote the expansion of environmentally responsible packaging production.

USD **4MM**
FINANCING FACILITY



Agriculture

Egypt has introduced the Sustainable Agricultural Development Strategy as part of its broader commitment to promoting environmentally responsible farming practices. In alignment with these goals, EFG Corp-Solutions played a pivotal role in advancing sustainable agribusiness by extending a financing facility of EGP 100MM to a company operating with a clear mandate to expand its green footprint, acquiring land for reclamation and cultivation and adopting eco-conscious production methods. EFG Corp-Solutions also extended a revolving credit facility of EGP 25MM to an agri-business dedicated to strengthening the agricultural ecosystem through the adoption of green energy solutions. Through those partnerships, both entities

EGP **25MM**
revolving credit facility for green energy solutions in agriculture

EGP **100MM**
financing facility for land reclamation & agri-tech

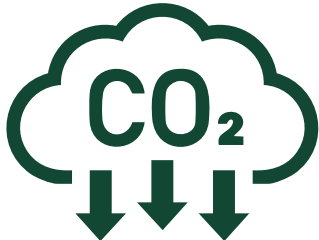
contribute to enhancing environmental stewardship within Egypt’s agribusiness sector while reinforcing long-term sustainability objectives.



Transportation & Logistics

EFG Corp-Solutions has extended a credit facility with total amount of EGP 75MM to a shipment company to support the expansion of its geographical warehouses across different regions. As a result, operations have become more centralized, with one or two main regional warehouses supplying smaller satellite warehouses that handle sovereign orders. This centralized structure significantly reduces transportation costs and carbon emissions, as larger consolidated shipments move to smaller warehouses before last-mile delivery takes place. Additionally, due to the company’s rapidly growing volume, it now has the capacity to combine over ten orders heading to the same location into a single delivery trip. Instead of dispatching individual orders by motorcycles, these consolidated batches are delivered using a single vehicle, which greatly lowers both operational costs and overall carbon emissions.

75 EGPMM
Financing Package



Reduction in CO2 emissions Through increased efficiency



Tourism

Egypt’s national agenda places strong emphasis on embedding sustainable environmental practices within the tourism sector, recognizing the industry’s critical role in conserving biodiversity and restoring ecosystem balance. A flagship example of this commitment is the “Green Star Hotel” programme, an advanced eco-certification scheme that sets stringent standards for energy efficiency, water conservation, waste reduction, and overall environmental stewardship across the hospitality industry. In 2025, EFG Corp-Solutions has capitalized on its YoY contribution towards sustainable tourism by further allocating USD 20MM during 2025 to finance clients actively engaged in eco-tourism transformation. This financing has empowered hotel operators to

20 USDMM
Financing for Eco-tourism



Certification under the Green Star Hotel Program

upgrade their facilities, adopt green technologies, and successfully obtain certification under the Green Star Hotel Programme.



Green Bonds

EFG Hermes Asset Management Egypt invested in the Egyptian sovereign Eurobond to enhance portfolio diversification, liquidity, and yield. Given its short duration, the position helped reduce volatility while preserving ready liquidity. As a sovereign issue, the issuer indicated that proceeds would finance greenfield projects; however, specific allocations were not disclosed in the public materials reviewed, and no external standards or second-party opinion were cited. EFG Hermes Asset Management Egypt held the green bond until maturity.

Green Financing: 2025 Progress at a Glance

VORTEX ENERGY

€1.6 BN	Exited & Current AUMs
€800 MM	Equity Invested
4.6 TWh	of clean energy produced
360 K	of households powered
4.5 MM	of CO2 displaced
5	Countries Across Europe

EO CHARGING

100K+	Chargers deployed
10K+	Fleet charge points under management
200+	Depot projects delivered since 2022
35+	Countries

GREEN FINANCING

- ▶ 0% interest EV and charging financing solutions in partnership between Valu and Infinity and Volta.
- ▶ Financing of up to 100% of solar panels and installation costs through a partnership between Bank NXT and Tomorrow Solar.
- ▶ Access to electric vehicles through flexible instalment plans.
- ▶ Investment in the Egyptian sovereign Eurobond with allocations for Greenfield projects.





Toward Net Zero: Emissions & Waste Management

Understanding our environmental impact begins with measuring it. EFG Holding released its second Carbon Footprint Report - the first comprehensive assessment encompassing all its facilities and operations - covering the reporting period from January 1 to December 31, 2024. This year has been designated as the base year against which all future assessments will be benchmarked.

GOALS

- ▶ Measure, disclose and understand greenhouse gas emissions associated with our activities.
- ▶ Identify where emissions are highest, how they can be reduced, and how our operations can become ever more efficient and resilient.
- ▶ Reduce our environmental impact.

EFG Holding Carbon Footprint Report

Understanding our environmental impact begins with measuring it. EFG Holding released its second **Carbon Footprint Report** - the first comprehensive assessment encompassing all its facilities and operations - covering the reporting period from January 1 to December 31, 2024. This year has been designated as the base year against which all future assessments will be benchmarked.

This analysis provides the foundation for informed decision-making, targeted reduction initiatives, and transparent climate reporting, reinforcing our commitment to responsible growth and long-term environmental stewardship. Prepared in alignment with internationally recognized frameworks and methodologies, including the Greenhouse Gas Protocol, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories (with 2019 refinements), and the ISO 14064-1:2018 standard, the report systematically evaluates the Group's greenhouse gas (GHG) emissions across the three internationally recognized scopes:

SCOPE 1

Direct emissions from EFG's owned assets (e.g., fuel use in generators and company vehicles).

SCOPE 2

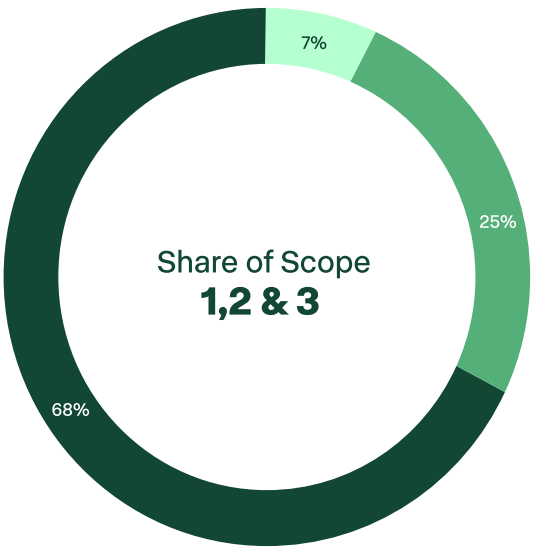
Indirect emissions from purchased energy, primarily electricity consumption.

SCOPE 3

Other indirect emissions from value-chain activities, including purchased goods and services, waste, water use, business travel, and employee commuting

EFG Holding adopts the operational control approach to calculate its carbon footprint. Under this method, our assessment covers all operations where we exercise direct operational control. This includes 9 facilities (one headquarter and eight branches).

After a rigorous data collection and assessment process for all EFG Holding's 9 facilities, total emissions for 2024 were calculated at 8,027 mtCO₂ e. Scope 1 represented a modest 7% of total emissions, Scope 2 accounted for a significant portion (25%) tied to purchased electricity, while Scope 3 was identified as the largest contributor at 68%, particularly from employee commuting, and business travel. These insights provide a clear roadmap for prioritizing reduction efforts and aligning with global climate targets.



Scope 1	582 mtCO ² e
Scope 2	2,031 mtCO ² e
Scope 3	5,414 mtCO ² e

While only Scope 1 and Scope 2 reporting is mandatory under the GHG Protocol, EFG Holding has voluntarily expanded its reporting to include several relevant Scope 3 emission categories. This proactive approach reflects our commitment to transparency and to aligning with international best practices.



EFG HOLDINGS TOTAL EMISSIONS

8,027 mtco²e



EFG HOLDINGS EMISSIONS INTENSITY (FTE)

2.11 mtco²e/employee



EFG HOLDINGS EMISSIONS INTENSITY (AREA)

0.14 mtco²e/m²



EFG HOLDINGS EMISSIONS INTENSITY (REVENUE)

0.33 mtco²e/million EGP





FINDINGS

The findings of our carbon footprint assessment provide a clear view of where our emissions occur and where action is most needed.

SCOPE 1 DIRECT EMISSIONS	STATIONARY COMBUSTION 3 mtco²e Fuel Burning: Diesel	MOBILE COMBUSTION 318 mtco²e Fuel Burning: Owned Vehicles	FUGITIVE EMISSIONS 262 mtco²e Refrigerant Leakage	
SCOPE 2 INDIRECT EMISSIONS	PURCHASED ENERGY 1,557 mtco²e Purchased Electricity	474 mtco²e Purchased Chilled Water		
SCOPE 3 OTHER INDIRECT EMISSIONS	BUSINESS TRAVEL			
	822 mtco²e Air Travel + WTT	178 mtco²e Hotel Stays	70 Land Travel + WTT	
	PURCHASED GOODS & SERVICES			
	8 mtco²e Water Consumption	46 mtco²e Water Consumption		
	FUEL & ENERGY RELATED ACTIVITIES			
	431 mtco²e Well-to-Tank (WTT)	142 mtco²e Electricity Transmission & Distribution Losses		
	WASTE GENERATED IN OPERATIONS			
	13 mtco²e Solid Waste Disposal	13 mtco²e Wastewater Treatment		
	CAPITAL GOODS			
	160 mtco²e Capital Goods			

DECARBONIZATION PLAN

EFG Holding has developed a comprehensive decarbonization roadmap as part of its long-term commitment to sustainability and alignment with global climate goals. The plan sets out a series of proposed actions and strategic initiatives designed to progressively reduce operational emissions as a start with financed emissions following as ESG integration matures. It should be noted that they are preliminary in nature and will be subject to rigorous research, detailed assessment, and comprehensive feasibility analysis to ensure their effectiveness, viability, and sustained impact prior to implementation.



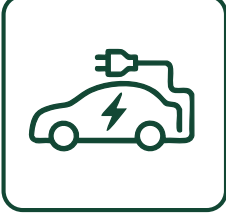
- ENERGY MANAGEMENT**
- Equipment upgrades to more energy-efficient models
 - Increased virtualization



- INTEGRATED WASTE MANAGEMENT**
- Recycling programs
 - Reusable & eco-friendly materials
 - E-waste management



- REFRIGERANT LEAKAGE MANAGEMENT**
- Scheduled maintenance * inspections
 - Leak detection systems



- SUSTAINABLE TRANSPORTATION**
- Introduce EV charging stations at headquarters
 - Strengthen digital communications & virtual work and learning platforms



- WATER MANAGEMENT SYSTEM**
- Install water-efficient fixtures
 - Optimize water efficiency through water-saving technology and conservation practices.

These initiatives are underpinned by our robust and continuing ESG integration efforts and the strong foundations laid among our employees on the importance of participation and individual responsibility when it comes to sustainability.



EFG Holding Financed Emissions Report

In 2025, EFG Holding released its first **financed emissions assessment**. As a pilot exercise, the report focuses on a single line of business, EFG Corp-Solutions, with the aim of progressively expanding coverage to additional business lines in future assessments. The analysis addresses three carbon-intensive sectors within EFG Corp-Solutions’ Leasing and Factoring portfolios: Oil & Gas, Real Estate, and Transport. It has been conducted in alignment with the methodologies of the Partnership for Carbon Accounting Financials (PCAF), which offers financial institutions guidance for measuring Scope 3, Category 15 emissions associated with investment

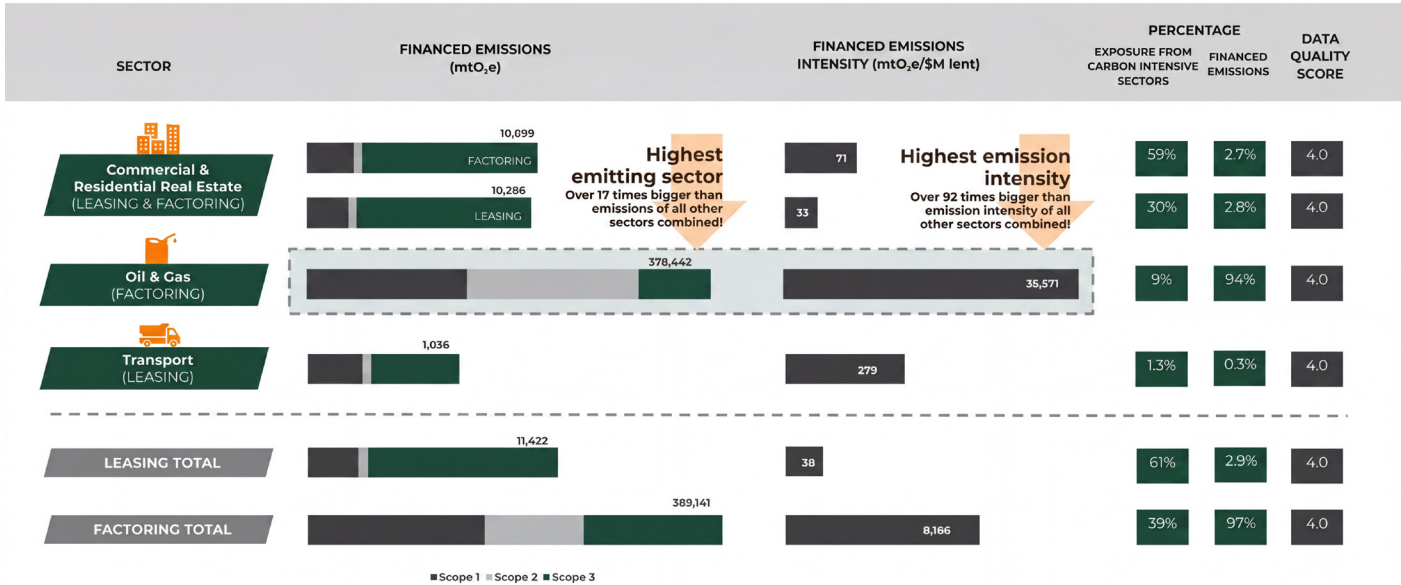
activities. It also adheres to the Greenhouse Gas (GHG) Protocol developed by the World Resources Institute (WRI) and follows the core principles of relevance, completeness, consistency, transparency, and accuracy, establishing a strong foundation for EFG Holding’s ongoing efforts to measure, manage, and ultimately reduce the climate impact of its financing activities. The assessment is based on EFG Corp-Solutions’ leasing & factoring portfolio data as of 31st December 2024 and considers 2024 the base year for the Commercial Real Estate, Oil & Gas and Transport sectors for all future financed emissions tracking and comparisons.

2024 financed emissions totals

EFG Corp-Solutions pilot financed emissions assessment includes 3 sectors, Commercial and Residential Real Estate, Oil & Gas and Transport.

EFG Corp-Solutions total financed emissions for the year 2024 =

400,563 mtCO²e



Bank NXT – Carbon Footprint and Climate Action

Bank NXT continues to position climate action as both a core responsibility and a strategic opportunity to advance sustainable banking. Its fourth annual carbon footprint report, using 2021 as a base year, reflects a strong commitment to transparency, measurable progress, and leadership in the transition to a low-carbon economy.

The assessment covers the period from January 1 to December 31, 2024, and includes Scope 1, Scope 2, and key Scope 3 emissions. Prepared in alignment with leading international standards—including the GHG Protocol Corporate Standard, the 2019 Refinements to the 2006 IPCC Guidelines, and ISO 14064-1:2018—the report demonstrates tangible progress while identifying areas requiring further action.

Informed by these findings, Bank NXT has developed a comprehensive decarbonization strategy targeting significant reductions in operational emissions and broader greenhouse gas impacts, reinforcing its role as a catalyst for sustainable finance.



Advancing Climate Transition through partnership with the GIZ’s GREET Programme

As part of its commitment to advancing its climate transition strategy, Bank NXT signed a Memorandum of Understanding (MoU) with a consortium comprising of Frankfurt School of Finance & Management, and Chemonics, as part of the German development programme, Green Recovery for the Egyptian Economy Transformation (GREET). The MoU establishes a framework for cooperation under the Third Work Package of the Green Capacity Development Programme, funded by the (GIZ Egypt) on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

The agreement aims to provide the bank with a comprehensive technical assistance package to develop and implement an ambitious Climate Transition Plan, reinforcing the bank’s position as a leader in sustainable finance in Egypt. The technical assistance focuses on supporting Egyptian financial institutions in transitioning to a green, climate-resilient economy.

This MoU underscores Bank NXT’s strong commitment to integrating sustainability into its operations and business strategy and highlights the bank’s proactive approach in supporting Egypt’s transition toward a green economy, building trust among clients, partners, and stakeholders alike.





Tanmeyah – Environmental Performance and Operational Sustainability

Tanmeyah continued to advance its environmental commitments in 2025, translating its ESG strategy into measurable and verifiable outcomes. Through the publication of its Carbon Footprint (CFP) reports and the implementation of targeted carbon reduction initiatives, the Company strengthened its environmental transparency and operational efficiency.

In the second half of 2025, Tanmeyah achieved LEED certification for its Head Office, reinforcing its commitment to sustainable building standards and resource efficiency. Complementing this milestone, the Company implemented a series of environmental initiatives focused on digitization, employee awareness, carpooling promotion, encouragement of electric transportation, and paper-use optimization.

These efforts generated tangible environmental benefits, including:

- Savings of approximately 16 million paper sheets annually
- Elimination of 65,000 disposable cups
- Reduction of 16,000 litres of fuel consumption
- Annual energy savings of 109,594 kWh
- Achievement of an 81% recycling rate

Collectively, these initiatives demonstrate Tanmeyah’s progress in reducing its operational footprint while enhancing efficiency, fostering a culture of environmental responsibility, and contributing to broader climate action objectives.

Dematerialisation & Digitalisation

As a key pillar of its ESG strategy, EFG Holding is advancing digitalization and dematerialization initiatives to drive sustainable and efficient operations. By reducing reliance on paper-based processes and adopting digital documentation, automated workflows, and integrated platforms, the Firm minimizes its environmental footprint while enhancing operational performance. EFG Holding has undergone significant digitalization over the past few years. For instance, in 2025, the HR department finalized the blueprint for an in-house Applicant Tracking System that is launching in Q2 of 2026 and will facilitate their

entire Talent Acquisition process. The IT department has also undergone significant dematerialization. This has been done through migrating systems onto cloud rather than using on premises data centres, use of external environments with environment certifications, use of SecurePrint to ensure better printing experience and reduce accidental or duplicate prints, leading to less unnecessary paper and energy used. Furthermore, IT has replaced old hardware with a new server, to reduce physical resource dependence and leading to lower electricity and cooling demand. The R&D department has created a digitalized

system for the reception desk to input the names of guests and interns, to minimize entrance queue and increase efficiency. Moreover, a facial recognition system has been introduced at the entrance.

There are many similar initiatives throughout the Group. The EFG Foundation has introduced an Enterprise Resource Planning (ERP) system at its Young Scholars’ Academy that allows for the digitalization of student records and attendance tracking, financial oversight and payroll systems, and teacher performance management, increasing efficiency and conserving resources. Bank NXT

has partnered with UiPath and BMB Egypt to accelerate intelligent automation and bolster its digital transformation strategy. Tanmeyah has partnered with AMAN Holding to launch new digital channels for loan disbursement and payment collection, eliminating the need to visit branches or adhere to working hours. In partnership with Vlens, Tanmeyah has also enhanced its digital onboarding capabilities, reducing acquisition friction, improving turnaround times, and strengthening data capture for credit assessment. Kaf Insurance has launched an SME portal to expedite digital transformation, leading to the reduction of paper usage and streamlining operations.

Emissions & Waste Management
2025 Progress at a Glance

REPORTING & DISCLOSURE

- EFG Holding released second CFP report based on consistent measurement & monitoring of key parameters.
- Bank NXT released its 4th annual CFP report.
- Tanmeyah achieved LEED certification for its head office and released its second CFP report.

RESOURCE MANAGEMENT

- Comprehensive drive to increase dematerialization through diverse digitalization initiatives across the Firm.
- Monthly waste reporting to monitor, analyse, and improve waste management performance (organic waste, paper, carton, plastic bottles, bags and cups).

Climate Action Through Education – The EFG Hermes Applied Technology School

In September 2025, the EFG Foundation launched the EFG Hermes Applied Technology School (ATS) – Agri-Tech Specialization in El-Tod, Luxor in partnership with the Ministry of Education and Technical Education under the Applied Technology Schools (ATS) Initiative, marking the first-of-its-kind Agri-Tech specialization within applied technology schools in Egypt.

GOALS

- ▶ Provide youth in Luxor with access to modern, applied technical education that prepares them for emerging green jobs, entrepreneurship, and scalable agri-business pathways.
- ▶ Develop talents that can contribute to Egypt’s transition toward a green, innovation-driven economy.



Manual / Paper-Based Processes



Cloud migration
Automation (AI / workflows)
Digital platforms (ERP, ATS, onboarding)



Reduced environmental footprint
Operational efficiency
Enhanced data & security

Embedding digital solutions across the Group to enhance efficiency, reduce resource use, and support sustainable growth.



Agriculture is a cornerstone of Egypt’s economy, but the sector continues to face structural challenges including resource inefficiency, climate stress, outdated production methods, and a widening gap between education systems and labour-market needs. Youth in rural Upper Egypt often lack access to modern, applied technical education that prepares them for emerging green jobs, entrepreneurship, or scalable agri-business pathways. Addressing this gap requires an approach that equips young people with market-relevant skills, entrepreneurial thinking, and a sustainability mindset, while embedding education directly within real production and business environments.

Rooted in the Foundation’s core pillars of Youth Development and Climate Action, the school introduces a next-generation model of technical education, one that places employability, applied learning, and real-world exposure at the centre of the educational experience. The initiative capitalizes on the EFG Foundation’s long-standing success in Luxor—most notably through the Young Scholars’ Academy and extends the integrated development model to agricultural development by equipping youth with the skills, mindset, and confidence required to participate meaningfully in Egypt’s transition toward a green, innovation-driven economy.

‘The school reflects our commitment to empowering young people with the capabilities to thrive in a changing world. By investing in applied, future-ready education, we’re laying the groundwork for a generation of climate-conscious agricultural professionals who can lead Egypt’s green transition’

HANAA HELMY
Group Chief Sustainability Officer,
EFG Holding & CEO, EFG Foundation

The EFG Hermes ATS – Agri-Tech was designed as a scalable, employability-driven model for applied learning. To ensure relevance, employability, and future readiness, EFG Foundation curated and led a multi-stakeholder curriculum development workshop to ensure diversity of perspectives. The Competency-Based Education curriculum was co-designed with diverse partners from academia, industry, accelerators and civil society to meet labour-market needs. The aim of the workshop was to ensure that curriculum competencies were grounded in actual hiring needs, operational realities, and emerging sector trends rather than just traditional academic progression.

‘Education is the cornerstone of inclusive development With the launch of this Agri-Tech School, we’re not only reimagining education, but we’re also building a bridge between opportunity and impact for Egypt’s youth, especially in underserved areas.’

Mona Zulficar
Chairperson
EFG Holding & the EFG Foundation

Mapping the Future: Curriculum Development Workshop Participants*

Civil Society Organizations:
Organic EGYPT



Startups:
Farmtopia, Egrobots, Mozare3



International Agencies & Consultants:
GIZ, Rejoice



Academic Institutions:
Heliopolis U, AUC Center for Applied Research on the Environment and Sustainability, Minya U, SEKEM Vocational School



Incubators & Accelerators:
Plug and Play



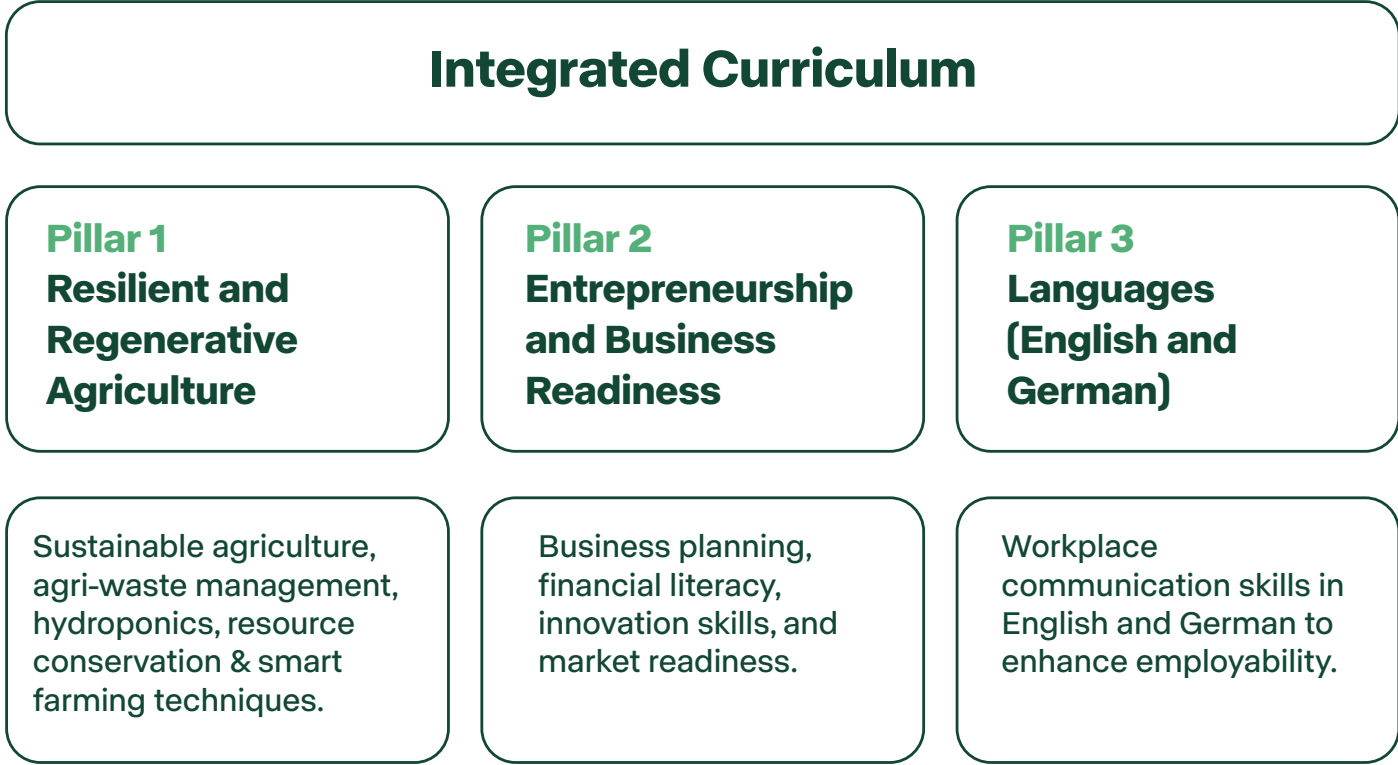
Industry & Agribusiness Leaders:
Pico, SEKEM



* Selected participants to illustrate the breadth of interest across organizations and stakeholders.



The curriculum combines local context with international best practices and is designed around three core pillars:



Graduate Outcome

Technical proficiency, workplace-ready skills, and the entrepreneurial capability needed to access quality jobs or create new economic opportunities within Egypt's green economy.

The EFG Hermes ATS state-of-the-art campus supports this holistic approach to education with advanced science and microbiology laboratories; digital and computer labs; classrooms equipped with smart boards; extensive sports facilities, as well as art and music rooms and a fully equipped theatre. In addition to reflecting the EFG Foundation's commitment to the arts, drama and performing arts classes reinforce creativity, communication, emotional intelligence, and leadership, critical competencies for employability and personal development.

Together with the Ministry of Education and Technical Education, the EFG Foundation and EduCloud, a pioneering EduTech solutions provider, formed a joint academic and admissions panel, overseeing governance, quality standards, and selection processes. The school has secured accreditation from the German-Arab Chamber of Industry and Commerce (AHK), enabling student registration within the AHK database and opening pathways for further training and employment in Germany. The school is also in the process of obtaining ETKAAN accreditation, aligning it with Egypt's national quality framework for technical education.

Following a rigorous application process, entrance examinations, and panel interviews, the school welcomed its first cohort of 75 students in September 2025. In parallel, 26 teachers and administrative staff were carefully selected to ensure strong technical expertise, pedagogical capability, and alignment with the school's mission. The teaching team, led by a female principal, completed intensive induction

training covering the competency-based education methodology, AI-enabled learning tools, active learning approaches, and capstone supervision. Ahead of the academic year, students participated in a preparatory bootcamp delivered in partnership with Berlitz Egypt and Wellspring, focusing on communication, leadership, teamwork, and confidence-building.

Climate Action Through Education

2025 Progress at a Glance

- Establishment of the EFG Hermes ATS – Agri-tech in Luxor in August 2025.
- Multi-stakeholder curriculum development workshop.
- Integrated the competency-based education curriculum including 3-year intensive English-German language instruction.
- Accreditation from the German-Arab Chamber of Industry and Commerce (secured) and ETKAAN (ongoing).
- Induction training for 26 teachers and administrative staff
- Accepted first cohort of 75 students.
- Berlitz language bootcamp for accepted students.
- Wellspring soft skills camp day.
- A 3-feddan water-energy-food nexus farm.
- Capacity building programme for 270 farmers.
- Sport for Development Day for 160 local children

The Power of Partnership

The EFG Foundation firmly believes in the importance of partnerships in leveraging resources and ensuring long-term project sustainability. Delivering a holistic agri-tech education model requires collaboration across sectors through strategic partnerships with agricultural enterprises, technology providers, educators, government, and development institutions. By working collectively, partners not only expand opportunities for students but also contribute to building a more resilient and inclusive green economy, one that is responsive to evolving environmental and economic realities.

ENGAZAAT – Nexus Farming & Climate-Smart Agriculture

A 3-feddan **Water-Energy-Food (WEF) Nexus Farm**, serving as a live learning laboratory. The partnership delivers applied technical training for ATS students, capacity-building programs reaching over 270 local farmers, and Training-of-Trainers (ToT) programs for teachers.



Orange Corners Egypt & Outreach Egypt – Entrepreneurship & Startups

Students receive structured entrepreneurship training supporting their capstone projects, including business model development, feasibility studies, and market strategies. The partnership also enables the rotation of local startups within the school campus, offering students exposure to live operational cycles while providing startups with infrastructure, mentorship, and a launchpad for growth.

Outreach Egypt & International Sport Alliance (ISA) – Sport for Development

A Sport for Development Day centered on empowering youth through play. The initiative engaged over 160 children and youth from underprivileged communities. Activities were led by 12 top-tier coaches trained by ISA and Outreach Egypt, with support from school staff and the sports department.



Berlitz Egypt – Language for Global Mobility

To strengthen employability and global access, Berlitz Egypt delivers an intensive three year English and German language program, complementing the school curriculum and expanding students' access to international training and employment pathways

Urban Greens – Integration of advanced agricultural infrastructure

Two greenhouses were established on campus—one climate-controlled and one conventional—equipped with modern systems including hydroponics, smart irrigation, and water conservation technologies. This hands-on learning environment enables students to gain practical experience in sustainable agriculture while aligning technical training with real labour market demands.



Laying the Groundwork

The EFG Foundation's deep experience in establishing successful educational models, particularly the Young Scholars' Academy has highlighted the importance of preparation and training on both sides of the classroom to improve chances of success. Two preparatory programmes (one for teachers and educators and one for admitted students) were implemented to lay the groundwork for the first cohort of students at the EFG Hermes ATS – Agri-Tech.



The intensive **Berlitz Egypt** bootcamp was the crucial first step for our students, preparing them for the three-year programme taught entirely in English. Beyond vocabulary, they learned to share ideas with clarity, shape their personal brand, and master teamwork.

Built on a rigorous and immersive approach, the programme equips students to actively think and communicate in English from day one. Our partnership with Berlitz Egypt extends beyond the bootcamp, ensuring continuous language development aligned with their academic and professional journey. Students also took part in a special camp day organized by Wellspring to build the trust, confidence, and connection that are the foundation of great learning.

For teachers, the Induction Training is the essential first step to lead the new AI-driven, Competency-Based Education model. The aim is to equip educators with smart tools to become mentors and coaches capable of unlock the full potential of every student. Through specialized training, our teachers are leading a shift to active learning. Our classrooms are now dynamic learning communities where students are encouraged to question, discuss, and think critically.





SECTION THREE

SOCIAL
INVESTMENT

03



SOCIAL INVESTMENT

EFG Holding’s social investment strategy focuses on driving inclusive growth and creating long-term societal value across the communities it serves. This section is structured around four areas of focus. It begins with economic empowerment, highlighting initiatives that expand access to finance, support entrepreneurship, and foster financial inclusion across the Firm’s platforms. It then explores investments in healthcare and education, demonstrating how strategic partnerships and advisory activities contribute to improving access to essential services and building human capital across the region. Finally, it presents the role of the EFG Foundation, which anchors the Firm’s community engagement through targeted, integrated sustainable development programmes. Together, these efforts reflect EFG Holding’s commitment to advancing social impact alongside business growth.



ECONOMIC EMPOWERMENT

Expanding economic opportunity guides our investment approach. By channeling capital into SME lending, fintech innovation, and financial inclusion platforms, we broaden access to credit and digital financial services for underserved individuals and businesses, complemented by training and capacity-building initiatives that strengthen long-term resilience.

Tanmeyah: Creating Real Opportunities



A subsidiary of EFG Finance, Tanmeyah, continues to be a leading provider of innovative and integrated financial solutions for micro and small business owners and entrepreneurs who have limited or no access to traditional banking services. Established to support income-generating activities, Tanmeyah operates through an extensive branch network across the country, serving clients in both urban and rural communities. Its core focus is providing working capital financing to help small business owners start, sustain, and grow their enterprises, thereby contributing to job creation, household income stability, and broader financial inclusion.

GOALS

- ▶ Geographic expansion driving deeper market penetration.
- ▶ Digital transformation enhancing scalability and efficiency.
- ▶ Product innovation expanding addressable segments.
- ▶ Increased economic participation by underrepresented groups such as youth and women.

During the reporting period, Tanmeyah continued executing its strategic roadmap across customer centricity, digital transformation, ESG integration, operational resilience, and stakeholder engagement. YTD 2025 reflects a year of strategic consolidation, prioritizing portfolio quality, operational discipline, and long-term value creation over short-term volume expansion to enable scalable and sustainable growth in subsequent periods.

Customer Excellence & Network Expansion

Tanmeyah was awarded “Excellence in Customer Relationship Management” at the MENA Banking Excellence Awards, underscoring its ability to scale personalized support across a broad and diverse client base. The recognition reflects the Company’s customer-centric operating model, anchored in trust, accessibility, financial education, and long-term relationship building.



In 2025, Tanmeyah accelerated its geographic footprint, adding 56 new branches (including 17 in Q4 2025) to deepen penetration in remote and underserved communities. This disciplined expansion enhances market reach while establishing a scalable platform for future portfolio growth. Newly opened branches are expected to progressively ramp up and contribute to portfolio expansion in the near term.

Digitization remained a core strategic pillar. Tanmeyah initiated a transformation of its core banking system to improve operational efficiency, scalability, and data-driven decision-making. The Company also applied for a fintech license and is advancing toward digital loan issuance, positioning itself to enhance turnaround times, broaden accessibility, and expand technology-enabled distribution channels.

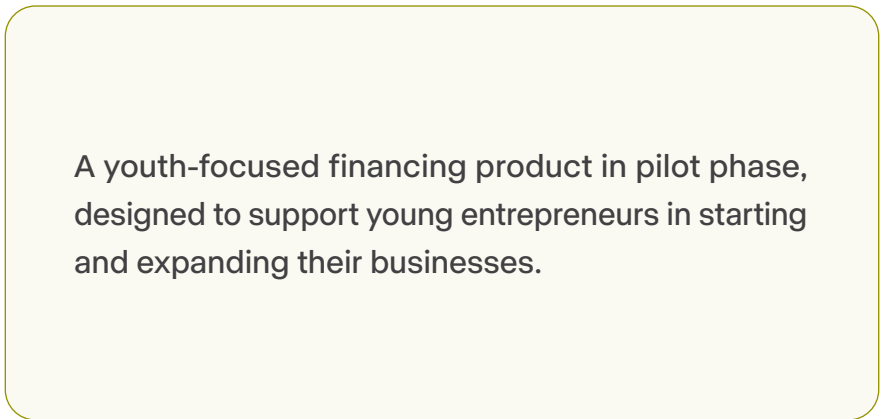


Product Diversification & Market Deepening

In 2025, the Company initiated several new products that reflect the Company's strategy to develop segment-specific solutions that address distinct market needs while contributing to broader economic development and job creation. In addition to these three products, development work is underway to introduce tailored financial solutions for female clients in 2026. Together, these initiatives support revenue diversification, improved customer retention, and controlled portfolio growth.



«El Tayar» financing, a Light Vehicles product targeting entrepreneurs requiring mobility solutions to expand and sustain their businesses.



Secured FRA approval for a Revolving Credit product, scheduled for launch shortly. The product is designed to expand Tanmeyah's addressable market by serving previously underserved segments and increasing repeat utilization, while maintaining disciplined risk oversight.



Strategic Partnerships & Ecosystem Expansion

Throughout the year, Tanmeyah strengthened its ecosystem through targeted strategic partnerships designed to enhance distribution efficiency, improve customer accessibility, and support risk-adjusted portfolio expansion.

From a distribution and collections perspective, the partnership with **Aman** expanded digital repayment channels, increasing payment flexibility for customers while supporting collection efficiency and operational control. This integration contributes to improved customer experience and potential enhancement in portfolio quality metrics.

On the product front, collaboration with **TotalEnergies** enables the piloting of tailored financing solutions targeting new customer segments with identifiable cash-flow characteristics, supporting revenue diversification while maintaining underwriting discipline. One example is a partnership that empowers ride-hailing drivers with vehicle operational expenses. This initiative is a joint venture between TotalEnergies and ADNOC Distribution. The partnership aims to transform access to vehicle operational expenses, such as fuel, lubricants, and car wash services for drivers and aims to enhance businesses by offering seamless, affordable solutions for vehicle operation. Moreover, central to this strategic partnership is a co-branded, cashless financing card developed by TotalEnergies Mobility business and financed by Tanmeyah that enables ride hailing drivers to cover operational expenses with flexible repayment plans to reduce financial pressure.



The partnership with Vlens enhances digital onboarding capabilities, reducing acquisition friction, improving turnaround times, and strengthening data capture for credit assessment. Over time, this is expected to contribute to improved cost efficiency and scalable origination capacity.

From a risk management standpoint, Tanmeyah partnered with **Misr Insurance** to introduce a Credit Default Guarantee (CDG) mechanism for its Very Small Enterprise (VSE) segment. This structure mitigates downside risk exposure while enabling expansion into higher-ticket and growth-oriented segments. The CDG framework supports portfolio diversification and capital optimization, while preserving disciplined cost-of-risk management.





Collectively, these partnerships reflect Tanmeyah’s strategy of combining growth with prudence—expanding its addressable market and improving customer accessibility, while reinforcing risk controls, operational efficiency, and portfolio sustainability.

Tanmeyah

2025 Progress at a Glance

- 56 new branches
- “El Tayar” financing, a Light Vehicles product targeting entrepreneurs requiring mobility solutions
- A youth-focused financing product (pilot phase) to support young entrepreneurs.
- FRA approval for a Revolving Credit product.

PARTNERSHIPS

- **Aman:** expanded digital repayment channels
- **TotalEnergies:** tailored financing solutions for new customer segments such as ride-sharing drivers
- **Vlens:** enhanced digital onboarding capabilities
- **Misr Insurance:** Credit Default Guarantee (CDG) mechanism for Very Small Enterprise (VSE) segment.

EFG Holding: An Integrated Fintech Ecosystem

By investing in fintech solutions that prioritize digitization, EFG Holding helps reduce barriers to entry and broaden participation in the formal financial system. This digital approach strengthens financial inclusion by making services more accessible, transparent, and responsive to evolving customer needs.

GOALS

- ▶ Leveraging digital innovation, tailored financing solutions, and customer-centric products to bridge gaps in access to credit, payments, and formal banking services.

EFG Holding brings together a complementary suite of technology-enabled platforms designed to broaden access to financial services across the lifecycle. Through digital insurance (Kaf), consumer finance solutions (Valu), structured and sustainable finance advisory (EFG Corp-Solutions), and SME lending (EFG Finance SMEs) under the EFG

Finance vertical and retail investment access (EFG Hermes ONE) under the EFG Hermes vertical, the ecosystem addresses different but interconnected financial needs. Together, these platforms leverage digitization to reduce barriers, expand participation, and promote more inclusive engagement in the formal financial system.

EFG FINANCE SMES

Expanded access to formal finance for underserved micro and small enterprises

CORP-SOLUTIONS

Channelling capital toward sectors that expand economic participation

KAF

Tech-led, affordable insurance for everyday protection

VALU

An integrated suite of consumer and merchant solutions promoting financial empowerment and inclusion



EFG HERMES ONE

Opening wealth-building opportunities to new investor segments



Kaf Insurance

Kaf is a tech-enabled insurance company delivering innovative and impactful insurance solutions for the Egyptian market that drive value for individuals and businesses in the life and savings arenas. Its mission remains rooted in the belief that *insurance is a social good*. By offering financial protection to individuals, families, and businesses, Kaf helps strengthen the resilience of communities and reduce their vulnerability to financial shocks.



Building on the momentum of previous years, where Kaf's portfolio surpassed 2 million insured lives, the company has sustained this growth trajectory while deepening service quality and accessibility across all segments. In 2025, Kaf expanded its offerings with the introduction of SME Life & Health, a comprehensive and accessible solution designed to support small and medium enterprises with essential protection benefits. By enabling SMEs to provide affordable life and health coverage to their employees, Kaf supports healthier, more resilient workforces and improves job security across Egypt's business landscape. Kaf also introduced a digitalized medical card for Small and Medium Enterprises (SME) product. This digital-first format provides clients access to medical benefits directly through QR codes and use of the medical card through the app. Kaf has also launched an SME portal to generate quotations, manage leads, and issue policies. These digital transformations have led to the reduction of paper usage and streamlined operations and resource efficiency, presenting an example of dematerialization.

Valu



Valu entered the market in December 2017 as a disruptive BNPL provider and has since evolved into one of the MENA region's leading universal fintech platforms. Today, it stands as a cornerstone of EFG Holding's digital financial ecosystem, offering an integrated suite of consumer and merchant solutions that promote financial empowerment and inclusion. Through products ranging from flexible BNPL plans and high-value financing to investment, payments, Egypt's most widely accepted e-gift card, and payroll and HR solutions. Valu continues to redefine convenience, accessibility, and digital financial engagement for millions of users.

During Q3 2025, Valu maintained its strong growth trajectory, supported by rising customer activity, an expanding merchant network, and ongoing innovation across its product suite. Loan originations, portfolio growth, and transaction volumes all continued to scale, underlining Valu's position as a market leader. The platform also sustained high portfolio quality metrics, reflecting disciplined risk management and advanced data-driven underwriting that has strengthened its ability to serve both banked and unbanked customers. Valu's continued progress illustrates its pivotal role in advancing financial inclusion in Egypt while driving sustainable, technology-led growth across the broader fintech landscape, reinforcing its position as a market leader in consumer finance and digital payment solution.

EFG Finance SMEs



EFG Finance SMEs was established as an innovative, technology-driven financing platform dedicated to empowering small and medium-sized by providing accessible working capital, embedded financing, and supply-chain funding solutions tailored to their growth needs. Licensed by the Financial Regulatory Authority and integrated into the broader EFG Finance ecosystem, the platform was designed to bridge a key gap in the financial services landscape by serving businesses that sit between microfinance and larger corporate financing. By leveraging digital channels and streamlined underwriting, EFG Finance SMEs helps reduce borrowing friction and expand access to finance for a wider range of small and medium businesses across Egypt.





EFG Corp-Solutions

In line with the move towards increased digitalization of payments, EFG Corp-Solutions has taken on an integral responsibility by providing substantial financial support to fintech providers. With dedicated finance valued at EGP 470 MM, EFG Corp-Solutions is empowering the innovative companies to expand their digital payment solutions, further promoting a cashless economy and fostering sustainable development. This strategic financing initiative underscores EFG Corp-Solutions’ commitment to advancing technological innovation while aligning the global ESG standards.

EFG Hermes ONE

EFG Hermes ONE has made financial markets more accessible to a broader population by simplifying the investment process and lowering traditional barriers to entry. To raise awareness and encourage investment in ESG-related enterprises, EFG Hermes ONE Global Markets promotes exchange-traded funds (ETFs) with themes that support impact investment such as women, leadership, cybersecurity, healing and wellbeing, renewable energy, green transformation, and general ESG.



To ensure broad inclusivity, the platform offers fully digital onboarding with e-KYC, allowing users to open and verify trading accounts quickly and without paperwork. This seamless, mobile-first experience encourages participation from individuals who might otherwise be excluded due to complexity or lack of access to conventional brokerage services. Beyond onboarding, the platform provides user-friendly tools and insights that help retail investors engage with the market confidently, from real-time quotes and portfolio tracking to technical analysis features usually available only to more experienced traders. Strategic partnerships that enable payment innovations further reduce friction in funding accounts, expanding access to securities trading for a wider range of users.



kenzi

In 2025, OLT Investments partnered with Kenzi Wealth, a distinguished Danish digital wealth management company, to introduce an intelligent, risk-based portfolio advisory service. This innovative solution delivers highly personalized, risk-optimized investment services, empowering clients to grow and safeguard their investments amid the complexities of today’s dynamic global markets. The mission is to empower investors with clarity and confidence, not replace their decision-making. ONE Advisor is a personalized advisory service that lowers the barrier to entry by simplifying decision-making and providing structured support rooted in risk-based financial logic. This model, once reserved for ultra-wealthy families or institutions due to its cost and complexity, is now democratized through the EFG Hermes ONE platform, giving investors access to the same level of portfolio intelligence that was previously limited to private banks and elite advisory firms. This launch marks a significant step forward in making professional-grade portfolio advisory services accessible, intuitive, and responsive.

Fintech at EFG Holding
2025 Progress at a Glance

- **Kaf** introduces a digitized medical card for SMEs and the SME Life & Health programme to support SMEs with essential protection benefits.
- **Valu** continues to offer innovative solutions across its product suite.
- **EFG Hermes ONE** continues to increase the accessibility of financial markets, creating opportunities for saving and growth of wealth through its partnership with Kenzi Wealth, giving investors access to the same level of portfolio intelligence that was previously limited to private banks and elite advisory firms.
- **Corp-Solutions** provided EGP 470MM of financing for innovative companies to expand their digital payment solutions.

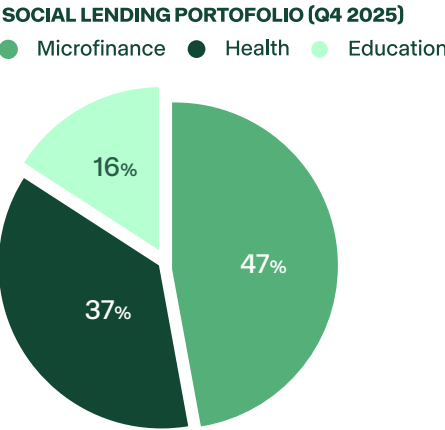
Bank NXT Social Finance Portfolio

At Bank NXT, sustainable finance is a core pillar of our long-term strategy, guiding how we allocate capital to generate both financial returns and measurable social impact. By embedding ESG considerations into lending and investment decisions, we support projects that strengthen community resilience, expand access to essential services, and contribute to sustainable development.

As of Q4 2025, our deployed social financing portfolio reached EGP 2.458 Bn (including securitization), encompassing 28 projects across a variety of sectors, reflecting our commitment to supporting projects that drive social sustainability and economic resilience. Through strategic investments in healthcare facilities, educational institutions, and microfinance, we continue to enhance social well-being and drive inclusive development across our areas of operation.

The exceptional utilization rate of our social financing portfolio reflects both the urgent demand for social infrastructure and our capacity to identify, structure, and execute high-impact financing solutions. This strong deployment performance demonstrates our ability to deliver targeted financial support that improves quality of life while maintaining disciplined risk management, robust financial performance, and effective project execution.

Through these initiatives, Bank NXT reinforces its role as a catalyst for sustainable and inclusive growth, ensuring that capital deployment contributes meaningfully to long-term societal value creation.





INVESTMENT IN HEALTHCARE

Sustainable funding for health services is essential to building resilient communities and ensuring equitable access to care. EFG Holding invests in healthcare infrastructure, medical education, and services not only to improve individual well-being but also to strengthen workforce productivity and long-term economic stability.

GOALS

- ▶ Expand access, improve quality standards, and address critical gaps in available health services.

Partnerships & Investments for Health

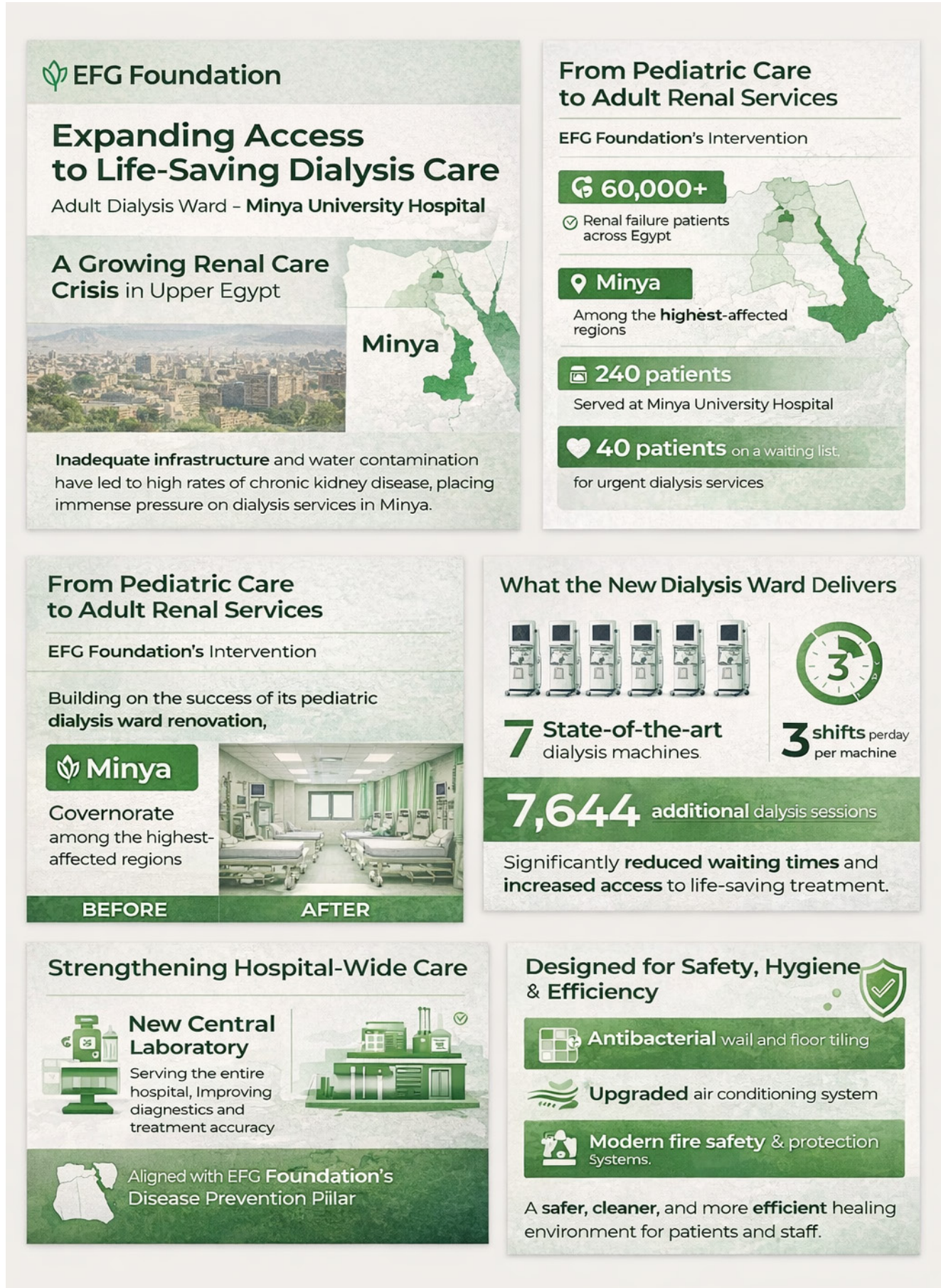
Through strategic partnerships and targeted investments, EFG Holding strengthens healthcare ecosystems and expand access to quality medical services. By mobilizing capital and expertise, we support sustainable growth, innovation, and long-term resilience across the health sector.

Minya Dialysis Care with the EFG Foundation

Over the years, the EFG Foundation has demonstrated unwavering commitment to its disease prevention pillar, ensuring sustainable investment in critical healthcare infrastructure that saves lives, alleviates patient suffering, and strengthens Egypt’s medical landscape.

Building on the success of its paediatric dialysis ward renovation, EFG Foundation has extended its commitment to enhancing renal care by spearheading the renovation and equipping a new adult dialysis ward at Minya University Hospital. This expansion addresses the critical shortage of dialysis services in the region, ensuring life-saving treatment for an increasing number of patients in need.

Egypt has over 60,000 renal failure patients, with Minya witnessing a disproportionately high number due to inadequate infrastructure, leading to water contamination and chronic kidney disease. The existing adult dialysis ward at Minya University Hospital serves approximately 240 patients, yet daily demand continues to outstrip capacity, leaving a waiting list of 40 patients in urgent need of care.





To bridge this gap, EFG Foundation is renovating and equipping a new adult dialysis ward, significantly expanding service capacity. The new ward will include seven state-of-the-art dialysis machines, enabling an additional 7,644 dialysis sessions annually. Each machine will operate three shifts per day, accommodating more patients and reducing waiting times. Additionally, the project includes the maintenance and capacity enhancement of the hospital's water pump station to support the increased patient load.

Recognizing the broader impact of enhanced medical facilities, EFG Foundation is also establishing a fully

equipped, state-of-the-art laboratory to serve the entire hospital, not just the dialysis unit. This laboratory will support diagnostic accuracy, improve treatment efficiency, and enhance patient outcomes across various medical departments.

To ensure the highest standards of patient care and safety, the new ward will undergo a full-scale renovation, incorporating antibacterial tiling, an upgraded air conditioning system, and a modern fire safety system. These improvements will create a safer, more efficient, and hygienic treatment environment.

Nurse Training with the Aswan Heart Centre

The EFG Foundation leveraged its position within the EFG ecosystem to act as a convener, bringing together sister companies and affiliated foundations to scale impact beyond standalone philanthropy. By uniting the efforts of Bank NXT Foundation and Kaf Insurance alongside the Magdi Yacoub Heart Foundation, the Foundation transformed a single-partner intervention into a multi-stakeholder collaboration. This collective model enabled the pooling of financial resources, institutional expertise, and shared accountability, maximizing outcomes within the healthcare education space.

This initiative aims to enhance the quality of healthcare services provided to patients suffering from cardiovascular diseases. It is also a continuation of the EFG Foundation's partnership with the Magdi Yacoub Heart Foundation to support the AHC nurse fellowship programme. The fellowship is a highly regarded training programme for nurses in Egypt. Each year, 70 nurses from five universities across Egypt are selected for intensive training in quality cardiac care, utilizing interdisciplinary and participatory methods. The programme boasts an impressive retention rate of 80%, with many graduates securing full-time positions at AHC and others advancing their careers in hospitals nationwide.

'Our partnership with the EFG Foundation reinforces our shared commitment to training a generation of young nurses to the highest international standards, with the aim of improving medical care, saving the lives of cardiovascular patients, and contributing to building a healthier future for communities in Egypt.'

DINA EL GAZZAR
VP for Development and Fundraising
Magdi Yacoub Heart Foundation

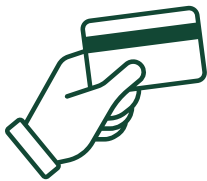
The advanced training programme follows global best practices and includes practical and theoretical learning. It aims to support newly graduated nurses transitioning from novices to specialized cardiovascular nurses through mentorship, interdisciplinary rounds, self-learning modules, and workshops. This collaboration aligns with the United Nations Sustainable Development Goals, particularly Goal 3: Ensure healthy lives and promote well-being for all.



RX Healthcare Management

Rx Healthcare Management (RxHM) is a private equity investment management firm set up to address the growing demand for high-quality, affordable healthcare products and services across Egypt, the MENA region and Africa. It invests in highly selective targets, with a clear growth trajectory across healthcare verticals, giving investors access to unique opportunities across the sector's value chain. In 2020, RxHM acquired medical solutions provider United Pharma (UP), Egypt's leading player in the injectables space by installed capacity with an established track record of supplying the Egyptian local market as well as exports to key African and Middle East. In 2024, United Pharma recorded a significant +57% increase in revenues at the end of the year and was well on track to achieve its 2025 targets. Parallel to the success of United Pharma, the RxHM platform continues to capitalize on lucrative prospects in the hospital serving and other generic pharma segments.

UpH (Rx Healthcare) recorded a 52% revenue increase in 3Q25 vs. 3Q24, maintaining its role as a leading supplier of life-saving IV solutions and a stabilizer of Egypt's hospital pharmaceuticals market. Growth was driven by new product launches and diversification of distribution channels. Export sales surged by 194% YoY in 3Q25. UpH is well-positioned for strong FY25 performance, supported by continued export traction, portfolio and product mix optimization, competitive pricing, and a wide range of new product offerings.



Affordable Healthcare Payment Solutions with Valu

In 2025, Valu partnered with Vezeeta Lab, the innovation arm of MENA's leading health-tech platform Vezeeta to expand access to affordable and seamless healthcare services across Egypt. The partnership aims to integrate flexible fintech solutions into the healthcare ecosystem, reducing financial barriers for millions of patients. Through this collaboration, Valu will offer flexible payment plans for Vezeeta's services, including the Shamel programme, a subscription model that provides up to 80% discounts on surgeries, diagnostics, consultations, dentistry, and in-clinic services through a network of more than 8,000 healthcare providers. This initiative supports the growing need for accessible healthcare in Egypt, where private health insurance coverage remains limited and out-of-pocket healthcare spending is high. By integrating fintech capabilities with health-tech services, the partnership contributes to enhancing affordability, expanding access, and improving overall patient experience within the healthcare sector.



Advisory Services for Healthcare Projects

Our Investment Banking arm plays a key role in mobilizing capital and structuring transactions that strengthen the healthcare sector. Through strategic advisory, capital raising, and M&A support, we help healthcare providers expand capacity, enhance operational efficiency, and scale sustainable models of care. By connecting investors with high-potential healthcare platforms, these efforts contribute to improved access, stronger governance, and long-term resilience across the sector.



Advisory on Specialized Medical Company (SMC) IPO

EFG Hermes's investment banking division successfully completed its advisory on the USD 500 million initial public offering (IPO) of Specialized Medical Company (SMC), one of the leading healthcare providers in the Kingdom of Saudi Arabia, on the Main Market of the Saudi Exchange (Tadawul). SMC is strategically expanding into Northern Riyadh, where rapid urban development creates strong demand for healthcare services. With three additional hospitals, it is expected to capture over 25% of private hospital capacity in the area, establishing a leading position in an underpenetrated region with limited existing healthcare infrastructure.



Advisory on Alameda Healthcare minority investment stake

EFG Hermes's investment banking division successfully acted as the Sole M&A Financial Advisor on the signing of binding agreements for a USD 190 million minority stake investment in Alameda Healthcare, Egypt's leading private healthcare group, by Development Partners International (DPI), in partnership with a consortium of leading institutional investors and prominent development finance institutions. This cornerstone foreign direct investment, currently in its final stages, represents the largest of its kind in Egypt's healthcare sector, reinforcing investor confidence in backing resilient and fast-growing businesses across the country.



Advisory to Pharco Pharmaceuticals

EFG Hermes's investment banking division also successfully completed its advisory role on a landmark transaction in which Ashmore Investment Saudi Arabia acquired a minority stake in Pharco KSA, the Saudi subsidiary of Pharco Pharmaceuticals, the largest pharmaceutical manufacturer in MENA, through a primary capital increase. The transaction aligns global emerging-market investor capital from Ashmore with a leading regional pharmaceutical platform, facilitating cross-regional investments, technology transfer, manufacturing localization, and supporting Saudi Arabia's Vision 2030 industrial and healthcare objectives.



Advisory on Almoosa Health IPO

EFG Hermes also successfully completed its advisory on the USD 449 million initial public offering (IPO) of Almoosa Health, a leading healthcare service provider in Saudi Arabia, on the Saudi Exchange. Almoosa Health is one of Saudi Arabia's leading integrated healthcare providers, earning the trust of millions of families over three decades.





Healthcare Investment

2025 Progress at a Glance

INVESTMENTS & PARTNERSHIPS

- New dialysis ward at Minya University Hospital enabling an additional 7,644 dialysis sessions annually.
- 70 nurses trained annually for the Aswan Heart Centre through partnership between the EFG Foundation, Bank NXT, Kaf & the Magdi Yacoub Heart Centre.
- 52% revenue increase for UpH (Rx Healthcare) in 3Q25 vs. 3Q24, maintaining its role as a leading supplier of life-saving IV solutions.
- Partnership between Valu and Vezeeta to facilitate healthcare payment solutions.

ADVISORY

- Advisory on USD 500 MM IPO of Specialized Medical Company (SMC) in KSA.
- Sole M&A Financial Advisor on a strategic investment by Development Partners International (DPI) of USD 190 MM Minority Stake in Alameda Healthcare, Egypt.
- Supported Ashmore Investment Saudi Arabia's minority acquisition in Pharco KSA.
- Advisory on USD 449 MM IPO of Almoosa Health, Saudi Arabia.

INVESTMENT IN EDUCATION

EFG Holding supports education through focused, long-term investment in programmes that improve access and raise standards. Working with trusted partners, the Group channels funding and expertise toward strengthening schools, supporting students, and addressing gaps in Egypt and beyond. This approach reflects a clear view that meaningful economic progress depends on practical, sustained investment in learning.

Mobilizing Capital for Education

EFG Holding mobilizes capital for education by combining asset management advisory expertise with targeted private equity investment. This integrated approach supports the expansion, institutionalization, and long-term sustainability of education providers and channels capital into a sector that underpins human development and inclusive economic growth.

GOALS

- ▶ Build Scalable Education Platforms through targeted investment and advisory services.
- ▶ Strengthen high-quality education providers across the region.

Private Equity: Scaling Education Platforms

EFG Hermes's private equity strategy plays a catalytic role in expanding access to quality education across the region. Through dedicated investment vehicles such as the Egypt Education Platform and the Saudi-based Spark Education Platform, the Group deploys long-term capital to build, consolidate, and institutionalize high-quality education providers.

These platforms are designed to move beyond single-asset investments, creating scalable networks of schools and education services that benefit from stronger governance, operational efficiencies, and improved academic standards. By combining capital with active ownership, strategic oversight, and sector expertise, private equity investments help education operators expand responsibly, enhance learning environments, and deliver sustainable growth.

The Egypt Education Platform, established in 2018, is supported by regional and global investors, including EFG Hermes' Private Equity, The Sovereign Fund of Egypt (TSFE), and GEMS Education Global. With a focused vision and skilled management, the EEP is rapidly becoming a leading educational provider in Egypt. Today, the EEP's portfolio comprises over 25 assets across Egypt with a combined capacity of approximately 25,000 students, an education content business that serves between 3 and 4 million students annually, and a specialized transportation business that transports over 3,000 students daily. The platform operates in the Egyptian market under 6 different verticals and brand names including GEMS International Schools, Hayah Schools, Prime International Language Schools, Trillium Preschools, Selah El Telmeez, and Option Travel.

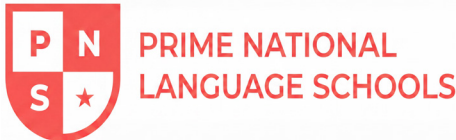




In 2025, the EEP announced the signing of a strategic alliance with Talaat Mostafa Group (TMG) to establish a flagship private university within Noor City (Noor), one of TMG's fully integrated master developments located East of Cairo. The new university will be developed on a dedicated land plot within Noor and will provide high-quality education across various faculties, supported by international academic affiliations. This project aims to meet the increasing demand for private higher education in Greater Cairo, particularly in East Cairo, which continues to experience strong population growth, rising household incomes, and a limited number of premium private universities. The partnership marks EEP's entry into the vastly growing higher education sector and builds on the successful collaboration between EEP and TMG, which includes five schools that currently serve around 9k students across TMG's growing communities in Madinaty and El Rehab cities. These assets have demonstrated strong operational performance and reflect both parties' shared commitment to delivering high-quality education offerings within TMG's communities.

'This joint venture with Talaat Moustafa Group represents a defining milestone for Egypt Education Platform as we enter the higher education sector. Building on our successful collaboration across K-12 education, this flagship university in Noor City allows us to extend our integrated education ecosystem into tertiary education, supported by international academic partners and world-class infrastructure. We are proud to partner once again with TMG and EFG Hermes to deliver a differentiated, future-focused university that responds to Egypt's growing demand for premium private higher education and reinforces our long-term growth ambitions.'

AHMED WAHBY
Executive Chairman, EEP



In November 2024, the Private Equity arm of EFG Hermes launched a USD 300MM Saudi Education Fund (SEF) with the target of building an institutional world-class K-12 operator in the Kingdom of Saudi Arabia. As part of the SEF, the Spark Education Platform is poised to drive transformative change in the education landscape. SEP is one of the fastest growing K-12 regional school operators. Its portfolio comprises four schools with a capacity surpassing 10,000 students and targeting to grow to over 20 schools with 20,000 enrolled students spreading across KSA and the GCC over the coming five years. With a strong focus on world-class academic standards and innovation, SEP is committed to providing accessible and high-quality education to schools across its network in the Middle East. Backed up by the leadership team of the EEP, the SEP is set to replicate the success of EEP's

model across the region, bringing a wealth of expertise and a proven track record in delivering world-class education.

In 2025, the SEP consolidated its position in the KSA education market with the acquisition of a majority stake in Qimam El Hayat International School in Riyadh, a full K-12 educational institution with a total capacity of 3,000 students, offering the American Curriculum. The SEP also signed a strategic partnership with First School Management (FSM) by GEMS Education to launch GEMS-branded schools in KSA and Bahrain. In November 2025, the first school, GEMS American International School Riyadh (GAISR), was inaugurated and the ground-breaking of GEMS British International School Riyadh (GBISR) was also celebrated, marking a milestone in educational development in the Kingdom.



Asset Management: Advisory Services for the Education Sector

EFG Hermes Asset Management's advisory work in the education sector reflects a clear alignment between commercial strategy and ESG priorities. By advising on transactions, capital structuring, and growth strategies for education providers, the business has helped mobilize long-term investment into schools, higher education institutions, and training platforms—sectors that directly contribute to human capital development and social mobility.

From an ESG perspective, these mandates go beyond financial returns. They support the expansion of quality educational infrastructure, improve governance and operational standards within institutions, and strengthen access to learning across different income segments. By embedding responsible investment principles and robust due diligence into advisory processes, Asset Management helps ensure that capital deployed into education delivers measurable social impact alongside sustainable financial performance.



A case in point is our advisory role on the Accelerated Bookbuild (ABB) for StonePine Ace Partners’ sale of its 7% stake in Taaleem Management Services (TALM.CA), the leading higher education platform in Egypt, marking the fund’s successful exit from the company. EFG Hermes acted as the sole financial advisor and sole bookrunner on the transaction.

The deal underscores EFG Hermes’ ability to deliver swift monetization options and reflects the sustained investor interest in the country’s education sector.

Mobilizing Capital for Education

2025 Progress at a Glance

INVESTMENTS

- EEP strategic alliance with Talaat Mostafa Group (TMG) to establish a flagship private university within Noor City (Noor)
- SEP acquisition of a majority stake in Qimam El Hayat International School in Riyadh
- Inauguration of GEMS American International School Riyadh (GAISR)
- Ground-breaking ceremony for GEMS British International School Riyadh (GBISR)

ADVISORY

- Advisory role on the Accelerated Bookbuild (ABB) for StonePine Ace Partners’ sale of its 7% stake in Taaleem Management Services (TALM.CA)

Innovative Education Partnerships

Through innovative partnerships with operators, investors, technology providers, and community stakeholders, we combine capital, expertise, and digital solutions to strengthen education delivery models.

GOALS

- ▶ Leverage networks to create partnerships that provide innovative education solutions.

Vocational Training with the EFG Foundation

As part of the EFG Foundation’s continued commitment to the Education for All programme, the Foundation expanded its support for underprivileged youth by sponsoring students along their educational journey, ensuring that financial barriers do not hinder access to learning opportunities or disrupt academic progress. Building on last year’s intervention, which focused on supporting financially vulnerable university students, the Foundation extended this initiative during the academic year 2025/2026 to include students enrolled in technical and vocational education. In this context,

the Foundation provided full educational sponsorship to 50 students at the El-Saf Training Center for Vocational Education & Training, following a joint field assessment conducted with the center’s administration and its industrial partner to identify the most financially vulnerable students. This support aims to empower youth from underserved communities by enabling uninterrupted access to quality vocational education, equipping them with practical skills aligned with labour market needs, and contributing to their long-term economic inclusion and employability.

AI Edtech with Valu

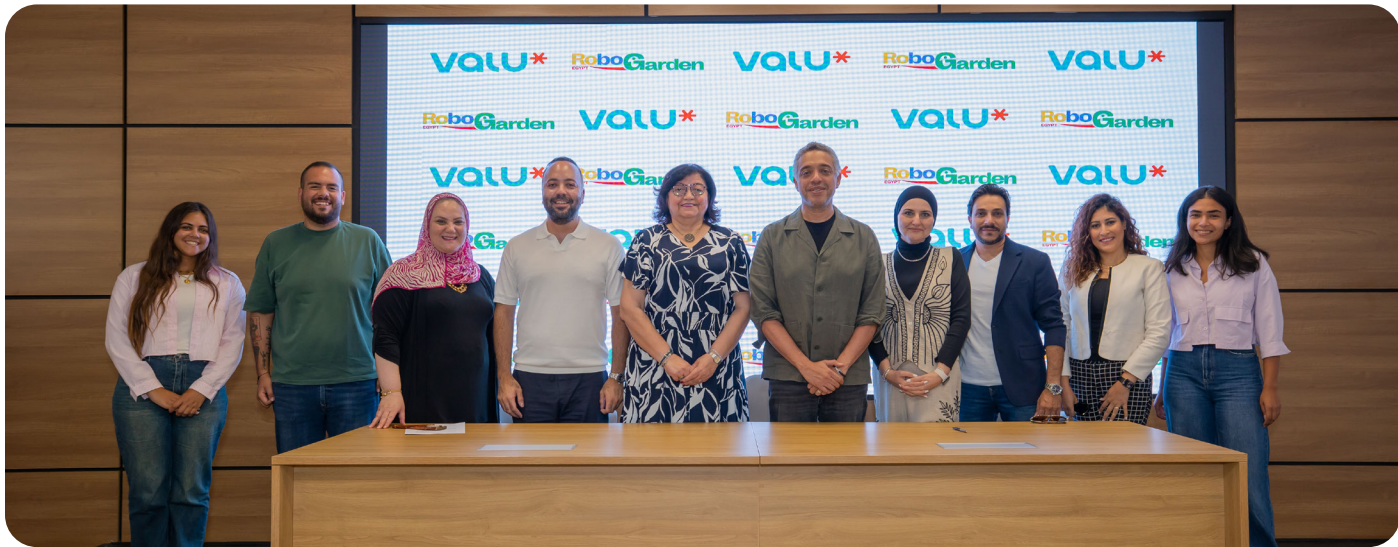


One of Valu’s key strengths is initiating partnerships that contribute to increased access to financing and the creation of economic opportunity. In 2025, Valu partnered with RoboGarden Egypt, an AI-powered EdTech platform, to support the “Learn to Earn” digital training initiative through flexible payment solutions. The programme is designed to equip Egyptian youth, especially women and individuals with disabilities, with market-relevant digital and technical skills using a hybrid learning model that includes self-paced modules, live virtual sessions, and in-person workshops.



The initiative provides practical training tracks such as web development and awards certificates to participants who complete 75% of the coursework, with progress monitored through assessments, attendance, and platform analytics. A total of five cohorts will be delivered, each comprising 25 participants, reaching 125 learners. This partnership addresses a critical national challenge, as a significant proportion of Egyptian graduates face difficulty securing employment due to a skills gap between academic education and labour market needs. By enhancing access to digital and vocational training, the initiative contributes to improving workforce readiness and supporting broader economic and social inclusion in Egypt.

The first offline session of the Learn to Earn cohort was successfully held at Valu Café, where participants engaged in interactive sessions within a dynamic and collaborative environment, reflecting strong levels of enthusiasm and engagement.



Technical Education with Bank NXT

Bank NXT in collaboration with the Bank NXT Foundation for Community Development has signed a strategic partnership with Elsewedy Technical Academy (STA) to sponsor 52 students across three academic classes over a three-year period. The partnership comes as part of the bank's ongoing commitment to supporting technical education in electrical engineering technology and programming, and to equipping young people with future-ready skills aligned with labour market needs.

The initiative reflects Bank NXT's firm belief in the pivotal role of high-quality technical education in driving economic development. Through this sponsorship, students will gain access to advanced technical training programmes designed to prepare them to contribute effectively to vital industrial sectors and the energy industry.



'At Bank NXT, we firmly believe that investing in education, particularly technical and applied education, is a direct investment in Egypt's future. Our collaboration with Elsewedy Technical Academy, through both the bank and its foundation, is aligned with our objectives to provide students with practical skills, knowledge, and opportunities that enable them to become active and impactful contributors to the national economy.'

TAMER SEIF

CEO and Managing Director, Bank NXT

Education Trust Nasra School

In 2022, EFG Hermes partnered with Education Trust Nasra Schools (ETNS) to offer need-based scholarships to students from low-income families. This three-year commitment has supported 50 students each year, covering tuition fees, academic resources, and cocurricular needs ensuring no child is left behind due to financial hardship. Over a period of three years, EFG Hermes has contributed PKR 7.37 million, ensuring not only retention in school but also the opportunity to pursue academic excellence and personal growth.

ETNS x EFG Hermes Stories of Change



I am Ayesha Kamran, a student of Class X (AKUEB) Malir Campus. I am sincerely thankful for being awarded this scholarship. It has eased the financial burden on my family and allowed me to fully concentrate on my education. With this support, I have improved in my studies and achieved better grades. This encouragement has boosted my confidence and motivates me to keep striving for excellence. Thank you, Education Trust Nasra School and EFG Hermes, for this scholarship.



I am Muhammad Hassan Khan, I study in class III student at Nasra School North Karachi Campus. The scholarship has removed financial stress for my family and allowed me to stay focused on my studies. It has made me more confident and motivated to do well in class. I thank Nasra School and EG Hermes for supporting my education and helping me grow.



Education Partnerships 2025 Progress at a Glance

- **The EFG Foundation:** Full educational sponsorship for 50 students at the El-Saf Training Center for Vocational Education & Training solutions.
- **Valu:** Sponsorship of five cohorts of 25 students each at RoboGarden Egypt.
- **Bank NXT:** Partnership with Elsewedy Technical Academy to sponsor 52 students across three academic classes over a three-year period.
- **ETNS:** 50 needs-based scholarships for low income students.



The EFG Foundation: Integrated Sustainable Development

The EFG Foundation serves as the Group’s primary vehicle for structured social investment, channelling resources and expertise toward inclusive, community-driven development.

GOALS

- Poverty alleviation, youth development, and disease prevention with climate action a cross-cutting theme that informs all projects and programmes.

Anchored in a commitment to long-term impact through integrated sustainable development (ISD), the Foundation focuses on expanding access to quality education, strengthening healthcare services, and advancing economic empowerment for underserved communities.

Through strategic partnerships with local NGOs and development organizations, the Foundation supports

programmes that address systemic gaps and deliver measurable outcomes. Its initiatives prioritize capacity-building and sustainability, ensuring that support extends beyond one-off contributions to create enduring social value. By aligning philanthropic efforts with the Group’s broader sustainability strategy, the EFG Foundation reinforces the belief that responsible business growth must be accompanied by tangible social progress.



Today, the Foundation is proud to have reached over 500,000 beneficiaries across Egypt thanks to its pioneering approach and innovative ISD initiatives. Each project undergoes extensive vetting to ensure that it fulfils the Foundation’s goals and objectives and over the years, many have won awards. It is not these accolades, however, that we consider a measure of success, it is the tangible improvement in people’s lives that is the true benchmark that we hold ourselves to.

Over the years, the Foundation has implemented a wide range of projects aimed at strengthening communities and expanding access to opportunity. The progress highlighted here represents just a snapshot of that broader body of work and reflects the Foundation’s continued focus on creating meaningful, lasting impact across education, healthcare, and economic empowerment.



The EFG Foundation

2025 Progress at a Glance

Naga' El-Fawal & El Deir ISD :
160 fully rebuilt housing units, sanitation
serving 15,000 inhabitants & a health unit
serving 75,000.



Young Scholars' Academy :
Over 500 graduates, 50% with disabilities;
+600 locals trained in Montessori;
70 employed teachers.

The EFG Hermes ATS-Agri-tech :
29 teachers and admin staff trained; 75 students
accepted into first cohort; capacity building
for 270 farmers.



Nawara :
Award-winning project teaching women to
cultivate aloe vera on rooftops and
balconies, transforming unused spaces into
sources of income.

Minya University Dialysis Unit :
Pediatric dialysis ward with 14 machines
enabling +15,330 sessions annually;
Adult ward with 7 new machines enabling
+7,644 sessions annually.



The Young Scholars' Academy

Since 2017, the EFG Foundation has been committed to its biggest and most ambitious ISD project to date, the Naga' El Fawal & El Deir Village (Esna, Luxor), where the Young Scholars' Academy continues to be a catalyst for change and opportunity within the community.

GOALS

- ▶ Provide community children with an exceptional start in life.
- ▶ Create sustainable job opportunities within the community.
- ▶ Provide quality care and education for children with disabilities.



SETTING A STANDARD FOR COMMUNITY- DRIVEN INCLUSIVE EDUCATION.

As the first nursery of its kind within the community, the Academy operates under an inclusive Montessori system designed to accommodate all children regardless of ability. With sustained growth in enrolment and increasing demand extending beyond Naga'a El-Fawal and El Deir, the Academy has evolved into a regional educational hub, attracting families from across Luxor Governorate. In response, the Foundation continues to expand and strengthen the Academy's capacity to serve a broader segment of marginalized families.



Championing Disability-Inclusive Learning

In rural communities across Upper Egypt, access to specialized educational and developmental services remains extremely limited. Families often face long travel distances, high costs, and a shortage of trained professionals, making consistent support for children with disabilities difficult to secure. As a result, many children are excluded from formal education or lack the tailored assistance required to reach their full potential. By establishing locally accessible, integrated services, the Foundation addresses a critical and largely unmet need, ensuring that children in these communities receive the structured support and inclusive learning opportunities they deserve.

Since its inception, the EFG Foundation has taken an early and active role in promoting inclusive learning

within the communities it serves. Recognizing the gaps in access to quality education, particularly for persons with disabilities (PWD), the Foundation adopted the Montessori model as the optimum system for the Young Scholars' Academy.

It addresses the needs of children with disabilities and integrates specialized care, tailoring teaching methods with mainstream academic instruction. Rather than treating inclusion as a secondary objective, it has embedded accessibility and individualized support into the design of its education initiatives. This long-standing commitment has positioned the Foundation as a practical leader in advancing inclusive education that is both sustainable and community based.

One of the most rewarding outcomes of this work has been watching local residents grow into confident teachers, specialists, and administrators. Many began with limited formal training, yet through continuous capacity-building and hands-on experience, they have developed the skills and assurance to lead classrooms and manage programmes with professionalism and care. Seeing familiar faces from the community step into these roles has been deeply heartening. It is a reminder that lasting impact is not only measured in delivered services, but in people empowered to sustain and strengthen their own communities.



Zainab's journey: From teacher to academic and administrative supervisor leading our PWD and Montessori programmes.

«The Academy is unlike any other place – it's the first nursery in Esna to truly embrace and integrate children with disabilities. Before joining, I viewed people with disabilities through a lens of pity, but being here completely changed my perspective. I've learned what true empowerment means and how to support each child's unique needs. This shift isn't just personal; I also see it happening in parents and in our community. The Academy is creating a space where every child has the chance to learn, grow, and belong.»

ZAINAB ABDELBASET,
Supervisor, Young Scholars' Academy

To further enhance the quality of care for children with disabilities, this year the Academy expanded the enrolment of children with special needs from 50 to 80 students (60% increase) and introduced a dual-session model within the PWD programme. It now operates across a morning and an afternoon cohort, allowing the Academy to accommodate a larger number of students while preserving optimal teacher-to-student ratios, currently at 73 teachers to 132 students. This structure ensures more individualized attention, tailored learning plans, and a more impactful educational experience for each child.



EFG Foundation also partnered with Al Nour wal Amal Association to strengthen the Young Scholars' Academy's capacity to serve children with visual impairments, an area of urgent and unmet need within the surrounding community.

Scheduled for Q1 2026, the partnership will deliver specialized training for Young Scholars' Academy teachers on visual impairment, equipping them with the practical tools, methodologies, and classroom adaptations required to support visually impaired children within an inclusive learning environment. This intervention will diversify the Academy's disability inclusion capabilities, enabling it to respond more holistically to the needs of children with different abilities and reinforcing its role as a community-based inclusive education model.



Beyond capacity building, the Foundation also funded the production activities carried out by individuals with visual impairments through Noor & Amal, directly supporting livelihoods while promoting the arts as a pathway for empowerment.

This partnership reflects EFG Foundation’s integrated approach and underscores its belief that empowering persons with disabilities is not only a social imperative, but a catalyst for stronger, more inclusive communities.



After School & Summer Programmes

Responding directly to community demand, the Foundation launched a new after-school programme targeting KG and Grade 1 students. It focuses on strengthening core academic foundations in Mathematics, Arabic, and English, delivered using a Montessori-based learning approach that emphasizes hands-on activities, interactive learning, age-appropriate materials, and self-paced progression. This addition further strengthens the Academy’s role as a holistic educational hub serving families across Luxor. The Academy’s summer programme continued to experience exceptional demand with student intake increasing from 90 to 166 students, representing an 84% increase.

Infrastructure and Capacity Enhancements

In 2025, the Foundation continued to enhance its operation and services. Building on the success of last year’s collaboration with Bonyan Foundation, over 100 women from the surrounding community participated in a comprehensive Montessori training programme. Following a rigorous screening and evaluation process, top achievers were selected to join the Academy’s teaching staff, while the remaining participants benefited from enhanced employability, professional certification, and transferable skills, reinforcing the Foundation’s commitment to women’s economic empowerment and inclusive workforce development.

To support programme expansion and improved service delivery, the Academy underwent a significant scale-up in staffing with teaching staff increasing from 57 to 73 teachers, representing a 28% increase. This expansion enabled the Academy to increase overall student enrolment from 100 to 132 students (32% increase) in the Montessori section alone. The strengthened staff structure and programme design ensured the preservation of favourable student-to-teacher ratios while enhancing individualized attention, inclusion, and learning quality.

Teachers also received certified first aid training in collaboration with the Red Crescent with 50% completing certification in 2025 and the remainder

to receive training in 2026. Certified teachers are now equipped to respond effectively to medical emergencies, reinforcing a safe and secure learning environment for all students.

In tandem, the Foundation undertook a comprehensive institutional restructuring of the Academy to better align operations, pedagogy, and student support systems with the growing scale of activities. As part of this transformation an ERP system was introduced. This digital shift improved operational efficiency, transparency, and accountability, while enabling the Academy’s management to respond more effectively to students’ needs and institutional growth.

The Young Scholars’ Academy

2025 Progress at a Glance

+28% in teaching staff

+32% in students

+60% in special needs children

+84% in summer school enrolment

PARTNERSHIPS

- Bonyan Foundation for community-based capacity building
- Al Nour wal Amal Association to strengthen capacity to welcome children with visual impairment.



SECTION FOUR

GOVERNANCE
& **ETHICS**

04



GOVERNANCE & ETHICS

EFG Holding’s governance framework underpins its commitment to transparency, accountability, and responsible business conduct. This section begins by outlining the Firm’s governance structure and board oversight, highlighting the mechanisms and policies that ensure effective decision-making and robust supervision. It then explores ESG integration, demonstrating how sustainability considerations are embedded across business lines and supported by key internal functions, including compliance, risk, internal audit, human resources, and information security. The section further examines how EFG Holding extends its governance and sustainability practices across subsidiaries, reinforcing a consistent approach throughout the Group. Finally, it highlights the role of data science, AI, and innovation in governance, showcasing how technology enhances oversight, risk management, and operational integrity.



Governance Framework & Board Oversight

EFG Holding operates under a ‘Tone at the Top’ philosophy, where the Board of Directors provides the strategic mandate for sustainable value creation, exercises active oversight of operations and development, and undertakes stewardship of policies that govern all activities.

Strategic Direction:

The Board approves the Group’s strategy and long-term objectives, ensuring alignment with the approved risk appetite and internal risk management framework. It oversees strategic execution by approving material changes to the Group’s corporate, capital, management, and organizational structures, as well as decisions related to entering or exiting markets and expanding into new business activities.

Active Supervision

Oversight is maintained through quarterly reviews of financial and non-financial performance, regulatory developments, and risk assessments. The Board also conducts regular performance and progress reviews through the approval of quarterly and annual financial results, receipt of periodic management reports, and reviews of operational, regulatory, and risk developments. In addition, the Board ensures effective oversight through delegation to Board committees and senior management, while retaining authority over strategic and material matters. It receives regular reports from the Group Chief Executive Officer, the Audit and Risk Committees, and senior risk and compliance officers on performance, internal controls, risk management, and strategic risks, enabling continuous monitoring of progress toward long-term objectives.

Policy Stewardship

The Board is responsible for the approval and regular assessment of a comprehensive suite of policies & statements. These include both overarching documents such as ESG or Code of Conduct policies and specific ones that address discrete issues such as sexual harassment or climate change.



EFG HOLDING POLICY ENVIRONMENT

CONDUCT	LABOUR
Code of Conduct Supplier Code of Conduct Chinese Wall Whistleblower Due Diligence Process Information Disclosure & Business Continuity	Statement on Human & Labour Rights Statement on Modern Slavery & Human Trafficking Statement on Child Labor
ESG	GENDER & WELLBEING
ESG Data Protection Health & Safety Community Engagement	Statement on Gender Equality & Equity Statement on Sexual Harassment
	ENVIRONMENT
	Statement on Climate Change

ESG Integration

EFG Holding operates across three verticals within the Group. The **Group ESG Policy** applies to all business lines under the Investment Bank and NBFIs verticals, in addition to the Business Partners that serve the Group and most of its subsidiaries, all overseen by the Board and coordinated by the Corporate Sustainability and Impact (CSI) Department as detailed in the governance structure included in the ESG Policy.

GOALS

- ▶ Embed ESG into core decision-making.
- ▶ Drive measurable impact with accountability.

To ensure that sustainability is not just a policy but a performance driver, EFG Holding has created a culture where sustainability is a priority and not an afterthought, taking tangible steps to ensure buy-in from all departments. This approach ensures that every department is held accountable for measurable sustainability outcomes. By embedding this approach into the Group's governance and operational structures, EFG Holding aligns individual departmental success with its broader commitment to the UN Global Compact and UNPRI principles.

The CSI department is the owner of the ESG Policy with responsibility to communicate it throughout EFG Holding, coordinating the ESG agenda as part of the Executive Committee meetings, and passing ESG resolutions and suggesting updates to the ESG Policy for Board approval as necessary. It is also responsible for conducting reviews of the annual business unit KPIs responses and sharing the results with the Executive Committee. To evaluate progress in fulfilling KPIs, the department has developed questionnaires with both general topics and specific questions tailored for each of the business lines. These questionnaires provide a consistent and structured way to capture data across different functions, enabling regular assessment, benchmarking, and identification of gaps. They also encourage accountability and continuous improvement by making ESG performance visible and comparable over time.

KPI PROGRESS EVALUATION QUESTIONS: (Selected examples)

- Have any requests been made to the Board for exemption to the ESG Policy?
- Has the list of sustainability frameworks and management systems used for ESG integration within your business line been reviewed and updated in the past year?
- Is the number of investee companies adopting ESG frameworks or management systems being tracked?
- How frequently were valuations adjusted based on the content of completed ESG Scorecards?
- In the past year, how many ESG related trainings have employees in your business line received?

ESG Integration 2025 Progress at a Glance

- **ESG Embedded Across Operations:** Each business line and partner now tracks ESG Key Performance Indicators (KPIs), ensuring environmental, social, and governance considerations are fully integrated into investment, advisory, and operational decisions.
- **Robust Policy Environment & Governance:** Clear policies, strong oversight, and structured stakeholder engagement provide a disciplined framework to guide ESG implementation across the Group.
- **Transparency and Accountability:** Regular reporting and disclosure ensure ESG objectives are monitored, evaluated, and acted upon consistently, reinforcing trust with all stakeholders.



Translating Strategy to Impact: Our Business Lines

EFG Holding’s business lines represent the operational engine of the Group’s sustainability strategy, where high-level governance is translated into tangible market impact. By embedding ESG considerations into these core lines, the Group ensures that financial excellence and responsible investing are mutually inclusive. Each division leverages proprietary frameworks and specialized expertise to identify material risks and unlock sustainable opportunities. Through this integrated approach, EFG Holding not only supports the strategic ambitions of its clients but also drives the long-term development of more resilient and inclusive capital markets.

Investment Banking

EFG Hermes’ Investment Banking division has grown to become the region’s most trusted advisory house, leveraging decades of industry experience and a team of over 50 professionals. The division advises on Mergers & Acquisitions (M&A), Equity Capital Markets (ECM), and Debt Capital Markets (DCM), providing clients with economic, market, and company-focused insights across the MENA region.

Governance in Investment Banking is centred on rigorous deal-vetting and risk alignment with ESG considerations embedded into screening procedures.

ESG Screening:

Integration begins at the KYC (Know Your Client) stage, screening all potential clients against the Group’s Exclusionary Criteria.

Risk identification:

A proprietary framework is used to identify sector-specific ESG risks, ensuring sustainability factors are baked into transaction documentation.

Resource Allocation:

Financial resources are allocated to ESG implementation through staff training, development, and external consultation where needed.

Asset Management Egypt

EFG Hermes’ Asset Management Egypt division offers clients a diverse suite of mutual funds and discretionary portfolios, including money market, fixed income, balanced, equity, Shariah compliant mandates, and precious metals. Serving local and international investors including premier banks, insurance companies, pension funds, Sovereign Wealth Funds, Endowments and foundations, and high net worth individuals and family offices, the division provides value-accretive investment opportunities, market insights, and tailored services aligned with clients’ financial objectives and risk appetites.

EFG Hermes Asset Management continued to expand and strengthen its fund offering in 2026, managing a diversified portfolio of equity, fixed-income, balanced, money market, and Sharia-compliant funds. Since the beginning of the year, the firm has also launched its own EFG-branded mutual funds, including a money market fund, an equity fund,

a Shariah-compliant equity fund, a USD fixed-income fund, and a gold fund. The division maintained its leading position in the Egyptian and regional markets and continued integrating ESG considerations across all fund strategies in line with the Group ESG Policy and PRI commitments with several funds increasing exposure to sectors aligned with the UN SDGs, such as healthcare, education, and financial inclusion. In addition, the division manages 5 Sharia-compliant funds (253% YoY AUM growth) that naturally overlap with ESG principles through ethical exclusionary screens.

EFG Hermes Asset Management ensured that all actively managed funds considered material ESG risks and opportunities as part of an enhanced investment and risk-review framework.

Across all fund categories, ESG factors were systematically incorporated into investment decision-making through:

- Proprietary ESG scorecards and sector frameworks
- Exclusion list screening
- Bottom-up company research with ESG inputs
- Portfolio-level ESG risk monitoring
- Engagement with investee companies on governance, disclosure, climate, and social practices

The investment professionals at EFG Hermes Asset Management Egypt played an active role in strengthening ESG awareness among the companies and stakeholders they work with across their managed funds. Through regular engagements, portfolio reviews, and direct discussions with investee companies, the team consistently highlighted the importance of sound governance, environmental risk management, and socially responsible practices. Investment teams worked closely with management teams to explain material ESG factors, share global best practices, and guide companies on improving disclosure, data quality, and sustainability performance. These awareness-building efforts not only enhanced the ESG readiness of portfolio companies but also contributed to more informed decision-making, better risk management, and stronger long-term value creation across the funds.

ASSET MANAGEMENT AS OF 1Q 26	
29 Funds	Total number of funds managed
59,814,677,738 EGP / USD	Total Assets Under Management (AUM):
53%	Year-on-year AUM growth
12 funds	Number of funds applying ESG integration tools
5 Funds	Number of Sharia-compliant funds
1,115,557,121 EGP / USD	AUM
253%	Year-on-year AUM growth



Private Equity

Private Equity integrates ESG considerations across the entire investment lifecycle from initial screening and due diligence to transaction structuring, agreements, monitoring, and reporting. The division applies a structured ESG Framework to ensure consistent identification and management of material risks and opportunities, while allowing flexibility to address deal-specific priorities.

All potential investments undergo a two-phase review process:

- **Screening** against Exclusionary Criteria to avoid illegal or internationally prohibited activities
- **ESG risk assessment** during due diligence, supported by external experts when needed. Each investment is assigned an ESG risk rating, guiding investment decisions, transaction structuring, and post-acquisition improvement plans.

ESG performance is monitored annually to identify improvement opportunities and share best practices across the portfolio. Where control is limited, EFG Holding encourages investee companies to enhance their sustainability performance using internationally recognised criteria such as ISO and LEED certifications and GRI, UNGC and UNPRI frameworks. Furthermore, every investee company's annual expenditure plan should allocate financial resources to support the implementation of ESG in the investment process, using appropriate means such as staff training and development, or consultation with external specialists.

Research

The EFG Hermes Research Department plays a central role in advancing the Group's sustainability agenda through a variety of mechanisms:

- **Valuation Models:** Analysts integrate material ESG indicators into company notes, outlooks, and sector analyses.
- **Monitoring:** Closely monitors climate-related disclosures, governance structures, labour practices, and sector-specific ESG trends.
- **Transparency Advocacy:** Encourages corporates to improve data quality and adopt international reporting standards.

These efforts contributed to more robust investment decisions, stronger alignment with international standards, and a clearer understanding of sustainability risks and opportunities across the markets covered.

EFG Finance

EFG Finance continued to advance its responsible lending and governance practices throughout 2025, strengthening its role as an integrated non-bank financial institution supporting individuals and businesses across Egypt. ESG integration efforts unfolded across several areas:

- **Credit Governance:** Embedded ESG considerations into its underwriting processes, risk evaluation tools, and customer onboarding procedures.
- **Alignment:** Fully integrated the updated Group ESG Policy and revised exclusion lists into all lending portfolios in 2025.
- **Expanded reach:** Focused on lending to underserved clients and small business owners in rural and governorate-level markets, providing accessible financing that supports job creation, income stability, and micro-enterprise growth.
- **Digitalisation:** Strengthened its internal governance and operational resilience by enhancing data quality controls, digitalizing customer processes, and improving reporting accuracy across all business lines.

Together, these efforts collectively reinforce the company's commitment to responsible finance, risk transparency, and inclusive economic development, positioning EFG Finance as a core driver of EFG Holding's sustainable growth agenda for 2025 and beyond.

EFG Corp-Solutions

ESG factors are embedded within the credit function as part of prudent risk management and are incorporated across policies, processes, and decision-making. All transactions undergo initial screening against Exclusionary Criteria to avoid prohibited activities. ESG considerations are integrated into the application and credit analysis processes, with sustainability performance assessed alongside financial risk.

- **Factoring:** ESG factors are included in internal risk rating models, approval memoranda, and ongoing customer monitoring, ensuring that material ESG risks are clearly presented and reviewed throughout the approval and oversight process.
- **Leasing:** ESG considerations are embedded in credit scoring and approval documentation, with risk management policies addressing ESG exposure related to underlying assets.

Material ESG risks are continuously monitored by Risk Management and senior leadership, supporting informed decision-making and risk mitigation. Additionally, Corp-Solutions allocates resources within its annual budget to strengthen ESG integration, including staff training and engagement with external specialists.



EFG Finance SMEs

Credit assessments combine quantitative and qualitative analysis, including the future prospects of clients, with ESG factors incorporated as part of prudent risk management. All potential financing is subject to negative screening against an exclusion list to avoid prohibited activities. ESG considerations are embedded within internal risk rating models and credit scoring matrices, ensuring that sustainability risks are evaluated alongside financial criteria. Material ESG risks are clearly documented in Credit Approval Memoranda and factored into decision-making. Post-approval, credit exposures are monitored by Credit and Risk Management teams to ensure no adverse ESG impacts arise from financing activities. EFG Finance SMEs also allocates resources within its annual budget to strengthen ESG integration across its portfolio, including staff training and the use of external expertise where needed.

Valu

Valu integrates ESG considerations into its credit and risk management practices for consumer lending. ESG factors are embedded within credit policies, underwriting processes, and merchant approval procedures to ensure that material sustainability risks are identified, assessed, monitored, and controlled in line with EFG Holding’s overall ESG framework.

All retail partners are subject to negative screening against an exclusion list to avoid engagement with prohibited activities. ESG risks are actively managed across lending practices to strengthen responsible financing and risk oversight.

FIM Partners

FIM Partners, an EFG Holding Asset Management subsidiary focused on the MENA region, is a signatory of the UNPRI and a member of the UNGC. It considers ESG integration an integral pillar of its investment approach and engages in responsible investment (RI) underpinned by the conviction that ESG issues can affect the long-term performance of investment portfolios and that ESG is not solely about risk mitigation but also serves as a conduit for identifying new investment opportunities.



FIM Partners maintains a responsible investment policy which applies to all asset classes including public equities, fixed income and real estate and our board members and chief-level staff have oversight over investment processes. The approach to sustainable investing entails a combination of negative screening and ESG integration. All members of the investment team are responsible for evaluating the ESG credentials of existing and prospective investments and monitoring portfolio investments for material changes. The process involves utilizing internal and external resources to assist in analysing ESG issues, engaging directly with companies, and when authorized, the exercise of proxy votes.

Enabling Transformation: Our Business Partners

At EFG Holding, we have transitioned our core support and control functions into a unified ‘Business Partners’ framework. This encompasses Risk, Compliance, Audit, Administration & Facilities, Human Resources, Information Technology & Security, and Marketing & Communications. This strategic shift recognizes that sustainable value creation is achieved through the deep integration of specialized expertise into our daily operations. By evolving from traditional support roles into active Business Partners, these functions serve as critical enablers of the Group’s long-term strategy, ensuring that every business line operates with the agility, security, and ethical rigor required to navigate a complex global market.

Compliance

The Compliance Department at EFG Holding supports the Group’s governance framework by ensuring adherence to applicable laws, regulations, and internal policies, in line with regulatory expectations and international best practices. The function plays a key role in promoting ethical conduct, transparency, and accountability across business activities and subsidiaries.

Our Compliance policies undergo a regular review cycle (or more frequent updates if triggered by regulatory changes). The review process begins with the policy owners and the Chief Compliance Officer, followed by review at the Management or Executive Committee level. Final approval is granted by the Board of Directors or relevant Board Committees, ensuring that our “Tone at the Top” is reflected in our written standards. As part of our commitment to regulatory excellence and in line with local requirements, our AML procedures and monitoring systems undergo an annual external audit. This provides an independent validation of the effectiveness of our controls.

Risk

The Risk function at EFG Holding plays a central role in safeguarding the Group’s resilience and long-term sustainability by identifying, assessing, and managing financial and non-financial risks across operations. The team supports informed decision-making through structured risk frameworks, clear governance, and regular monitoring, ensuring alignment with regulatory requirements and the Group’s risk appetite.

Risk management processes incorporate environmental, social, and governance considerations where relevant, enabling the Group to anticipate emerging risks and respond proactively to changes in the operating environment. Through close collaboration with business lines and support functions, the Risk team supports consistent risk assessment and mitigation across subsidiaries. All risk management employees attend trainings related to risk management, and the majority of NBFi employees are credit course certified and occasionally attend trainings related to risk management, portfolio analysis, FRA requirements etc. EFG Holding also adheres to a Business Continuity Management System which complies with the requirements of ISO 22301:2019 covering the activities of Holding, Brokerage, Asset Management, Private Equity and Investments Banking at EFG Hermes Egypt, UAE and KSA.





A structured credit risk policy also underpins the operations of EFG Corp-Solutions and EFG Finance SMEs, integrating ESG considerations into both credit assessment and ongoing risk monitoring. This framework incorporates a dedicated ESG risk assessment process, supported by an exclusion list and a scorecard developed using Sustainability Accounting Standards Board (SASB) standards alongside EFG’s industry classifications. The scorecard is designed to help with risk assessments, performance benchmarking, investment decision-making, stakeholder communication, compliance and reporting, and long term value creation. Post-disbursement, structured monitoring questions track the outcomes and impact of financed activities, enabling early identification of risks and reinforcing responsible lending practices across both corporate and SME portfolios.

Internal Audit

The Internal Audit at EFG Holding provides independent and objective assurance on the effectiveness of governance, risk management, and internal control processes across the Group. Internal Audit supports the Board and senior management by evaluating the adequacy of controls, promoting accountability, and enhancing transparency in line with regulatory and governance expectations.

Through a risk-based audit approach, Internal Audit assesses key financial and non-financial processes, including areas relevant to ESG matters where applicable. The Internal Audit works closely with Audit Committees, management, and other control functions to ensure timely identification of gaps, effective remediation, and continuous improvement. By strengthening assurance, supporting control effectiveness, and reinforcing governance discipline, Internal Audit contributes to safeguarding the Group’s integrity, resilience, and long-term sustainable value creation. In 2025, the Group Chief Internal Audit Officer established a quality assurance function within the IA team. Additionally, the IA function in Kuwait undergoes an External Quality Assurance review every three years in accordance with regulatory requirements.

There is full alignment between the three control functions at EFG. Compliance and Risk assessments are shared regularly with Internal Audit, and thorough discussions are conducted during the Group Audit and Risk Committees’ meetings to address all issues.

Administration & Facilities

The Strategic Framework for Administration and Facilities Management developed in 2024 continues to provide guidance on identifying targets, measuring performance, developing new initiatives, and determining the relevant stakeholders associated with those targets. The framework is a significant step in EFG Holding’s efforts for ESG integration. In 2025, the department continued to monitor and assess carbon emissions and waste as a core part of the preparation for the CFP report. The department also works across different teams to ensure the successful implementation of sustainability initiatives and to embed sustainable practices into our daily operations.

Reinforcing EFG Holding’s commitment to protecting our people and strengthening governance and risk management, this year, the Firm obtained ISO 45001 certification, the international standard for occupational health and safety management systems. The certification formalizes the Group’s approach to identifying and managing workplace risks, strengthening health, safety, and environmental (HSE) governance, and embedding safety practices across day-to-day operations as outlined the [Group Health & Safety Policy](#).



We actively support employee wellbeing through a range of engaging and inclusive initiatives, including football, padel, and ping pong tournaments that foster teamwork and camaraderie. These are complemented by dedicated facilities such as our state-of-the-art gym at HQ offering fitness classes, ladies’ yoga sessions, nutritional consultations, and hygienic showers promoting physical health, balance, and overall wellbeing. Together, these programmes create a positive, energized work environment that encourages connection, reduces stress, and enhances employee engagement.





Human Resources

Human Resources at EFG Holding plays a central role in supporting the Group's long-term performance through effective workforce planning, talent acquisition and development, and employee engagement. HR policies and practices are designed to attract, develop, and retain talent while promoting fairness, inclusion, and equal opportunity across the Group's operations.

Through structured frameworks covering talent acquisition, performance management, learning and development, and employee well-being, HR supports a consistent employee experience across subsidiaries while allowing flexibility to meet local and business-specific needs. These frameworks are underpinned by clear governance, compliance with applicable labour regulations, and alignment with the Group's values and code of conduct. All employees, leadership, contractors, and representatives are required to adhere to EFG Holding's **Code of Conduct**, which provides comprehensive guidance on ethical behaviour, confidentiality, transparency, and the responsible use of information. The Code forms the foundation of the Firm's commitment to strong corporate governance and ethical business practices. Annual employee appraisals are multidimensional with a 360-degree feedback process and include evaluation on progress in the fulfilment of ESG KPIs and management goals. The HR department also conducts exit interviews to gain candid insights into employee experiences, identify areas for improvement, and inform strategies that enhance retention, engagement, and overall organizational performance.

Talent Acquisition practices are guided by principles of fairness, transparency, and equal opportunity, ensuring consistent and merit-based hiring processes across subsidiaries and geographies. The HR Department is also responsible for ensuring the fulfilment of mandated annual e-learning for 100% of staff including modules covering Financial Crime Compliance, Data Protection, Fraud Prevention, Information Security, ESG and Corporate Social Responsibility as well as targeted induction training for new hires to ensure they understand the specific regulatory risks associated with their roles.

Human Rights, Child Labour, and Forced Labour

EFG Holding maintains a strict zero-tolerance policy toward **child labour** and forced labour. The Firm employs only individuals who meet the legal definition of adulthood and ensures that all employment is undertaken on a voluntary basis. It upholds the principle that children should be in school and not engaged in work that compromises their health, safety, or education. The Firm has been a participant in the United Nations Global Compact since 2011 and a signatory to the Principles for Responsible Investment since 2018. In alignment with these commitments, EFG Holding has developed ESG policies that incorporate due diligence measures addressing child labour risks across its operations.

EFG Holding aligns its practices with the UN Guiding Principles on Business and Human Rights and adheres to applicable national laws in all jurisdictions in which it operates. The Firm recognizes human rights as universal and inalienable, irrespective of race, gender, nationality, religion, or other status. Where **internal policies** exceed local legal requirements, EFG Holding applies the higher standard to ensure enhanced protection of employee rights.

Inclusion, Diversity & Anti-Harassment

EFG Holding is dedicated to fostering a safe, inclusive, and respectful workplace. Operating across seven countries and with employees from many nationalities, the Firm enforces a zero-tolerance policy toward discrimination and harassment of any kind, including **sexual harassment**. All reported incidents are treated seriously, investigated promptly, and handled with strict confidentiality. Disciplinary measures, up to and including termination, are applied where violations are confirmed. The policy applies across all work-related environments, including offices, business travel, and Firm-sponsored events.

In 2021, EFG Holding committed to the **Women's Empowerment Principles** (WEPs), a set of principles that offer guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace, and community. Established by UNGC and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment. By joining the WEP community, the Firm signals commitment to this agenda at the highest levels of the company and to work collaboratively in multistakeholder networks to foster business practices that empower women. These include equal pay for work of equal value, gender-responsive supply chain practices and zero tolerance against sexual harassment in the workplace.

Workforce Management and Employee Wellbeing

Employee turnover and workforce metrics are regularly monitored and reported to senior management. Working hours are tracked through automated systems, while overtime for non-officers is managed in accordance with applicable labour laws. Employees required to work official holidays are granted compensatory leave.

EFG Holding promotes employee wellbeing through a comprehensive benefits framework. This includes access to local and international medical insurance plans, coverage for exceptional medical cases, and life insurance benefits for employees' families. Additional support mechanisms include interest-free staff loans for personal emergencies, flexible sick leave policies, and special leave provisions.

The Firm encourages employees to fully utilize their annual leave entitlements and promotes work-life balance through flexible working arrangements, including remote working options. Employees are required to take a minimum 10 consecutive working days of annual leave, reinforcing the importance of rest and wellbeing, with adherence monitored as part of performance management processes. We also abide by local laws in terms of maternity and paternity leave and shift working hours shift in Ramadan to accommodate people who are fasting.



Information Security & IT

In 2025, the Information Security agenda focused on strengthening the Group’s cyber resilience, safeguarding information assets, and enhancing controls related to data confidentiality, integrity, and availability. These efforts were guided by the Group’s Information Security and Data Protection frameworks and implemented in close coordination with the Legal, Compliance, Risk, and Corporate Sustainability & Impact teams to ensure consistency, accountability, and alignment with regulatory and ESG requirements.

The Information Security team played an active role in advancing EFG Holding’s sustainability objectives by embedding security-by-design principles across systems and operations, enhancing governance and risk management practices, and raising organizational awareness around cyber and information security risks.

EFG Holding and its subsidiaries are committed to safeguarding personal data and upholding high standards of privacy across all operations. Data protection is embedded within the Group’s corporate responsibility framework and governed by a robust oversight structure aligned with the local Data Protection laws and also General Data Protection Regulation (GDPR) and the evolving regulatory landscapes across our different jurisdictions, including Saudi Arabia (PDPL), the UAE (Federal & DIFC), and Egypt.

Oversight of data protection is anchored at the Board level, supported by the Audit Committee and led operationally by the Group Chief Legal & Compliance Officer and a dedicated Data Protection Team. This structure ensures clear accountability, effective risk management, and continuous monitoring of compliance across the Group.

All personal data processing activities are guided by internationally recognized data protection principles, including lawfulness, purpose limitation, data minimization, accuracy, security, and accountability. The Group respects and facilitates data subject rights, including access, rectification, erasure, restriction, portability, and objection, supported by formal procedures for handling data-related requests within regulatory timeframes. To mitigate data protection risks, EFG Holding maintains established protocols for data breach management, cross-border data transfers, and third-party data processing. Compliance is reinforced through regular internal reviews, audits, and assessments, complemented by external expertise where required, ensuring the ongoing effectiveness and resilience of the Group’s data protection framework.



In 2025, the Data Protection Team shifted from reactive compliance to proactive governance. Key milestones included the integration of a mandatory “Privacy by Design” framework into the Software Development Lifecycle (SDLC) for all digital initiatives, and the harmonization of compliance standards across multiple jurisdictions. played a key role in supporting EFG Holding’s sustainability and governance objectives by strengthening data privacy controls, enhancing information security practices, and reinforcing compliance with applicable data protection regulations. These efforts reflect the team’s tangible achievements in safeguarding sensitive information, managing data-related risks, and promoting a culture of accountability and trust, which are highlighted throughout this Sustainability Report as integral to the Group’s overall ESG performance. EFG Holding also successfully maintained the prestigious ISO 27001 Information Security Management System (ISMS) certification for the second year running, reaffirming its commitment to safeguarding the confidentiality, integrity, and availability of its customers’ and investors’ information.

PRIORITIZING PRIVACY

In 2025, we went beyond regulatory compliance to build a culture of ethical data governance and inclusivity, introducing several initiatives that reflect our commitment to responsible data handling that respects both legal requirements and the rights of vulnerable groups.

- Introduction of the ‘Privacy by Design’ Framework within the project approval phase
- Introduction of bilingual (Arabic/English) consent forms and privacy notices to ensure everyone understands their data rights.
- Implementation of strict protocols for the processing of minors’ data during corporate activities, ensuring full compliance with child protection regulations.

Information Security by Numbers

New internal software or systems receiving data privacy reviews	Review of new initiatives involving personal data	Number of data privacy breaches reported to regulators	Adherence rate to data protection and cybersecurity laws
100%	100%	0	100%
Systems change success rate	Help desk ticket resolution rate	Uptime for public sites	Digital Employee Experience (DEX) score
96.1%	97.7%	>99%	75/100



The IT department continues to enhance resource efficiency through expanded digitization and the introduction of AI-enabled processes. By automating workflows, reducing manual paperwork, and streamlining data management, these initiatives improve operational efficiency while minimizing resource consumption. AI-driven onboarding also accelerates client and employee processes, strengthens accuracy and compliance, and supports scalable growth through smarter use of technology. As further evidence of our commitment to excellence, our IT department maintains ISO 20000 Certification for IT Service Management.



Marketing & Communications

The Marketing & Communications function continues to advance its ESG objectives through a combination of environmental initiatives, responsible communication practices, and robust governance frameworks. Since 2018, the firm has fully transitioned to digital reporting, eliminating printed annual and sustainability reports and significantly reducing paper consumption, while promoting responsible printing behaviours and implementing recycling programmes across offices and events.

Sustainability considerations are increasingly embedded in communications, with measurable progress achieved across multiple channels. Sustainability-related content represented 47% of social media output and sustainability themes were also incorporated into 10 press releases covering topics such as financial literacy, climate transition, and community investment, while ongoing tracking mechanisms have been established to monitor ESG-related communications.

Progress has also been made toward responsible sourcing, with increased volumes of recycled materials, partnerships with sustainability-focused suppliers, and the use of eco-friendly promotional items such as recycled passport holders and keychains from Upfuse as giveaways for the Future Investment Initiative (FII) conference. Governance practices remain strong, supported by established brand guidelines, ethical communication standards, and rigorous multi-level review processes ensuring alignment with corporate values and regulatory requirements. In 2025, the percentage of compliance with guidelines was at 100% with zero incidents of non-compliance. We also maintain active stakeholder engagement through regular communications, feedback mechanisms, and targeted initiatives, including financial literacy programmes and investor events. In parallel, comprehensive risk management practices are in place, including pre-launch campaign assessments, crisis communication protocols, and a fully trained response team. The marketing and communications team works closely with business lines and subsidiaries to ensure all public-facing materials align with brand values and are culturally sensitive.

Extending Sustainable Influence: Our Subsidiaries

EFG Holding’s subsidiaries and affiliates operate as a cohesive ecosystem that reflects the Group’s sustainability strategy. By embedding ESG evaluations into their core activities—from the responsible lending practices at Bank NXT to the financial inclusion initiatives of Tanmeyah—each entity ensures that the Group’s commitment to integrity is reflected in every client relationship.

Bank NXT

As EFG Holding’s banking arm, Bank NXT considers ESG a fundamental component of its risk management and credit governance frameworks. Sustainable finance is a cornerstone of the bank’s mission to foster long term economic resilience and inclusive development. ESG criteria is integrated into our financing activities to ensure that our investments deliver both financial returns and meaningful environmental and social benefits. The sustainable finance strategy is underpinned by a thorough framework of policies and procedures and an Environmental and Social Management Strategy (ESMS) that is seamlessly integrated into the credit approval process.

Aligned with the latest CBE guidelines and international standards, such as the Green Loan Principles (GLP) from the Loan Market Association (LMA) and the International Capital Market Association (ICMA), the ESMS enhances the bank’s ability to manage environmental and social risks. We adhere to responsible lending principles, ensuring that all sustainable projects undergo rigorous evaluation, with transparent management of proceeds and comprehensive reporting. Bank NXT issues annual sustainability reports and CFP reports as part of its commitment to transparency and accountability. The Sustainability and Sustainable Finance Committee oversees all sustainable finance initiatives, providing strategic direction and ensuring alignment with broader ESG goals. This dedicated body collaborates with the credit and risk management teams to embed environmental and social considerations into decision-making processes.

At Bank NXT, risk management is the backbone of our success, anticipating challenges and turning them into opportunities. It is not just a safeguard but a catalyst, empowering us to innovate and support the prosperity of those we serve. However, while risks often highlight potential challenges, their flip side reveals powerful avenues for growth and innovation. At Bank NXT, we see these opportunities as proactive strategies to drive sustainable value and shape the future of banking in Egypt.

Kaf Insurance

In 2025, Kaf has made significant progress in building and strengthening ESG initiatives and dedication to building a robust ESG function, tracking key metrics, actively participating in industry initiatives, and nurturing ESG performance. Throughout, Kaf remains steadfast in its pursuit of sustainable and responsible business practices, firmly believing that by integrating ESG principles into operations, the company can create long-term value for stakeholders while contributing to a more sustainable and equitable future.

In 2025, Kaf strengthened its governance structure by significantly improving gender diversity at the Board level. Female representation increased to 33%, compared to 22.2% in the previous year. This progress reflects Kaf’s commitment to ensuring that its leadership embodies diverse perspectives, balanced decision-making, and inclusive oversight, all essential components of resilient and responsible corporate governance.

Tanmeyah

At Tanmeyah, ESG is embedded within strategy and governance frameworks rather than treated as compliance reporting. It is also an intrinsic part of daily operations and decision-making processes with mandatory sustainability training introduced organization wide.

Oversight begins at the Board level. Social KPIs reflect Tanmeyah’s commitment to inclusive growth, with nearly 50% of the portfolio serving youth and a similar proportion supporting female clients. This segmentation is not incidental, but the result of clearly defined, Board-monitored inclusion objectives embedded within the Company’s strategy and performance oversight framework. Client protection principles are institutionalized through collaboration with the International Finance Corporation (IFC) and alignment with regulatory frameworks, ensuring fairness, transparency, and responsible data use across the lending lifecycle.



Board engagement on governance and risk oversight is further reinforced through:



**AML 30000
certification with
COFICERT in 2025**



**Renewal of PCI DSS
certification for the
second consecutive year**



ISO 27001

These frameworks strengthen institutional integrity, data protection, compliance culture, and operational resilience.

OLT Investment International

OLT Investment International (OLT) is an EFG Holding subsidiary and a Bahrain-based investment firm owned by EFG Holding. It adheres to the regulatory standards set by the Central Bank of Bahrain and is registered with the Bahrain Ministry of Industry and Commerce. The firm’s services are designed to cater to the diverse needs of its clients, leveraging the expertise and resources of the EFG Holding. With a focus on regulatory compliance and client satisfaction. This commitment to regulatory standards underscores OLT’s dedication to transparency and ethical business practices, reinforcing its reputation as a reliable and trustworthy investment partners.

As a subsidiary of EFG Holding, OLT embodies the core values and strategic pillars of its parent company. This includes a commitment to the ESG policy established by EFG Holding. By doing so, OLT aims to enhance both business and financial performance over the medium and long term.

Vortex

True to its core values, Vortex Energy abides by the belief that Sustainability and ESG are an evolution, not a revolution. In partnership with EFG Holding, Vortex Energy is proud that all its business practices are conducted under a robust sustainability framework. Its ESG Policy encapsulates the 10 Principles of the United Nations Global Compact (UNGC) and serves its responsibilities as a global citizen. Vortex Energy’s integrated investment platform supports the construction of sustainable infrastructure, and the advancement of efficient technologies required to secure our energy future. This year Vortex Energy has focused on the roadmap developments of its portfolio companies and the implementation frameworks for their sustainability evolution. These policies are relevant not only for the circa 800 people employed directly by Vortex Energy’s portfolio companies, but thousands more in the supply chains and the millions in the communities of their operation.

Data Science, AI, and Innovation in Governance

At EFG Holding, Data Science and Artificial Intelligence (AI) play a central role in supporting the Firm’s digital transformation and operational efficiency agenda. Our Data Science and Analytics function develops advanced analytics, machine learning models, and AI-powered solutions that enable data-driven decision-making across the organization.

Our AI strategy focuses on three core objectives:

Enhancing operational efficiency through automation and intelligent systems

Enabling data-driven business insights and predictive analytics

Improving client and employee experience through AI-enabled services

The Data Science and Analytics team works closely with IT, business units, and governance teams to ensure that AI solutions are aligned with the Firm’s strategic objectives while adhering to internal compliance and risk management frameworks within the Firm’s broader data governance and cybersecurity frameworks, ensuring that sensitive financial data is handled responsibly and securely. AI models and analytical systems are developed under strict governance standards that ensure transparency, data privacy and protection, human oversight, and bias mitigation and fairness checks.

EFG Holding leverages advanced analytics and AI to strengthen operational efficiency, in three key areas:

1. Innovation & R&D



- Predictive analytics
- Machine learning models
- NLP & generative AI
- Intelligent automation

2. Digital Transformation



- AI-powered analytics platforms
- Internal AI assistants
- Workflow automation
- Decision-support analytics

3. Sustainable Operations



- Reduced manual processes
- Optimized resource use
- Real-time insights



SECTION FIVE

STAKEHOLDER
ENGAGEMENT

05



STAKEHOLDER ENGAGEMENT

Stakeholder engagement is embedded across EFG Holding and its subsidiaries, shaping how we communicate, collaborate, and create shared value. This section sets out our comprehensive approach to engaging the wide range of individuals, communities, and organisations whose support, knowledge, and participation are integral to delivering our commitments. We begin by outlining our overall approach to stakeholder engagement, followed by a description of our Awareness Raising activities, which aim to build understanding of sustainability challenges and opportunities among key audiences. This is complemented by our Capacity Building work, which equips our employees with the skills and resources needed to take meaningful action. The section also covers Peer Engagement, reflecting our commitment to active engagement with industry peers and global platforms. Finally, we present our Community Support initiatives, designed to give back to the communities we serve, strengthen internal connections through volunteering, and promote well-being across the organization.



APPROACH

At EFG Holding, stakeholder engagement is guided by transparency, accountability, and continuous dialogue. We recognize that long-term value creation depends on understanding the expectations and concerns of those who interact with our business across EFG Holding and its subsidiaries. Our approach emphasizes structured engagement channels, consistent communication, and clear feedback loops that inform strategy, risk management, and operational decisions.

Engagement is embedded across functions and business lines, ensuring that awareness campaigns, educational initiatives, peer collaboration, and community-building activities are not standalone efforts but part of an integrated framework. By maintaining open dialogue and measuring outcomes, we strengthen trust, anticipate emerging risks, and ensure our ESG priorities remain responsive and relevant.

Our Stakeholder Ecosystem



Our Engagement Mechanism



AWARENESS RAISING

Through targeted media campaigns and digital outreach, we promote informed participation across a range of important topics, including financial literacy, inclusion of children with special needs, and online security. By leveraging traditional and digital platforms across EFG Holding and its subsidiaries, these initiatives aim to broaden understanding, encourage responsible behaviour, and support safer, more inclusive engagement with financial and social systems.

‘Stay Savvy’ with Tanmeyah

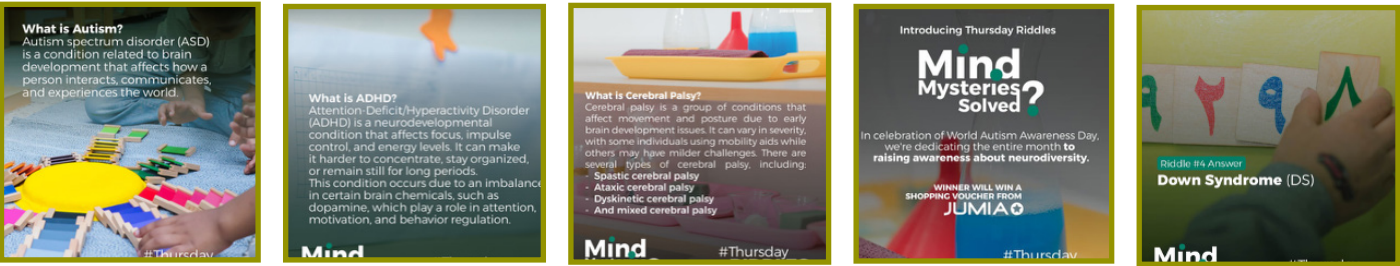
In 2025, Tanmeyah expanded financial literacy outreach through the ‘Stay Savvy’ initiative under FRA patronage and in partnership with Nilepreneurs and the Egyptian Tax Authority. The initiative reached approximately 2,000 beneficiaries through branches, mobile units, and community centres, with a target of 5,000 beneficiaries by end-2026. The programme strengthens financial capability and enhances long-term client resilience.



Solve Mind Mysteries with the EFG Foundation

In 2025, the EFG Foundation launched a dedicated online awareness campaign to shed light on neurodivergent conditions that affect children, aiming to foster greater understanding, early recognition, and community support. The campaign addressed topics such as autism spectrum disorder, ADHD, cerebral palsy, and other developmental conditions. It builds on the Foundation's work to promote inclusive learning through its flagship Young Scholars' Academy.

By encouraging informed dialogue and reducing stigma, the initiative sought to empower parents, educators, and caregivers with knowledge, while reinforcing the importance of inclusive education and early intervention within the communities the Foundation serves.



Understand the Markets with EFG Hermes One

EFG Hermes ONE supports financial literacy through targeted digital campaigns designed to help new and aspiring investors better understand capital markets. Through educational content, market explainers, and platform-based insights, the initiative demystifies investing concepts and promotes informed decision-making. By equipping users with accessible tools and knowledge, EFG Hermes ONE encourages broader, more confident participation in the financial markets.





CAPACITY BUILDING

Building knowledge and skills is central to sustaining long-term impact. Our capacity-building efforts take place both internally, through continuous training and professional development for our staff, and externally, through workshops, seminars, and structured programmes delivered in collaboration with universities and academic institutions. By investing in talent development within the organization and supporting students and young professionals beyond it, we contribute to a stronger, more capable financial ecosystem.

Investing in our People

Continuous learning is fundamental to maintaining high standards of performance and governance across EFG Holding. Our internal learning and development programmes are designed to strengthen technical expertise, leadership capabilities, and ethical decision-making at all levels of the organization. Through structured training, cross-functional knowledge sharing, and targeted upskilling initiatives, we equip our people to adapt to evolving market demands while supporting sustainable, long-term growth.

The Academy by EFG serves as the Group’s central platform for talent development, capability building, and advancement in leadership. Through a structured learning framework, the Academy supports continuous professional development across all levels, ensuring employees are equipped with the skills, knowledge, and competencies required to support the Group’s long-term strategy and evolving business needs.

The annual Development Needs Assessment (DNA) is a key component of the development process for our L&D activities. It provides an opportunity for both employees and managers to explore key development needs and create the corresponding learning journeys based on 4 skills tracks- smart skills, technical skills, technology, and The Academy, for themselves and their teams.

Together, The Academy, by EFG and the DNA framework contribute to building a resilient, skilled, and values-driven workforce, reinforcing the Group’s commitment to human capital development, responsible leadership, and long-term value creation.

This year, one of the Academy’s main objectives was to strengthen the relevance and impact of learning by better contextualizing it to our business environment. This was achieved by working more closely with instructors ahead of delivery to tailor case studies, practical exercises, and discussions to our specific context. While elements of this approach had been used in previous years, this year it was applied more systematically across programmes, resulting in a stronger alignment between learning content and business needs.

Another initiative that was introduced in regard to the in-house courses is the self enrolment feature, which allowed employees to express their interest and select the courses they wished to attend irrespective of their participation in the DNA. This led to a noticeable increase in the level of employee engagement. Since the launch of this feature, 54.1% of participants have signed up through self-enrolment.

Key programmes offered in 2025:

- Leadership in Action programme targeting Associate Directors and Directors and delivered in partnership with the Onsi Sawiris School of Business of the American University in Cairo. 24 employees in Egypt across various departments including Brokerage, HR, Internal Audit, IT, Compliance, Finance, and CSI participated.
- Leading Forward, designed for Associate VPs and VPs designed to deepen participants’ understanding of personality preferences, strengthen their leadership mindset and accountability, and introduce the three-step model “Own It – Shape It – Amplify It.” A total of 16 employees from Egypt, the UAE, and Bahrain took part, representing functions such as Asset Management, Brokerage, Brokerage Operations, Compliance, Finance, IT, and Risk Management.

Under the umbrella of The Academy, three programmes were conducted. The first was the Emerging Leaders I designed for AVPs, it included 23 participants selected from a pool of 44 applicants across various departments - Asset Management Operations, Brokerage, Finance, Investment Banking, IT, and Risk. Emerging Leaders II, track targeted AD level employees and included 22 participants selected from 51 applicants across Brokerage, Finance, HR, IT, Internal Audit, Marketing, and Risk. The Leadership Development Programme for directors, delivered in two modules: the first in January 2025 and the second in January 2026. The programme builds on the leadership experience of Directors who will guide the Firm into its next phase of growth and expansion, directors with a proven track record in identifying medium and long-term business opportunities, overcoming challenges, and motivating teams to reach their full potential. A total of 20 participants were selected from a pool of 28 through a comprehensive assessment center. The first module, delivered in January 2025, was attended by 17 participants from Asset Management Operations, Brokerage, Compliance, CSI, finance, Internal Audit, IT, PE, and Research, with the second module completed in January 2026. The count dropped to 13 due to unavoidable business and personal circumstances.

- Certified Product Management (CPM) programme directed towards IT professionals (24 participants).

The overall evaluation score across all courses is 4.46 out of 5 (89.1%), where the in-house courses scored higher with an average of 4.66 (93.2%), while public courses scored an average of 4.1 (82%). The difference in the level of satisfaction is mostly attributed to the limited control we have over the learning environment, participant demographics and the trainer selection in public cohorts.

INVESTING IN PEOPLE DELIVERING PERFORMANCE			
Total spent on L&D initiatives	Participation in L&D programmes (non-mandatory)	Time spent learning company-wide	Number of courses delivered
33.2M EGP	53.23%	11,148 hours	112



AI Education

As part of our continuous drive to equip our employees with the latest know-how, in 2025, we organized several hands-on workshops, to provide them with cutting edge AI knowledge and guide them in identifying real world applications tailored to their business needs.

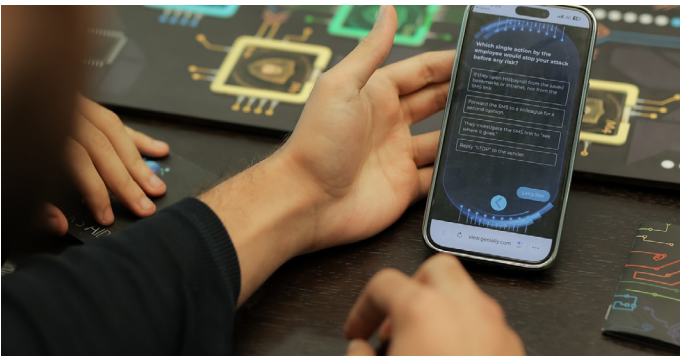


This initiative is part of our structured AI strategy from education to execution ensuring that AI is not just a buzzword but a tangible driver of efficiency, innovation, and transformation across our organization. We also conducted AI and career training sessions at Nile University and New Giza University.

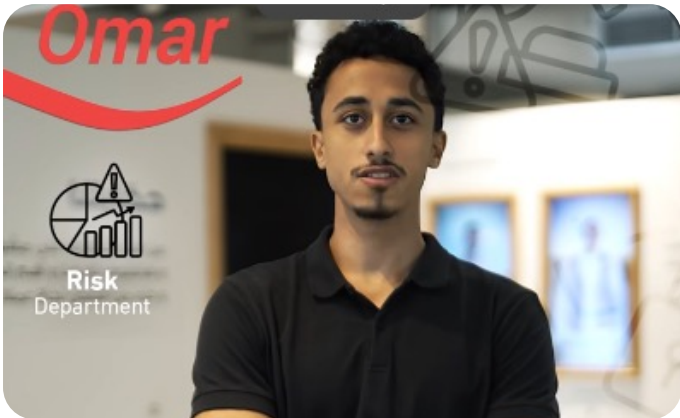


Cybersecurity Training

Empowering our teams to stay secure is a key priority at EFG Holding. As part of our commitment to fostering a culture of resilience, we hosted the ‘Supremacy Cyber Security Challenge’, an engaging, hands-on experience designed to strengthen cyber awareness across our organization.



Throughout the challenge, our people had the opportunity to compete, collaborate, and sharpen their skills in identifying and responding to potential threats. By combining education with real-time problem-solving, the initiative helped reinforce best practices and equip our teams with the tools they need to navigate today’s evolving digital landscape with confidence.



‘I learnt so much from the course coordinators. How to apply all the theory I learnt at university in real life. After my internship finished, they offered me a permanent position. I took it of course, because the environment here is really great.’

Omar
Tanmeyah Intern 2025



'Every day, I learnt something new. The instructors taught us so much about how real work is done. It was an incredible experience.'

Razan
Tanmeyah Intern 2025

Our subsidiaries share this philosophy and commitment to employee development. Recognizing that sustainable growth begins internally, Tanmeyah launched Tanmeyah Academy in H2 2025 to institutionalize governance culture, sustainability awareness, and responsible finance practices as well as to power a strong internship programme. The Academy delivers structured learning tracks covering customer excellence, ethical conduct, compliance, and responsible lending.

Collaboration with the British Council further supports human capital development, strengthening institutional capability, governance awareness, and operational resilience, key enablers of sustainable long-term growth.

Sowing the Seeds of Change

Engaging with school and university students is an important part of our broader awareness and capacity-building efforts. Through campus workshops, guest lectures, and mentorship sessions, we introduce students to financial literacy, capital markets, responsible investing, and emerging digital finance trends. These initiatives help bridge the gap between academic learning and real-world application, equipping young people with the knowledge, skills, and confidence needed to navigate financial systems and pursue careers within the sector.

Across EFG Holding and its subsidiaries, student engagement takes many forms, reflecting the breadth of our platform. Teams from different business lines regularly participate in job fairs, university forums, and on-site introductory sessions, offering practical insights into our work. This diversity of engagement ensures that students are exposed to multiple pathways within the financial sector and gain a well-rounded understanding of its opportunities and responsibilities.

Coventry University x EFG Finance

We recently welcomed students from Coventry University to an immersive workshop that highlighted insights and real-world case studies behind EFG Finance's diverse umbrella of brands, giving students a glimpse of the world of finance.



GIU & GUC x Tanmeyah

Tanmeyah hosted a group of students from the GUC and the GIU at its premises, where they had the opportunity to experience a glimpse of the working environment, culture and gain insight into the various departments across the company. Tanmeyah also participated in the GIU employment fair.



Youthhub x Valu

Valu welcomed bright students from Youthhub Egypt to its offices for an engaging and insightful day. From exploring fintech innovation to discussing real-world business challenges, it was a valuable opportunity to inspire curiosity about the future of finance.



KidZania x EFG Hermes

The EFG Hermes and KidZania Cairo partnership officially kicked off in 2025. This innovative collaboration immerses young minds in the fascinating world of finance and investing through hands-on experiences. At the heart of this journey is a custom-designed stock market simulation that empowers kids to become mini-investors and learn about market dynamics.



Peer Engagement

As a leading financial services institution, EFG Holding recognizes the importance of active engagement with industry peers and global platforms. Through participation in regional and international forums, thought leadership initiatives, and collaborative industry efforts, the Group contributes to shaping market standards and advancing responsible finance practices. This outward-facing engagement reflects EFG Holding’s position as a credible voice on the regional and global

stage, committed to dialogue, knowledge exchange, and collective progress. In recognition of these efforts, the Financial Regulatory Authority (FRA) recognized EFG Holding as one of 13 companies leading performance in sustainability and climate disclosure reporting for 2024, reflecting the growing importance of transparent ESG practices in the Egyptian market.



EFG Holding has a long-standing history of convening investor conferences that bring together global investors, corporate leaders, policymakers, and industry experts. Over the years, conferences such as this year’s 11th Annual London Investor Conference and our annual One on One have become key platforms for dialogue, capital introduction, and market insight across emerging and frontier markets. By facilitating direct engagement, the Group has contributed to deepening market transparency, strengthening cross-border investment flows, and reinforcing its position as a trusted bridge between regional opportunities and global capital.



As always, we place particular emphasis on partnerships and in 2025, we are proud to report that we have entered into a strategic partnership with the Future Investment Initiative (FII) Institute. FII Institute is a global nonprofit foundation with an investment arm and one agenda: Impact on Humanity. Committed to Environmental, Social and Governance, the institute fosters the brightest minds and transforms ideas into real-world solutions in five focus areas: AI and Robotics, Education, Healthcare and Sustainability. These areas mesh perfectly with EFG Holding’s focus areas. The partnership underscores our commitment to bridging capital with opportunity, helping companies accelerate growth and investors access high-potential markets. In a landscape where cross-border finance is the engine of regional progress, EFG Hermes once again demonstrates that expertise, execution, and deep local insight are the cornerstones of value creation for clients

and stakeholders alike. At the ninth FII conference, Karim Awad, Group CEO of EFG Holding, participated on the ‘Is Resilience the New Measure of Corporate Strength?’ panel, where he explained the elements of a resilient business model in today’s volatile investment climate.

Throughout the year, our key leaders have actively represented EFG Holding at industry events, sharing insights, shaping industry standards, and fostering collaboration. The examples highlighted here illustrate just a few of the ways our people contribute to dialogue, influence, and thought leadership across regional and global financial markets.



Hanaa Helmy, Group Chief Corporate Sustainability and Impact Officer of EFG Holding and CEO of EFG Foundation, represented the Firm at the Forbes Sustainability Leaders Summit in London and joined Dr. Abubaker Musa Eltom, Scholar in Sustainability and Social Responsibility, on the SustainCast Podcast by Forbes for a discussion on the shared benefits of impactful strategies that create sustainable value for both investors and communities.

Bakr Abdel Wahab, Chief Investment Officer at Vortex Energy, took the stage at the Infrastructure Investor Global Summit in Berlin to discuss the latest advancements in the energy transition. During his panel, “Keeping Track of Technology Development in the Energy Transition,” Abdel Wahab explored innovations in energy storage, energy management, investment diversification, portfolio construction and the shifting dynamics between private equity and infrastructure investments. The discussion also tackled strategies to ensure emerging technologies become economically viable and efficient, accelerating the path to a more sustainable energy future.



Kaf continued to strengthen its governance framework by actively contributing to regional professional platforms. Our Chief Product Officer & Chief Actuary, Ahmed Sherif Abdelgalil, represented Kaf at the Society of Actuaries Regional Symposium in Cairo, where he spoke about the importance of actuarial leadership, teamwork, and sound risk management practices. This participation reinforces Kaf’s commitment to transparent, responsible decision-making, and highlights the expertise we bring to the industry through a culture of continuous learning and professional development.



At a workshop organized under the auspices of the Financial Regulatory Authority (FRA) and the Egyptian Consumer Finance Federation, Valu presented experiences utilizing various tools to safeguard digital fraud attempts. This collaboration reflects Valu’s commitment to knowledge-sharing within the consumer finance ecosystem and highlights the innovative solutions developed through the joint efforts of our Marketing & Communications, Risk Management, and Anti-Fraud teams.

Rana ElSharqawy, EFG Holding’s Head of Corporate Data Science and Analytics, joined a panel discussion titled “The New Basics: AI, Security & the Skills That Make You Relevant in Any Role.” She spoke alongside leading industry figures, exploring how AI is reshaping the skills landscape across all professions, the growing importance of digital and cybersecurity literacy, and how individuals and organizations can remain relevant in an increasingly AI-driven world.



At the Women in Private Markets Summit, Habiba Hegab, Investment Director at **Vortex Energy**, contributed to a powerful conversation on the future of sustainable investing, exploring key themes shaping the global investment landscape, including the implications of shifting sustainability policies for investors, the growing divergence between US and European regulatory approaches, how LPs are deploying capital under sustainability mandates amid today’s geopolitical climate, and the impact of policy changes on corporate behavior and market issuance. Her insights highlighted how investors can remain resilient and strategic amid rapid global change.

COMMUNITY SUPPORT

Fostering a strong sense of community is an integral part of our culture at EFG Holding. Through employee volunteering initiatives, health and wellness programmes, athletic sponsorships, and in-house events that bring teams together, we strengthen connection and promote well-being across the organization. At the same time, we support initiatives that give back to the wider community, channelling time, resources, and expertise toward causes that address local needs and create meaningful social impact. Together, these efforts reinforce a shared sense of purpose both within our teams and beyond our walls.

OUR PEOPLE IN ACTION: 2025 INITIATIVES

In 2025, EFG Holding continued to strengthen internal engagement and community impact through a series of purpose-driven events aligned with environmental awareness, health, inclusion, and sustainability priorities.

World Environment Day

To mark World Environment Day, 150 employees and their children participated in an educational visit to Hazel Farm on the Alexandria Desert Road. The experience introduced families to the concept of ‘Agritainment’, combining hands-on farming activities with environmental education. Participants engaged in planting, harvesting, and farm-to-table experiences, gaining practical insight into organic agriculture and sustainable food systems. Activities included a zero-waste salad-making competition, animal care sessions for children, and an environmental treasure hunt, reinforcing the importance of responsible consumption and environmental stewardship in an interactive setting.





SDG Flag Day – Carbon Footprint Competition

As part of SDG Flag Day, EFG Holding organized a carbon footprint competition inviting employees to propose practical recommendations for improving the Group’s carbon footprint report. Recognizing that operational insight resides within departments, the initiative encouraged staff-led innovation. Submissions were evaluated anonymously against predefined criteria, and three winning proposals were selected. These recommendations are currently under review for future implementation, reinforcing a culture of shared accountability in sustainability performance.

In celebration of SDG Flag Day, EFG Holding also had the honour of hosting Dr. Hayat Sindi at our Cairo headquarters, together with colleagues from our Riyadh office. A true pioneer in biotechnology and social innovation, Dr. Sindi’s journey from Makkah to Cambridge, Harvard and beyond aligns with EFG Holding’s core values and reaffirms the power of science in serving humanity.

Week for Disabilities

During the Week for Disabilities, a two-day art workshop brought together 52 children from the EFG Foundation’s Naga’a El Fawal Young Scholars’ Academy, representing a range of neurodivergent and developmental conditions. Guided by a professional artist, the children collaborated on six paintings now displayed at EFG Holding’s entrance. The creative process incorporated adaptive techniques such as raised outlines and carefully selected colour palettes to ensure accessibility and sensory support.

The two-day coloring workshop resulted in six unique artworks that inspired the exhibition, the auction, and a new merchandise line, all carrying the spirit, creativity, and resilience of children with disabilities from Upper Egypt, with all proceeds dedicated to supporting the Academy.



International Day of Zero Waste

To promote sustainable habits beyond the workplace, EFG Holding distributed in-car waste bins to all employees in observance of the International Day of Zero Waste. The initiative encouraged responsible disposal practices during daily commutes, supporting cleaner travel behaviour and reinforcing the importance of waste reduction in everyday life.

Blood Donor Day

Blood Donor Day was hosted at EFG Holding’s headquarters, where 45 employees volunteered to donate blood. In partnership with the Egyptian Red Crescent, the initiative followed established medical screening and safety protocols to ensure participant eligibility and well-being. The event demonstrated employee commitment to supporting public health needs and contributing directly to community care efforts.

Youth Skills Day

Our annual Youth Skills Day welcomed employees’ children to participate in structured activities designed to foster social responsibility, creativity, and community awareness from an early age. A central feature of the day was a collaborative art initiative, where participants worked alongside a professional artist to produce a large-scale canvas featuring the logo of EFG Hermes Applied Technology School. The completed artwork was formally presented to the school as a symbolic gesture of institutional support and partnership.



SEASONAL EVENTS

The Foundation demonstrated its commitment to fostering community engagement and delivering social and environmental impact for its diverse stakeholders through the organization of three seasonal bazaars held during Ramadan, Summer, and Christmas. In 2025, this approach was further strengthened through an enhanced employee engagement model, whereby employees were actively invited to recommend local artisans and small businesses from within their own communities for participation in the bazaars. This model was designed to deepen impact, expand outreach to grassroots enterprises, and enable employees to directly witness and better understand the social and economic outcomes of the initiatives. In addition to the physical marketplace, EFG Foundation

featured participating vendors across its social media platforms, increasing their visibility and supporting enhanced sales opportunities.

For the Christmas Bazaar, the Foundation partnered with Inar to emphasize the importance of supporting refugees, a growing demographic in Egypt due to recent regional events. In addition to local vendors, the bazaar featured aspiring refugee entrepreneurs, providing them with valuable marketing exposure and direct sales opportunities. These initiatives not only support small local businesses and artisans in the handicrafts sector but also contribute to heritage preservation and raise awareness about eco-friendly products.



STRENGTHENING AND SUPPORTING OUR COMMUNITIES



CREATING REAL ECONOMIC OPPORTUNITIES.



THE RIPPLE EFFECT: SMALL ACTIONS, BIG IMPACT

EFG Holding and its subsidiaries actively champion community well-being through action. From supporting athletes and providing medical assistance to collaborating on food security initiatives, we strive to create lasting social impact and empower communities across Egypt.



Athletic Sponsorships

At EFG Holding and its subsidiaries, we are committed to supporting athletic talent and fostering a culture of sports excellence across Egypt. As part of this commitment, Valu is renewing its sponsorship of weightlifting champion Mahmoud Hosny, empowering him with the resources needed to compete at the highest levels. Mahmoud's achievements, including a Bronze Medal at the World Championships for Adults and multiple African Championship medals, reflect the potential we aim to uplift through our partnerships.

Our support also extends to nurturing the next generation of athletes, demonstrated through our early sponsorship of rising table tennis star Hana Goda, which we proudly renewed for another year. This year, we added Talia Islam, under-11 squash champion, to our roster of rising athletes. By investing in both established champions and emerging talent, Valu continues to inspire communities, empower youth, and contribute to a stronger, more competitive sporting ecosystem for the future.



Medical Assistance

Through targeted medical assistance programmes, EFG Holding and its subsidiaries provide support for underserved individuals with critical healthcare interventions and programmes, advancing health equity and community resilience

In partnership with Mervat Sultan Charity Foundation, Bank NXT Foundation Launched two medical convoys to screen and treat eye diseases in the most underserved villages across Beni Suef and Minya governorates, supporting the 'Egypt in Our Eyes' initiative. The convoys provided free medical examinations, medications, and necessary surgical interventions, contributing to efforts to prevent and eliminate avoidable blindness in remote communities.



Bank NXT also contributed to the Central Bank of Egypt's initiative (صحتك امانة) aimed at eliminating waiting lists for patients, thereby enhancing access to timely and critical medical care.

This year, Kaf proudly concluded the first full cycle of the Burn Survivor School Integration Programme, delivered in partnership with AhlMasr Foundation and Educate Me Foundation. After a year of academic and social support, the four participating children successfully completed their school year and received certificates celebrating their progress and resilience.



Throughout the year, Kaf supported their reintegration through teacher training, awareness workshops for students, and continuous follow-up with parents and school staff to ensure a safe and inclusive experience. The final celebration, which included a puppet show and recognition ceremony, was a powerful moment of encouragement.



Community Initiatives

In 2025, EFG Holding and its subsidiaries have initiated several food aid and community outreach initiatives to address immediate socioeconomic needs while contributing to longer-term poverty alleviation and community resilience.

The EFG Foundation organized its annual Ramadan iftar in marginalized communities in Luxor, providing meals to over 2,000 individuals. The initiative fostered social cohesion, solidarity, and a sense of collective support during the holy month. The Foundation also scaled up its Ramadan food box initiative, increasing the number of boxes distributed from 1,200 in 2024 to 2,000 in 2025. The boxes were distributed to vulnerable households across Upper Egypt and underserved, low-income communities in Greater Cairo. This initiative also integrated a strong employee engagement component, with EFG Group employees volunteering over two days to pack and prepare the food boxes, reinforcing a culture of social responsibility and shared purpose.



Under the auspices of the CBE, Bank NXT launched the several initiatives such as Al Eid Farha (عيد فرحة) initiative in partnership with the Egyptian Clothing Bank. The initiative aimed to encourage employees to donate used clothes and shoes for distribution to families in need during Eid Al Fitr, in order to foster a culture of giving while reinforcing the bank's ongoing commitment to giving back to the community.



The bank also launched Kitabi Hadiyati initiative also in collaboration with the Egyptian Clothing Bank to promote literacy and cultural awareness by collecting in-kind donations of textbooks, scientific references, schoolbooks, etc., for distribution to the most underprivileged families across various governorates.



Bank NXT has also strengthened its commitment to combating poverty and hunger by supporting the most vulnerable families in partnership with respected non-profit organizations, including the Al Orman Association, the West Cairo Department of the Ministry of Social Solidarity, and the Tahya Misr Fund. Through these collaborations, food boxes were distributed to families in need across Cairo, Beni Suef, and Upper Egypt, along with school bags for underprivileged children.

In parallel, Tanmeyah continued its stakeholder engagement initiatives, including sponsorship of a Ramadan Suhoor event organized by Forset Hayah in collaboration with Redcon Properties, reinforcing its corporate citizenship and community engagement commitments. From a broader social development perspective, Tanmeyah supported «مؤسسة كلنا مع بعض» through its One Classroom Programme, funding full elementary education for three schools serving more than 100 students over a six-year period, reflecting Tanmeyah’s long-term commitment to sustainable community impact and inclusive development.



Kaf partnered with Educate Me Foundation, AhlMasr Foundation, and Shagarha to deliver a hands-on environmental awareness day for students, parents, volunteers, and burn survivors. The programme focused on planting activities, recycling workshops, and practical sustainability learning, empowering children to understand how small daily actions can protect the planet. This initiative reflects our commitment to building environmental awareness within underserved communities, integrating education with inclusion, and inspiring long-term behavioral change.

FROM CLARITY TO IMPACT

Our Vision of a Responsible Future

Throughout this report, we have demonstrated how clarity of purpose translates into disciplined action. By setting transparent goals, aligning capital with measurable outcomes, and embedding ESG principles across our platforms, EFG Holding ensures that sustainability is not aspirational, but operational. Our ESG strategy reflects a holistic and integrated approach to sustainable value creation, anchored in strong environmental stewardship, meaningful social investment, and robust governance practices. Across its operations, the Firm continues to align financial performance with environmental responsibility by advancing green financing solutions and actively managing its environmental footprint through digitalization, efficiency measures, and emissions tracking.

At the same time, EFG Holding reinforces its commitment to inclusive growth by expanding access to finance, investing in healthcare and education, and supporting community development through targeted initiatives. These efforts demonstrate the Firm’s role not only as a financial institution, but as a driver of broader socio-economic progress.

Underpinning these pillars is a strong governance framework that promotes ethical conduct, transparency, and accountability, while embedding ESG considerations across business lines and functions. The integration of advanced technologies further enhances oversight, risk management, and decision-making capabilities. Together, these efforts position EFG Holding to navigate evolving market expectations, contribute to sustainable development, and deliver long-term value to its stakeholders.

As we move forward, clarity will remain our guiding principle. Clear priorities, transparent reporting, and measurable performance will continue to shape our strategy and strengthen stakeholder trust. In doing so, EFG Holding reaffirms that sustainable growth is built on openness, responsibility, and the consistent delivery of real, demonstrable progress.



APPENDIX 1 - 2025 CARBON EMISSIONS

EMISSIONS CALCULATIONS

Scope 1 - Direct Emissions		Activity Data	Units	Emission Factor Source	EF	EF Unit	mtCO ₂ e
1.1 - Stationary Combustion	Fuel burning - Diesel Generators	11,700.00	Liters			mtCO2e/ Liter	31.14
1.2 - Mobile Combustion	Fuel burning - Owned vehicles (Diesel)	1,723.00	Liters			mtCO2e/ Liter	4.59
	Fuel burning - Owned vehicles (Petrol)	126,034.37	Liters			mtCO2e/ Liter	294.90
1.3 - Fugitive Emissions	Refrigerant leakage (R22)	22.28	kg			mtCO2e/ kg	39.21
Total Scope 1 Emissions (mtCO ₂ e)							369.84

Scope 2 - Indirect Emissions		Activity Data	Units	Emission Factor Source	EF	EF Unit	mtCO ₂ e
2.1 - Purchased Electricity	Purchased Electricity - Location Based	3,512,271.02	kWh			mtCO2e/kWh	1,425.38
	Purchased Electricity - RECs	0.00	kWh			-	-
	Purchased Electricity - Market Based	3,512,271.02	kWh			mtCO2e/kWh	1,425.38
2.2 - Purchased Cooling	Purchased Chilled Water	3,618,780.00	kWh			mtCO2e/ kWh	1,468.61
Total Scope 2 Emissions - Location Based (mtCO ₂ e)							2,893.99
Total Scope 2 Emissions - Market Based (mtCO ₂ e)							2,893.99

RESULTS SUMMARY - ABSOLUTE EMISSIONS

Total Scope 1	369.84 mtCO ₂ e
Total Scope 2 - Location Based	2,893.99 mtCO ₂ e
Total Scope 2 - Market Based	2,893.99 mtCO ₂ e
Total Scope 1 & 2 Emissions (LB)	3,263.83 mtCO ₂ e
Total Scope 1 & 2 Emissions (MB)	3,263.83 mtCO ₂ e

RESULTS SUMMARY - EMISSIONS INTENSITY

Scope 1 & 2 Emissions Per Employee	3.91 mtCO ₂ e/Employee
Scope 1 & 2 Emissions Per GFA	0.17 mtCO ₂ e/m²
Scope* 1 & 2 Emissions Per Revenue	409.85 kgCO ₂ e/million EGP

NOTES

MAIN BUILDING

- 1- EFG Holding

2- Hermes Securities Brokerage (HSB) including Branches (New Cairo - Doky - Nasr City - Maadi - Haram - Mansoura- Alex -Sohag)

3- EHISB (EFG Hermes International Securities Brokerage)

4- Hermes Portfolio and Fund Management
- 5- EFG Hermes Promoting and Underwriting

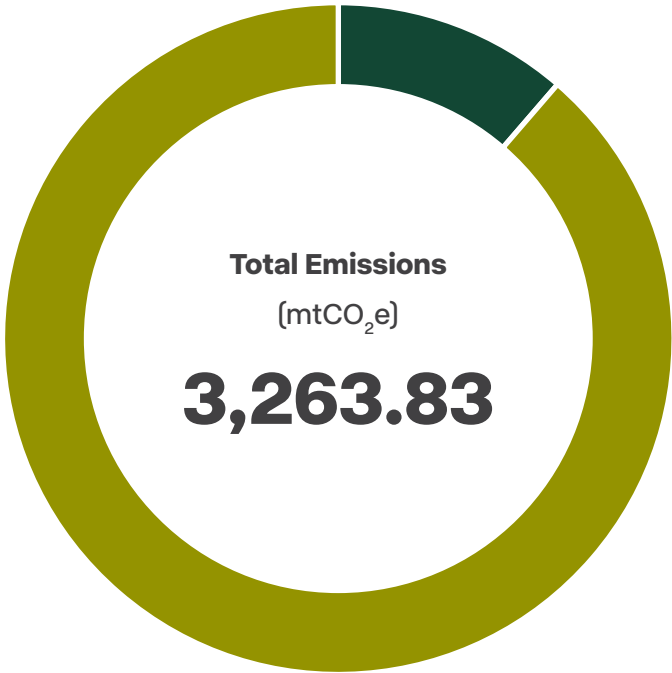
6- EFG Corp-Solutions

7- EFG Finance Holding

8- Services

9- Entities (doesn't follow decree 36)

* In accordance with FRA Decree No. 36, issued in 2026, Scope 1 and Scope 2 emissions data for FY2025 undergoes external assurance, with publication expected by the end of August 2026.



- Total Scope 1
- Total Scope 2 - Location Based

UNCERTAINTY ASSESSMENT +/- %

Scope 1 - Combined	8.3%
Scope 2 (LB) - Combined	11.2%
Total Inventory Uncertainty	10.0%
Aggregated Certainty Ranking	Good

SHEET REVIEW

General Data	✓
Scope 1 - Activity Data Entry	✓
Scope 1 - Emission Factors	✓
Scope 2 - Activity Data Entry	✓
Scope 2 - Emission Factors	✓
Uncertainty Assessment	✓