



Corporate Social Responsibility (CSR) Plan 2025


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2 Definitions

Corporate Social Responsibility (CSR): An integral business approach that contributes to and upholds the principles of sustainable development by delivering economic, social, and environmental benefits for all stakeholders.

Stakeholder Engagement (SE): The process Ras Ghareb Wind Energy (RGWE) uses to engage relevant stakeholders to achieve desired, agreed, and acceptable outcomes.

3 Objective

The Plan aims to ensure that RGWE conducts its business lawfully and ethically while proactively contributing to the welfare of the local community and environment. RGWE takes pride in promoting an initiative-taking approach to corporate social responsibility (CSR) by engaging in various volunteering activities and providing community support. In doing so, RGWE recognizes the importance of assessing its social, economic, and environmental impact and upholding human rights. RGWE's commitment to CSR encompasses the following key aspects:

1 Ras Ghareb Wind Energy: [Home](#) | [Ras Ghareb Wind Energy](#) | [Renewables - Egypt](#)

- Complying with legal requirements and promoting ethical business conduct.
- Working in partnership with local communities.
- Nurturing employee and customer relationships.
- Ensuring environmental protection and sustainability.

4 Legal and Contractual Requirements

RGWE is committed to complying with the international legal requirements and mandates of the project's environmental and social impacts. The legislation about the project follows:

- Relevant Egyptian environmental and social laws and regulations.
- Equator Principles III 2013, underpinned by International Finance Corporation Performance Standards on Environmental and Social Sustainability 2012 (“IFC PSs”) and supporting World Bank Group Environmental, Health and Safety (“EHS”) Guidelines:
 - The World Bank Group General EHS Guidelines (April 2007).
 - The World Bank Group EHS Guidelines for Wind Energy (May 2015).
 - The World Bank Group EHS Guidelines for Electric Power Transmission and Distribution (April 2007).
- JBIC Guidelines for Confirmation of Environmental and Social Considerations (January 2015).
- NEXI Guidelines on Environmental and Social Considerations in Trade Insurance (January 2015).
- Key International Labor Organization (“ILO”) conventions signed and ratified by Egypt, all ILO conventions covering core labor standards, and ILO conventions covering the basic terms and conditions of employment. Egypt has ratified the eight core (fundamental) ILO conventions, namely:
 - ❖ ILO Conventions 87 and 89 on freedom of association and collective bargaining.
 - ❖ ILO Conventions 29 and 105 on the elimination of forced and compulsory labor.
 - ❖ ILO Conventions 100 and 111 on the elimination of discrimination in respect of employment and occupation.
 - ❖ ILO Conventions 138 and 182 on the abolition of child labor.

5 Ethics and Values

In addition to RGWE's Compliance with legal requirements, RGWE is committed to further developing its Corporate Social Responsibility by complying with a thorough Ethics and Values policy.

RGWE produced a Company Ethics and Values Document, which presents RGWE's fundamental ethics principles, its code of conduct in supplier relations, and its human rights commitments (by United Nations Guiding Principles) that RGWE employees and representatives shall follow. The document also presents a section with guidelines for implementation to ensure that RGWE applies its Ethics and Values, and they are reflected in its day-to-day operations and management practices; even contractors providing services to RGWE are expected to align with these ethical standards and adhere to our company's Ethics and values.

The Ethics and Values content and the procurement policy for supplier conduct are fully transcribed and available on the website of RGWE.

6 Stakeholder Engagement

Stakeholder engagement is the basis for building strong, constructive, and responsive relationships essential for successfully managing a project's environmental and social impact.

The corporate Social Responsibility (CSR) plan and the Stakeholder Engagement plan aim to achieve shared objectives for the company by integrating activities and principles that promote responsible social engagement and meet the needs and expectations of stakeholders. The CSR plan ensures that the company conducts its business lawfully and ethically while actively contributing to the well-being of the local community and the environment. On the other hand, the Stakeholder Engagement plan aims to build strong relationships with various stakeholders, such as employees, customers, suppliers, local communities, and investors. These plans work together to enhance interaction and effective communication with stakeholders, meet their expectations, and achieve a balance between different interests.

Stakeholder Engagement is a core principle of RGWE. RGWE issues an annual Stakeholder Engagement Plan to ensure optimized financial, social, and environmental outcomes.

The Stakeholder Engagement Plan takes the form of an ongoing Stakeholder Engagement process in a structurally and culturally appropriate manner with the concerned Communities and, where relevant, other Stakeholders. RGWE places this principle at the core of its CSR strategy.

A Stakeholder Engagement Plan is disclosed on the RGWE website⁴.

2. [Procurement | RGWE](#)

3. [Stakeholder groups identified in the SEP document.](#)

4. [Disclosures | RGWE](#)

7 CSR Activities and History

Departing from its Ethics and Values policy and using the RGWE Stakeholder Engagement Plan framework, RGWE is committed to proactively promoting equality, fairness, and sustainability.

RGWE's proactive CSR approach involves a budget allocation of USD 67,000 to cover its Corporate Social Responsibility actions. RGWE dedicated the 2023 CSR budget (USD

90,000) to the below proactive CSR activities. In 2024, RGWE and RSWE consolidated their budgets into a unified budget amounting to 180,000 USD to support the implementation of (CSR) activities. (see Attachment 1 for the annual budget allocation).

RGWE is proactive in promoting equality, fairness, and sustainability. To assess the needs of the local communities of Ras Ghareb City, RGWE sent a CSR delegation to Ras Ghareb and the site in June 2018.

RGWE saved the detailed report of the visits and the contacts of the concerned local Stakeholders in the RGWE-shared OneDrive folder.

7.1 2018 - RGWE CSR activities:

In July 2018, RGWE issued its first CSR Plan (see RGWE PROC-19 CSR Plan - 20180704 V01). The Plan was based on the June assessment and considered the following:

- The RGWE Ethics & Values.
- The limited available budget.
- The RGWE management priorities are Health Care and Education.

7.2 2019 - CSR activities:

In March 2019, RGWE issued a second CSR Plan (see RGWE PROC-19 CSR Plan - 20190311 V02).

RGWE performed all the activities scheduled for 2019 according to the Plan.

- RGWE concentrated all the school renovations on the Ras Ghareb Elementary School.
- RGWE provided medical devices to the Physiotherapy center.
- In 2019, Orascom Construction partnered in our CSR activities to complete works begun in 2018. RGWE successfully involved SGRE in the renovation of the elementary school (EUR 25,000).
- In July & August 2019, RGWE performed a campaign of meetings with the Ras Ghareb stakeholders. The goals were:
 - To monitor the actions undertaken.
 - Check the effectiveness of our Stakeholder Engagement Plan.
 - Collect suggestions for future CSR activities.

7.3 2020 - CSR activities:

RGWE's Shareholders (Engie, Toyota Tsusho, Eurus Energy, and Orascom) share a tradition of extensive CSR involvement in the areas of Health Care and Education. Withstanding, RGWE decided to continue focusing on CSR activities in these areas and in March 2020, RGWE issued its third CSR Plan (see RGWE PROC-19 CSR Plan - 20200120 V03).

Due to the onset of COVID-19 and its impact on the community, emphasis was directed to supporting the Health Care Services. We allocated a sizable portion of the CSR budget to providing medical PPE, Oxygen, and logistics in response to the requests from stakeholders and the medical authorities. As a result, RGWE's CSR support significantly aided in combating the pandemic in Ras Ghareb City.

7.4 2021 - CSR activities:

Continuing with the 2020 goals, RGWE issued its fourth CSR plan (see RGWE PROC-19 CSR Plan - 20210314 V04) and decided to expand even further its support of the Health and Education sectors in Ras Ghareb City.

- As the community continued to combat the COVID-19 crisis, we continued our provision of medical equipment to the hospital and clinics.
- We recognized that the psychological, social, and economic impact of the pandemic on the population was significant, particularly for women. As primary care givers in the household and community, we invited women to complete a questionnaire to identify gaps in community support- both health and education. RGWE conducted a questionnaire for Ras Ghareb women of all social groups between Women's International Day and Egyptian Women's Day.

As a result, the CSR Officer in cooperation with community groups, organized and delivered a course called "For you Madam". This course provided information and referrals pertaining to:

- Women's Health Awareness and Screening
- Cultural and Psychological Awareness
- Teaching Handmade Crafts for passive income generation and socialization

In 2021, RGWE held several meetings with neighboring wind energy companies located on the Gul of Suez. These meetings will discuss how RGWE could support a Wind Energy training course for female graduate engineers. This course was developed and took place from May to August 2021. This was a collaboration between RGWE and Lekela so that the trainees could benefit from both wind farms (The construction phase in the Lekela wind farm and the operation phase in the RGWE wind farm).

Advanced Junior Bird Monitoring Training Program, with full coordination with the governmental environmental authorities (EEAA/RCEEE), RGWE committed to participated over 2021/2022.

RGWE's goal is to provide skilled and qualified junior bird observers, with priority given to Ras Ghareb citizens, with the necessary training to monitor birds on site effectively. Additionally, RGWE offers coaching on post-operational activities and how to shut down operations on demand during the spring 2021 and spring 2022 bird migration seasons.

7.5 2022- RGWE CSR activities:

The CSR budget for 2022 was increased to USD 90K.

RGWE issued its fifth CSR plan (see RGWE PROC-19 CSR Plan - 202201 V05).

Most of the activities scheduled for 2022 were completed according to the Plan. In addition, there were several unplanned activities requested by the local stakeholders.

- For You Madam II, due to popular demand based on the tremendous success in 2021, it benefited Ras Ghareb women stakeholders.
- Educational booklet printing for preparatory grades (Grades 7, 8, 9).
- Planting around six hundred trees in Ras Ghareb schools.
- Contribution to an Environmental event – A bicycle Marathon in Ras Ghareb City.
- Distribution of Children's toys in two nurseries.

- Extending the scholarship in the 2022/2023 academic year for the students who have completed their three-year scholarship program to have their fourth year.
- Advanced Junior Bird Monitoring Training Program, with full coordination with the governmental environmental authorities (EEAA/RCEEE), RGWE committed to participate in 2022/2023. The aim of this Advanced Junior Bird Monitoring Training Program is to continue providing well-trained and qualified junior bird observers (with priority to RG citizens) with coaching on post-operational activities for on-site bird monitoring and shut down-on-demand activities in the upcoming bird migration seasons of spring 2022 and spring 2023.

7.6 2023 - RGWE CSR activities:

The CSR budget for 2023 was fixed at USD 90K.

RGWE issued its sixth CSR plan (see RGWE PROC-20 CSR Plan - 202301 V06).

- Completion of the development of Abad Al-Rahman Nursery: RGWE furnished the nursery with furniture, provided children's toys, and equipped the nursery with fire safety devices.
- Development and enhancement of Al-Shorouk Nursery's bathrooms: RGWE improved and upgraded the bathrooms of the nursery, including painting them.
- Enhancement of Al-Mina School's bathrooms: RGWE worked on improving and renovating the school's bathrooms to enhance their quality.
- The extension of the scholarship coverage period and the increase in the scholarship amount demonstrate RGWE'S commitment to supporting students throughout their entire academic journey while aiming to alleviate the financial burden and enhance access to quality education.
 - RGWE has increased the scholarship payment by 25%, considering the current economic changes to support the scholarship students.
 - RGWE has changed the scholarship duration to four years instead of three, officially starting from the academic year 2023/2024.
- Medical campaign for breast cancer screening: RGWE organized a medical campaign to conduct early breast cancer detection for women in Ras Ghareb, provide immediate treatment referrals, and follow up.
- PV Solar energy installation for neighboring Bedouin communities: RGWE installed a solar energy system to meet the needs of the local Bedouin communities and promote environmental sustainability.
- Advanced Junior Bird Monitoring Training Program. The aim of this Advanced Junior Bird Monitoring Training Program is to continue providing well-trained and qualified junior bird observers (with priority to RG citizens) with coaching on post-operational activities for on-site bird monitoring and shut down-on-demand activities in the upcoming bird migration seasons of spring 2023 and spring 2024.

7.7 2024 - CSR activities:

The CSR budget for 2024 was fixed at USD 90K

RGWE issued its seventh CSR plan (see RGWE PROC-20 CSR Plan - 202401 V07).

CSR activities performed:

7.7.1 Nursery Development

- Community Development Nursery: RGWE completed the development by providing necessary furniture, electrical appliances, games, and wooden benches in the outdoor garden.
- Special Needs Garden: The nursery was equipped with facilities for people with disabilities, including ramps, specialized games, and wooden benches.
- Al-Shorouk Nursery: Continuing previous maintenance efforts, children's games were provided, and in collaboration with Orascom, a protective awning was installed.

7.7.2 Healthcare

- Outpatient Clinics & Health Insurance Building: Development work and installed a sunshade in the external waiting area.
- Provision of Bilirubinometer for Skin-Based Jaundice Detection in Infants

7.7.3 School Renovation

- Al-Mina School: A comprehensive renovation was carried out, including classrooms, restrooms, the courtyard, and a fire system. In collaboration with Gold Wind, the school was furnished with essential equipment.

7.7.4 Scholarship Students and Graduate Training

- Three of the eleven students who received scholarships from RGWE completed their academic studies in 2024. Additionally, one student failed. RGWE then awarded another 7 students, bringing the total number of RGWE scholarship students to 14.
- Engineering Training Program: RGWE organized a one-week training program for 16 students and graduates at the RGWE site, where they received hands-on training from experienced engineers and technicians.

7.7.5 Environmental Sustainability & Community Initiatives

- Project Tree Planting: 8 trees were planted in front of upgraded projects as part of the joint sustainability plan.
- Turtle Awareness Day: In collaboration with Gold wind, 70 children were educated on marine conservation, turtle species, and reducing plastic use.
- World Migratory Bird Day: 37 children participated in the event, learning about bird migration and the role of RGWE and RSWE in stopping turbines and monitoring bird movements.
- Plastic Reduction Initiative: A reusable water bottle was distributed to each company employee to minimize plastic consumption.

7.7.6 Charity Initiatives

- Charity boxes: More than 200 boxes were distributed to eligible families as part of the joint social initiatives.
- Eid Meat Distribution: Over 466 kg of meat was provided to those in need.
- Orphan's Day Celebration: In collaboration with Gold wind, 54 orphans from 35 families were celebrated with new clothes and Ramadan food boxes.

7.7.7 Monitoring & Maintenance of Previous Projects

- All upgraded projects were regularly monitored and maintained. A damaged PV solar panel was replaced for the Bedouin community, and maintenance was performed on solar panels at Abad Al-Rahman Nursery.

7.8 2025- RGWE will pursue the following CSR activities:

The CSR budget for 2025 was fixed at USD 90K

RGWE issued its seventh CSR plan (see RGWE PROC-20 CSR Plan - 202503 V08).

The implementation of RGWE Company's CSR PLAN throughout the year consists of several quarters.

- 7.8.1 Q1,** RGWE will consider furnishing doctors and nurses accommodation with furniture and electrical appliances to attract top medical professionals. Additionally, RGWE will distribute charity boxes containing food items during the holy month of Ramadan. and RGWE will celebrate International Women’s Day by recognizing women’s contributions through gifts for employees and stakeholders.
- 7.8.2 Q2,** RGWE will visit secondary schools and nursing schools to announce the educational scholarship provided by the company and explain the application process before the end of the current academic year. Furthermore, a visit to Ali Rafea Secondary School for Girls, which RGWE are dedicated to developing and improving, is planned in two stages. Additionally, RGWE will enhance the efficiency of the Elderly Medical and Social Clinic under the Social Solidarity Administration. In April, RGWE will celebrate Orphan’s Day on the first Friday of the month by organizing a special event and distributing Eid clothing to the children. In June, RGWE will mark World Environment Day by hosting an awareness event for children to promote sustainability and environmental conservation. Furthermore, in celebration of Eid Al-Adha, RGWE will distribute meat to families in need.
- 7.8.3 Q3,** RGWE will assess the possibility of renovating the Ali Rafea Secondary School for Girls, aiming to enhance its capabilities and readiness to accommodate students. Additionally, RGWE will provide on-site training programs for students and graduates under the supervision of our engineers and technicians to develop their skills and enhance their capabilities. Furthermore, RGWE will carry out maintenance work for the restrooms at Al-Azhar School, which serves students from kindergarten to secondary levels.
- 7.8.4 Q4,** RGWE will organize a migratory bird training program in one of the city's schools. Additionally, RGWE will support Challenge Day, where RGWE will host an event to integrate children with special needs with other children. The event will include sports games and gift distribution to encourage communication and positive interaction among them.

(see Attachment 2 for the 2025 planned activities).



7.9 Scholarships

The scholarships aim to help students who cannot continue their education at university. The annually granted scholarships during the academic year, which are for 9/10 months (from September/October to June next year) and paid monthly, according to the convention agreed between the Municipality, schools' representative, and RGWE. The convention defines the processes for scholarship application, selection of candidates, annual budget allocation, and monitoring of students' study results.

RGWE will continue to provide eighth-year scholarships to students exiting from the

- Ras Ghareb Boys Secondary School.
- Ras Ghareb Girls Secondary School.
- Ras Ghareb Nursing School.
- Ras Ghareb Technical Schools.

RGWE plans to make changes to enhance its scholarship program and provide more opportunities for students. The registration process will be improved to be electronic, allowing a larger number of students to apply for the scholarship. The registration process will clearly state the eligibility criteria for application.

7.10 Schools, Nurseries, and Medical Building Repairs

RGWE will make an assessment to on the possibility of renovating the Ali Rafea Secondary School for Girls, aiming to enhance its capabilities and readiness to accommodate students. with the municipal authorities.

RGWE will endeavor for the performance of works to ask for the support of all the shareholders in case of other urgent activities.

RGWE will consider renovating the restrooms at Al-Azhar School, which serves students from kindergarten to secondary levels.

RGWE will consider providing furniture and electrical for the doctors and nurses accommodation with electrical appliances to attract top medical professionals.

RGWE will consider renovating the Elderly Medical and Social Clinic under the Social Solidarity Administration.

7.11 Healthcare

As part of our commitment to enhancing healthcare services, RGWE seeks to furnish doctors' and nurses' accommodations to attract highly qualified medical professionals, ensuring the provision of top-tier healthcare services for the city. RGWE will gather feedback on the necessary medical equipment and healthcare needs for the following institutions:

- Ras Ghareb Hospital.
- The Nursing School.
- Institutions for students and children with intellectual disabilities.
- Vital health units within residential areas of Ras Ghareb.

Furthermore, RGWE will work to ensure the development of healthcare facilities that meet the needs of stakeholders within the Ras Ghareb community. Our goal is to enhance the overall treatment process for patients while closely collaborating with relevant departments to identify and address shortages or gaps in the healthcare system.

Additionally, RGWE plans to conducting a city-wide medical campaign to address the shortage of certain medical specialties. The success of the early breast cancer detection campaign for women in 2023 and the general medical campaigns in 2023 and 2024 has demonstrated the need for such initiatives. Building on this success, RGWE and RSWE are planning to launch further medical campaigns in 2025 to improve healthcare accessibility and outcomes for the community.

7.12 Women's Care and Training Courses

RGWE is committed to contributing to women's care in Ras Ghareb city in cooperation with:

- Ras Ghareb Local City Council
- Ras Ghareb City Social Affairs Administration, Women Affairs Department.
- Red Sea Women National City Council.

RGWE will endeavor to renovate the baking room and equip Community Development Association with equipment, including ovens and baking equipment. The goal is to empower these women by providing them with a meaningful job opportunity to overcome challenging living conditions.

- Conduct workshops and lectures on maternal healthcare, proper nutrition during pregnancy and breastfeeding, and infant care. and provide psychological counseling sessions for women to address their mental and emotional challenges offer training programs to enhance mental well-being and provide tools to cope with life stressors.
- Empowering female engineers within wind energy: Offer specialized courses and workshops to encourage women's participation.
- Training Courses, RGWE will provide on-site training programs for students and graduates under the supervision of our engineers and technicians to enhance their capabilities and skills.

7.13 Social Events

- The Child, Youth, and Women, taking care of their psychological state and that can be in unforgettable events which are:
- RGWE will distribute Ramadan charity boxes to families in need.
- RGWE will distribute meat to underprivileged families for Eid al-Adha. This initiative aims to support the neediest families in the community and spread joy during this important celebration.
- Childhood Day is on the 20th of November every year. RGWE will distribute gifts and sweets to the children.
- International Day of Persons with disabilities we can arrange an event for children with disabilities to enhance communication and awareness of their rights and encourage solidarity and tolerance, we can distribute some gifts to children with special needs.

7.14 Environmental Campaigns

The natural environment, its protection, and sustainable development are vital to RGWE, as stated in its Ethics and Values. RGWE is paying close attention to the site regarding waste collection, preventing oil spillage, and protecting the landscape.

RGWE proposes a campaign to remove site trash campaign annually from the project's internal road. They aim to coordinate and cooperate with the resident oil companies.

In addition, RGWE RSE will implement the following events with children:

- **World Environment Day:** to promote awareness and action for the protection of the environment. RGWE RSE will engage children in educational activities, such as tree planting, recycling workshops, and environmental games to raise awareness about sustainability.
- **World Migratory Bird Day:** A celebration of the importance of migratory birds and the need for their protection. RGWE will involve children in bird watching, art projects, and interactive discussions about bird migration and habitat conservation."

7.15 Labor conditions

RGWE ensures that its employees, contractors, and subcontractors work in a fair environment according to international standards and norms. To this end, RGWE takes a proactive stance and conducts labor conditions audits. During the construction & operation periods, RGWE performed an audit and received confirmation letters from SGRE and Orascom Construction and their subcontractors that they are respecting the following requirements concerning their employees:

- Provision of decent and sufficient housing.
- Minimum salary.
- Social insurance is in place.
- Absence of child labor.

To ensure the best labor conditions, RGWE has internalized the entity services such as transportation, cleaning, and security to the maximum extent. RGWE directly hired a total of eleven persons to perform those activities. RGWE also engaged the local Bedouin community to perform site security around the site, and they are already living in the wind farm area.

RGWE implemented a hepatitis vaccination campaign beginning in 2018. Furthermore, RGWE performed annual medical checks for all RGWE employees.

7.16 Training Plan & Internships

The summer internship training for engineering students and graduates took place at RGWE in the summer of 2024, with the participation of 16 trainees. This training was to provide a comprehensive understanding of the operation and maintenance of wind farms, with a strong focus on environmental safety and the protection of migratory birds.

7.17 Advanced Junior Bird Monitoring Training Program

With full coordination with the governmental environmental authorities Egyptian Environmental Affairs Agency and The Regional Center for Renewable Energy and Energy Efficiency (EEAA/RCREEE), RGWE committed to participate in the proposed Advanced Junior Bird Monitoring Training Program over 2024/2025.

The aim of this Training Program is to provide qualified junior bird observers (with priority to Ras Ghareb citizens) with coaching on post-operational activities for on-site bird monitoring and shut down-on-demand activities. In the upcoming bird migration seasons of spring 2024 and spring 2025 as Egypt is at the forefront of efforts to address climate change, as it is one of the region's most affected.

Egypt is located along one of the world's most essential migration paths for flying birds. The wind turbines are an example of protecting these birds in the development sectors,

especially the energy sectors. The training helps to identify the best mitigation measures to minimize adverse impacts. Using pre-construction monitoring information is crucial in deciding on operational curtailment mitigation measures, such as fixed or on-demand shutdowns based on the Bird Migration Protocol and Executive Framework for Wind Energy Developments in the Gulf of Suez.

RGWE contributed 9,000 USD in 2024 for the mentioned training programs as these training programs are being held with the aim of:

- Implementation of integrated training programs in bird observation and shutdown on-demand programs in wind power plants
- Contribute to meeting the increasing demand for qualified Egyptian cadres in this field.
- Maintaining the high level achieved by the Egyptian state regionally and globally through the effective management program for wind turbines through the National Team in managing the Migratory Birds conservation programs, namely bird monitoring programs, shutdown on-demand program, and the fatality monitoring program for searching for dead birds by national and international standards in wind energy projects.

7.18 Monitoring And Reporting Process

Regular reporting and monitoring of all CSR-related activities is essential to ensure transparency and accountability. RGWE accomplished that by:

- Fostering positive relationships with the Community through robust communication and cultivating the necessary feedback.
- Regular stakeholder engagement survey.
- Quarterly CSR newsletters to communicate the summary of the progress and updates to the general audience.
- Annual self-assessment of RGWE SEP and CSR activities.
- Site visits and audits.

RGWE updates the annual CSR Plan with the following:

- Detailed updates on the progress of all ongoing proactive CSR activities.
- A list of all known future proactive CSR activities.
- An update of the annual budget allocation for CSR activities (see Attachment 1 for the current budget).

RGWE remains committed to continuous improvement and adaptation based on feedback and evaluation. RGWE performs an annual survey to engage its stakeholders to gain monitoring and feedback report on the:

- Knowledge of RGWE CSR actions.
- Effectiveness of RGWE CSR actions.
- Suggestions for further CSR actions.

8 Attachment 2: 2025 planned activities.

Below is a structured plan outlining RGWE’s CSR initiatives for 2025, categorized by quarter, focus area, and goals to ensure maximum impact.

Quarter	Category	Initiative	Goals
Q1	Healthcare	Furnishing doctors' and nurses' accommodation with furniture and electrical appliances.	Ensure high-quality living conditions to attract top medical professionals.
	social & Community Support	Distributing charitable food boxes during Ramadan.	Provide well-balanced food supplies to support underprivileged families.
	Women Empowerment	Celebrating International Women’s Day with gifts for employees and stakeholders.	Recognize and appreciate women's contributions in the workplace and community.
Q2	Education	Visiting secondary and nursing schools to announce educational scholarships.	Ensure all eligible students are informed about scholarship opportunities before the academic year ends.
	Education	Developing Ali Rafea Secondary School for Girls in two stages.	Enhance school infrastructure to improve the learning environment.
	Healthcare	Improving the efficiency of the Elderly Medical and Social Clinic.	Upgrade facilities and services to provide better healthcare for elderly patients.
	social & Community Support	Celebrating Orphan’s Day with a special event and Eid clothing distribution.	Foster inclusion and happiness for orphaned children through meaningful engagement.
	Environmental	Hosting a World Environment Day awareness event for children.	Promote sustainability and environmental responsibility through educational activities.
	social & Community Support	Distributing meat to families in need for Eid Al-Adha.	Ensure food security for underprivileged families during the festive season.
Q3	Education	Initiating renovations for Ali Rafea Secondary School for Girls.	Improve infrastructure to create a more conducive learning environment.
	Education	Providing on-site training programs for students and graduates.	Equip participants with practical skills under the guidance of professionals.
	Education	Conducting maintenance work for restrooms at Al-Azhar School.	Ensure clean and functional facilities for students across all grade levels.
Q4	Environmental	Organizing a migratory bird training program (if budget permits).	Educate students on bird migration and environmental conservation.
	social & Community Support	Supporting Challenge Day to integrate children with special needs.	Foster inclusivity and social interaction through sports and recreational activities.