



# Domty 2021 Sustainability Report

TASTE.QUALITY.TRUST





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# Reporting Approach

## Scope and Reporting Period

Our first sustainability report presents Domty's ESG performance across our material topics based on impact assessment and stakeholder engagement. Therefore, the provided data is limited to Domty's operations unless stated otherwise. In addition, Masader, a corporate sustainability consulting firm (SAE), has provided a limited assurance statement on the content of this report.

Domty has reported in accordance with the GRI Standards for the period of 1 January 2021 to 31 December 2021. In addition, the report includes disclosures in line with the UN Sustainable Development Goals, as well as the following ESG frameworks (disclosures outside the reporting dates have been provided if relevant to the report's context).

## Reporting Frameworks



Domty has reported in accordance with the GRI Standards for the period of 1 January 2021 to 31 December 2021. We have also conducted a materiality assessment based on GRI 3: Material Topics 2021. In addition, we adhere to GRI reporting principles: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability.



SASB Standards on Processed Foods / Meat, Poultry, and Dairy / Non-Alcoholic Beverages have been used to report ESG issues most relevant to our financial performance. Therefore, these standards have been considered during the preparation of our materiality assessment.



Domty has complied with TCFD Principles in preparing its disclosure regarding governance, strategy, management of risks and opportunities, and metrics and targets concerning the financial implications of climate change.



Domty has reported on implementing ten UNGC Principles to disclose how we fulfil our fundamental human rights, labour, environment, and anti-corruption responsibilities.

The report also highlights our contribution to the United Nations Sustainable Development Goals (SDGs) and the Egypt Vision 2030 objectives.

## Structure

The report structure is aligned with our sustainability pillars (Governance, Economy, Society, and Planet) and material topics identified for the reporting period.

## Assurance

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



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# Chairman and Managing Director's Letter

“

*Over three decades ago, we started producing cheese with people and innovation in mind. Every new product launch and success has contributed to our understanding of human aspirations and needs, as did growing our capacity to succeed in dynamic and competitive markets. Today, our two-hundred-strong product range is a manifesto of devotion to quality, taste, and trust built into our DNA.*

*Challenges and opportunities have always come side by side. As our company has matured, we have witnessed society face growing environmental and social dilemmas, such as inequality, water scarcity, and climate change. We have started to see how they can impact our business but also how we can address them through our means and capacities.*

*Food and beverage companies provide an essential contribution to meeting ambitious sustainability targets. Thus, the report highlights our key steps to align with the international and national ambitions, such as the Sustainable Development Goals, Egypt Vision 2030, and Egypt's National Climate Change Strategy. Preparation of disclosures in line with GRI and SASB standards, as well as UNGC and TCFD principles, have proven invaluable to understanding how well we are doing and where we need to expand our efforts.*

*As food security, plastic waste, biodiversity impacts, and nature-related financial risks come to the forefront of global discussions; it is time for active engagement with environmental and social issues that profoundly impact our business.*

*Domty's first sustainability report marks a new phase of our journey, where care for the planet becomes even more fundamental to our brand and development. Building a business rooted in nature keeps teaching us how*

*much we depend on it. In addition, the sustainable food system is at stake.*

*This is why we are working to better understand and address our impacts and risks across the value chain. We want to make sustainability an indispensable component of our offering and positioning for every product and every customer segment. Building on state-of-the-art food science and evolving consumer preferences, we aim to be an impact-driven company, matching purpose and profit.*

*Every stakeholder across our value chain plays a unique role in shaping the company's success and identity. Therefore, we strive to recognise the contributions of our office employees, subcontractors, suppliers, factory workers, and consumers.*

*Responsibly produced, affordable, and quality food should become a standard, not a luxury. A sustainable food system and responsible food and beverage industry are within our reach.*

*We are here to help bring about this much-needed change.*

*Sincerely yours,*

”



**Mr Omar El Damaty**  
Chairman



**Mr Mohamed Omar Mohamed El Damaty**  
Managing Director and Vice Chairman





# Investor Relations Note

“

*Expansion, diversification, and optimisation have served us uniquely well over the past few years. However, the past year marked a strategic decision in the cheese segment. Since early 2021, we have been phasing out cheese-distributing agents to improve the cash conversion cycle and the segment's profitability, as agents typically hold one month of sales ahead. The phasing-out strategy decreased sales in 1H2021 and achieved a net loss in the first half.*

*Domty had a turnaround following the completion of the phasing out of agents, returning to profits of EGP 52.5 mn in Q3 and Q4. Earnings growth was driven by a y-o-y surge in revenue, reflecting normalised cheese sales after the depletion of stocks held by agents, as well as the continued expansion of the bakery segment. The higher bakery contribution also bodes well for margins. Finally, Domty significantly improved receivable days on hand, which narrowed to 56 days in Q4 from 75 days a year earlier.*

*As Domty matures, we strive to look beyond strong financial performance and business development. Today, we realise the broader responsibility behind developing our business. Therefore, ESG thinking and criteria are indispensable to strategic decisions on almost any aspect of our business. In addition, we are firm in our commitment to sustainability and are working on getting all our stakeholders on board. Strengthening our ambition on ESG means future-proofing Domty to environmental and social risks, helping us to successfully navigate new regulatory requirements and stakeholder demands and ensure stable business performance in the face of disruptions. But there is more we can do.*

*On the occasion of this sustainability report, I would like to invite our shareholders to reflect on how Domty can further scale its contribution to sustainability transitions in every capacity we have on board. In addition to profitability and security, we want to invest in Domty and be associated with positively impacting society.*

*Over this decade, responsible, sustainable, and impact-driven investments will be the defining force of transition toward a resilient and just economy that develops a respect for nature. It is our chance and our duty to act.*

”



**Ahmed Mohy**

Investor Relations &  
Corporate Affairs Director



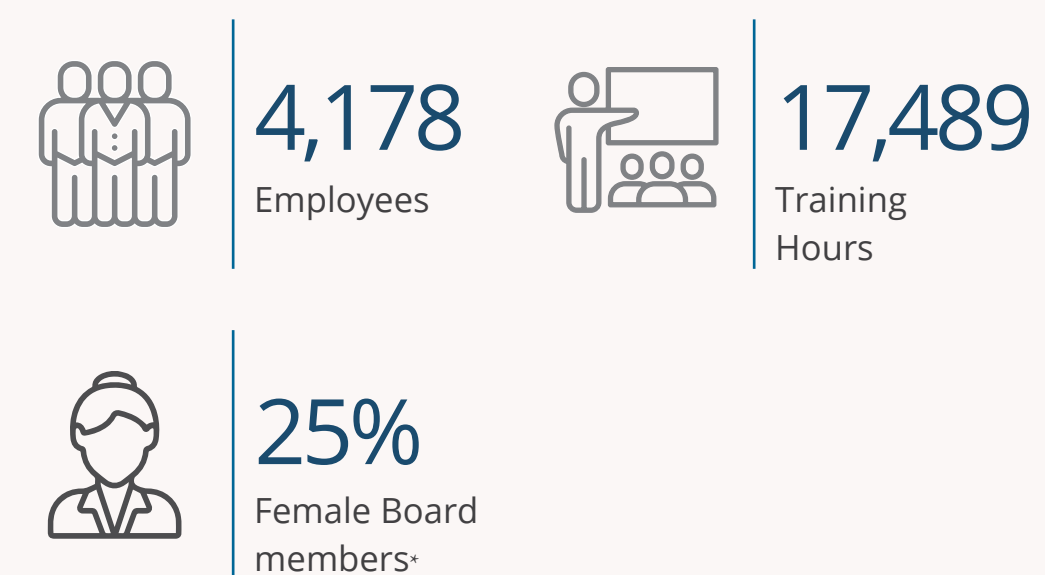
# Domty at a Glance

Our Group has gone a long way from starting to analyse our impacts to developing current disclosures. Today, it is clear that robust ESG performance is at the core of our long-term business success. Monitoring our ESG performance has become invaluable for growing as an attractive employer, a trusted partner, and an excellent corporate citizen.

## Market Presence and Footprint



## Investing in our Workforce



\*Two female members have joined the Board in 2022.

## Key Financial Figures



## Certifications



## Corporate Social Responsibility Donations



Total charitable contributions to social and CSR projects amounted to **EGP 4.7 million** to numerous philanthropic entities across Egypt.

## Key Initiatives in 2021

### Industrial Wastewater Treatment

Domty installed and now operates an industrial wastewater treatment unit in its manufacturing facility in the presence of the Minister of Environment.



### Expanding our Footprint

Domty signed a joint venture agreement with the Dutch dairy company FrieslandCampina International, Holding BV. to export cheese to Africa and the Middle East.



### Product Innovation

Domty's sandwich got the BASES Breakthrough Innovations Award for 2021, according to NielsenIQ, one of the biggest research companies in the world.







# Our Company

Domty is a company built on ambition, values, and tireless exploration. We have trodden a new path where others have not dared to step, and we learned to ask the right questions so that our business keeps developing while doing what is good.

“

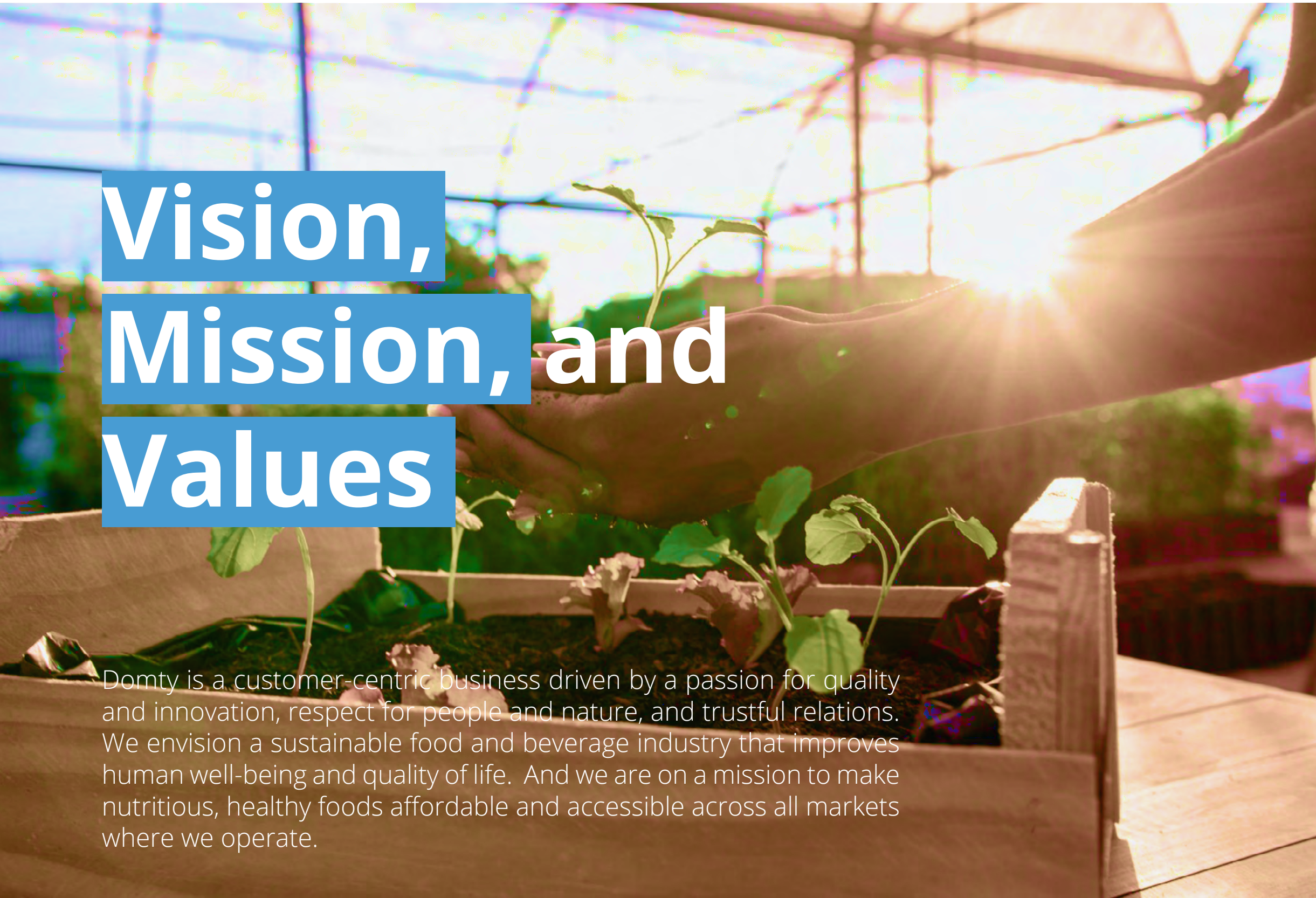
*How do we create competitive dairy products that are good for the people and the planet at once? We have learned to ask this question daily and develop new solutions that make more sustainable cheese a reality, step by step. Bringing together innovative technology, optimised operations and the people who care for the outcome, we can create various quality products that meet and exceed our consumer expectations.*

**Eng. Amr Mostafa**  
Cheese Manufacturing Plant Manager

”

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# Vision, Mission, and Values

Domty is a customer-centric business driven by a passion for quality and innovation, respect for people and nature, and trustful relations. We envision a sustainable food and beverage industry that improves human well-being and quality of life. And we are on a mission to make nutritious, healthy foods affordable and accessible across all markets where we operate.

### Our Mission

In the food and beverage industry, we strive to provide consumers with a variety of quality, nutritious, and affordable products.

### Our Vision

Domty strives to maintain its position as a food and dairy industry leader. Additionally, the company seeks to be viewed as a reliable entity by all its stakeholders, including its customers, employees, and shareholders.

Known for its consumer-centric approach, Domty strives to provide high-quality products that consistently go above and beyond consumer expectations.

### Creating New Value Propositions

Domty focuses on creating new value propositions as one of its core strategies. In order to create sustainable value, we believe that we must continuously meet and exceed our consumers' needs. As a result of our commitment to quality and ability to cater to different segments of our consumers, we are able to achieve this.

# Business Lines

Domty has strategically diversified its business, learning to carefully tailor its offerings to customer needs while creating value through innovative product offerings. As a result, today, our range is represented across three cheese categories (white, creamy, and mozzarella), milk, juice, and bakery products.





Business Lines (Continued)

With Domty's growth, it has established an unparalleled position in the market. This has been made possible through a combination of strategic efforts thanks to the company's constant commitment to quality, which has secured market trust and customer loyalty.

Domty owns a juice, milk and bakery plant as well as a cheese plant. Domty now offers nearly 200 SKUs with a variety of products and flavours that have helped expand its market reach and enabled it to be available in all supermarkets.

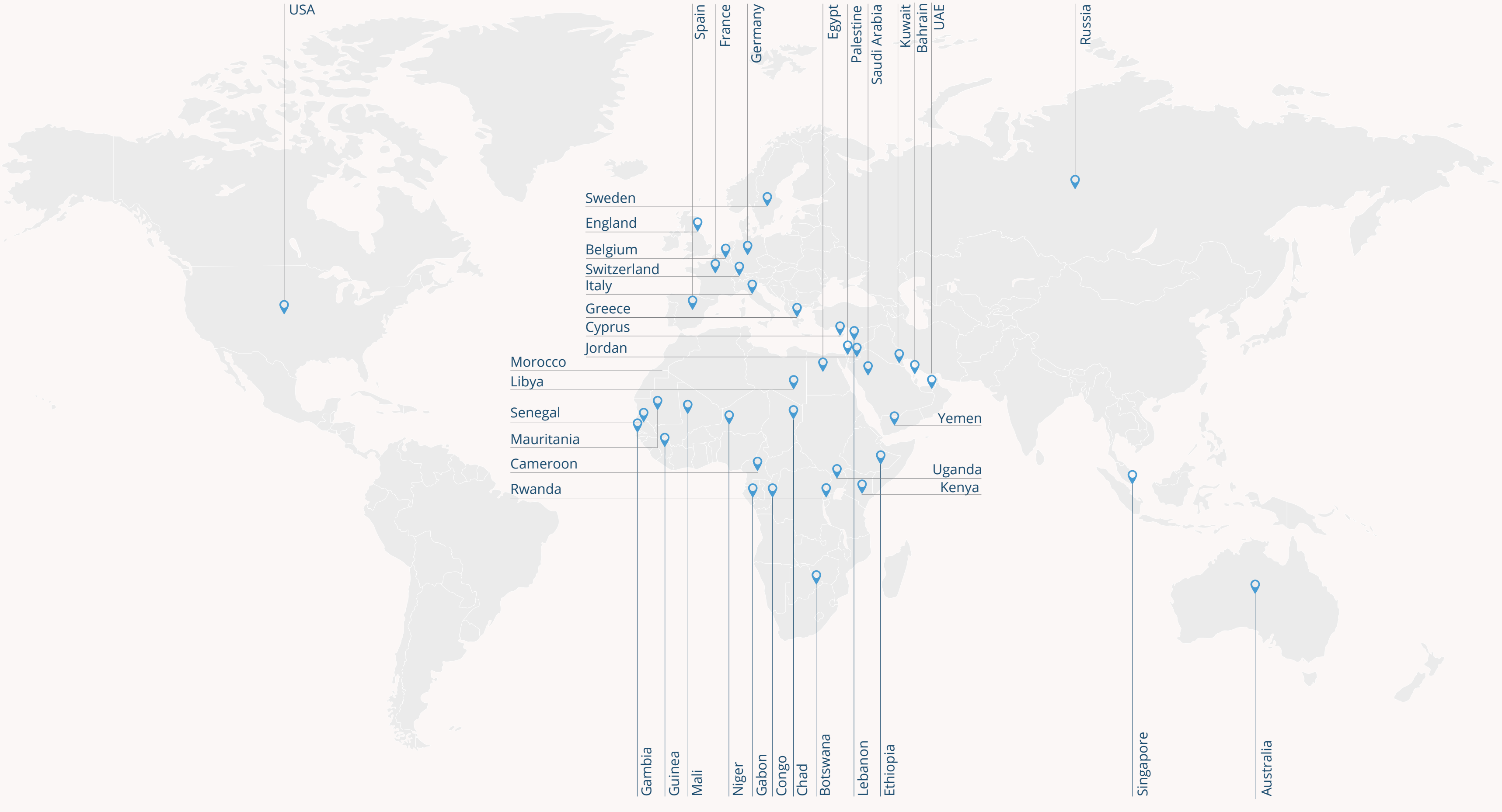
The trajectory of Domty's growth serves as an example of its success. What started with just two distribution facilities and two trucks, when 90% of the market was made up of loose cheese, and Egyptian customers had yet to acquire a taste for packaged cheese, has grown into a household name and the top cheese producer in the country.

Today, Domty has over 600 distribution trucks that operate out of 27 strategically placed distribution hubs around the nation, assuring a seamless delivery system to all retail types. This accomplishment was made possible by a hardworking team of over 4,178 individuals. The principles of innovation, high-quality ingredients, flavour, and affordability are the cornerstones of our success.

Our products are also exported to **41 countries** around the world.

Markets Domty Serves

41 Countries      600 Distribution Trucks      27 Distribution Centres





# Our Journey

From regional production to global expansion, we have excelled through small steps and leaps of innovation, learning to scale up, do things differently, and imagine beyond convention. New flavours, innovative packaging partnerships, technological advances, and precision segmentation: Domty has never rested on achievements. We take every success as an opportunity to move one step further. Below are the milestones that have shaped our journey and defined Domty as you know it today.



# Our Partners

Domty has partnered with various global, international, and national partners, and they all constitute a part of our success story. We aim to enhance and utilise every partnership and serve the thriving of all of our stakeholders.



In 2007, Domty partnered with what is now its key partner, Tetra Pak, aiming to deliver well-protected cheese to consumers for the sake of improved taste and quality and health and safety purposes.

Domty has been the world's largest Tetra Pak packaged white cheese producer since 2012 and has consistently added and integrated new Tetra Pak lines into its product offerings.



In March 2021, FrieslandCampina and Domty established a joint venture for cheese export from Egypt.



Since 2020, Domty partnered with Misr El-Kheir Foundation during Ramdan, Domty supplied cheese and juices as part of the Ramadan Box initiative. As well as, during COVID19-, Domty initiated "تحدي الشركات" in partnership with Misr el Kheir to support 1,000 families from those who were economically affected by COVID19-, which later resulted in several companies participating in this challenge.





# Awards and Certifications



## Awards

We had the honour of being granted several awards in different fields.



The World's Largest Producer of White Cheese in Tetra Pak Packages 2016/2017



Yum Award 2005



Egypt's Super-Brand Award 2003/2016



Nielsen's Breakthrough Innovation Award 2021

## Certifications

Domty has acquired and gained health and safety, environment, and quality certificates as a part of the continued target to excel and overachieve in every business line.



ISO 14001:2015



ISO 9001:2015



ISO 45001:2018



FSSC 22000 V5.1



ISO 22000:2018



HACCP



NFSA



HALAL





# Making A Sustainable Impact

Our impact is closely linked to those we serve and those influenced by our activities. This is why our continuous stakeholder engagement and materiality assessment are tightly integrated. Interactions with stakeholders contribute to our footprint and, thus, the material topics we report upon. At the same time, our material topics impact whom we engage with and interact with.


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# Stakeholder Engagement

Domty has well-established communication channels across its stakeholder network to ensure that our work is in line with stakeholder expectations and needs, facilitate the continuous exchange of perspectives and feedback, and facilitate mutual learning and co-innovation.


## Communication Channels




Meetings




Phone Calls




Websites and Media




Training




Emails




Direct Contact



Product Labels



Surveys



Focus Groups

### Governmental Entities



**Key Topics of Discussion**

- Contribution to National Development and Agendas
- Group Business and Performance
- Local Employment and Economic Development

**Engagement Tools**

- Regulatory compliance
- Permit reviews
- Regulatory audits
- Regional developments
- Collaboration on community investment
- Consultation with the public sector
- Quarterly and annual financial and ESG performance disclosure reports

**Frequency**

- Monthly, Quarterly, Ad hoc

### Communities



**Key Topics of Discussion**

- Local Employment and Economic Development
- Health and Safety
- Training and Education

**Engagement Tools**

- Group Website “CSR”, media, and social media
- Community investment
- Local business and employment opportunities
- Volunteering

**Frequency**

- Monthly, Ad hoc

### Employees



**Key Topics of Discussion**

- Compensation and Benefits
- Career Development
- Well-being, Health, and Safety
- Business Ethics and Compliance
- Group Business Strategy
- Social Responsibility

**Engagement Tools**

- Performance management
- Training and development
- Internal communications
- Employee surveys
- Meetings

**Frequency**

- Daily, Weekly, Monthly, Quarterly

### Suppliers



**Key Topics of Discussion**

- Performance Expectations
- Cost Optimisation and Quality Assurance
- Alignment with the Company's Strategy

**Engagement Tools**

- Contract negotiations
- Supplier meetings
- Annual performance reviews

**Frequency**

- Daily, Ad hoc, Bi-annually

### Investors and Financial Sector



**Key Topics of Discussion**

- Share Price and Business Performance
- Company Business and ESG Strategy
- Climate Transition Risk

**Engagement Tools**

- Group Website “Investor Relations”
- Investor presentations and conferences
- Financial sector outreach

**Frequency**

- Annually, Quarterly, Ad hoc

### Shareholders



**Key Topics of Discussion**

- Company Business Strategy

**Engagement Tools**

- Annual shareholder meetings

**Frequency**

- Daily, Monthly, Ad Hoc

### Customers



**Key Topics of Discussion**

- The Product's Quality and Compliance with Standards

**Engagement Tools**

- Websites, media, and social media
- Customer satisfaction surveys
- Customer service helpline

**Frequency**

- Daily, Quarterly



# Materiality Assessment

Domty has conducted its first materiality assessment based on the recognised double and dynamic materiality approach. This means that we aim to understand and address sustainability impacts both inwards and outwards while considering the changes in our effects and the context within which we operate.

### Methodology

Our first materiality assessment is based on the updated Universal Standards - GRI 3: Material Topics 2021. GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022 was also newly released and considered in developing this materiality assessment. Among the sector activities that GRI 13 is designed for, Domty operates in two main sectors related to animal production: primary processing and trading of milk and cheese products, bakeries, and juice beverages.

It is also important to note that material topics are interdependent, which means that the management of one topic cannot be done in isolation from others. For instance, environmental issues are highly linked to each other and can be managed with a common approach.

Therefore, we followed a four-step methodology when developing our materiality assessment, which is as follows:

#### Step 1 - Industry-Wide Research

Broad research of leading companies in the field of dairy and agricultural products has been conducted to understand how they are addressing sustainability within their organisations. Therefore, in addition to referring to GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022 and SASB Food Retailers and Distributors Sector Standard, we were able to gather a list of potential material topics.



#### Step 2 - Identifying our Material Topics

Following identifying potential material topics, we engaged with our internal stakeholders to get their insights about the most material topics for Domty. We could then narrow down our material topics list based on the results obtained.

#### Step 3 - Assessing the Risk Impact of Defined Material Topics

For each material topic within the list, we identified its risk impact in terms of impact magnitude and likelihood. We also identified the direct impact areas for each topic and its relevant stakeholders.






















#### Step 4 - Prioritise the Most Significant Impacts for Domty

		Risk Impact Assessment	
Pillars	Stakeholders Categories	Impact Severity	Impact Likelihood
 Economy	 Employees	High	 Common
 Environment	 Customers and Clients	Medium	 Likely
 Social	 Business Partners	Low	 Unlikely
 Governance	 Suppliers		
	 Governments		

As a final step, we prioritised our material topics according to their significance to Domty operations. We also grouped them into our four EESG pillars.


















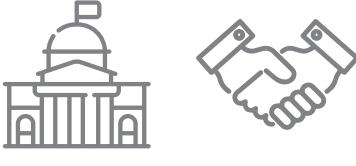





Materiality Assessment (Continued)

Pillar	Material Topic	Topic Description	Risk Impact Assessment	Stakeholders
	Climate, Energy, and Transport	Companies operating in the Food and Beverage sector, such as Domty, emit direct GHG emissions from the processing and transporting of goods via land and sea freight operations. Also, the dairy processing industry is energy-intensive, contributing to GHG emissions. Climate change significantly impacts the Food and Beverage sector, including an increase in acute weather events and long-term shifts in climate patterns. Failure to adapt to climate-change-related impacts can lead to disruptions in operations, increased occupational health and safety impacts, and food security.	 Common	
	Circular Economy, Packaging, and Waste	Waste generated by organisations operating in the field of food and beverages is mainly organic waste, such as crop waste. Some of these organic by-products have the potential to be used as a biomass energy source, feed or fertilisers, contributing to the circular economy approach. Packing is also a critical topic in the domain Domty operates in, which has multiple sub-topics, such as single-use plastic, returnable, reusable, and refillable packing, biodegradable packing, recyclability of packing, and reduction of fossil fuel use in packaging.	 Common	
	Product Stewardship	Maintaining product quality and safety is critical, as contamination by pathogens, chemicals, or spoilage presents serious human health risks. In addition, contamination may result from poor farming, transport, storage, or handling practices. However, the main driver of food safety impacts is environmental contamination, such as the pollution of water, soil, or air used by crops or animals. This is why we are dealing with top suppliers to purchase our raw materials, which are tested against our standards to ensure that they conform to them.	 Common	
	Sustainable Food System	The sustainable food system delivers food security and nutrition for all in a way that is economically, socially, and environmentally sustainable while not compromising future generations' rights.	 Common	
	Water and Effluents	Water is a critical input in crop and dairy product processing. In Domty, water is used during the production of juice, bakery, and dairy products, as well as in equipment cleaning practices. Operating in a water-scarce country puts a significant challenge in front of us as this may affect our operational costs and revenues. Thus, we at Domty must manage water-related risks and opportunities through capital investments, improvements to operational efficiency, and partnerships with regulators and communities on water access and effluent issues.	 Common	
	Risk Management	Operating in a sector that is characterised by intense competition and rapid shifts in consumer preferences makes it crucial to have a risk management system to ensure a stable position within the market. We at Domty have a general risk management system for all departments, while some have taken the general management system and adjusted it further to their operations.	 Common	
	Procurement and Supply Chain	Procurement and supply chains are key topics in the field of agricultural and dairy products. This topic includes supply chain management, supplier payment terms, supplier capacity building, supply chain traceability, and collaboration with suppliers.	 Common	


















Materiality Assessment (Continued)

Pillar	Material Topic	Topic Description	Risk Impact Assessment	Stakeholders
	Digital Transformation	Aligning with Egypt's digital transformation plan, Domty is working on establishing a new department for digitalisation and commercial supply. This department will be responsible for automating sale processes.	 Likely	
	Business Integrity	This topic includes anti-bribery, fraud and corruption, anti-counterfeiting, antitrust, anti-competitive behaviour, compliance, and protection of intellectual property. Regarding this topic, we describe how Domty manages the potential of being involved with corruption.	 Common	
	Corporate Governance	This topic is considered crucial for almost all types of business as it includes Board composition, independence and effectiveness, executive compensation, roles and responsibilities of the Chairman and CEO, and performance management.	 Likely	
	Wellbeing, Health, and Safety	A healthy and safe work environment is a human right. Therefore, the prevention of physical and mental harm to workers and the promotion of workers' health are extremely important. Among the hazards that may face workers in Domty is exposure to high temperatures, slips, trips, and falls from heights, excessive noise and vibration, causing hearing and other sensory problems, and handling dangerous machinery, tools, and vessels.	 Common	
	Responsible Marketing and Customer Engagement	Responsible marketing is about building customer confidence through a customer-centric marketing theme. Brands with responsible practices and those that help improve social and economic crises form stronger connections with their customers.	 Likely	
	Economic Performance	The economic performance includes the economic values generated and distributed by an organisation, the defined benefit plan obligations, the financial assistance we receive from any governance, and the financial implications of climate change.	 Likely	
	Business Development and Innovation	As a leading Egyptian company in the dairy, juice, and bakery products field, we work hard to develop our business and innovate our products while maintaining a healthy competition atmosphere with our competitors.	 Likely	



Materiality Assessment (Continued)

Pillar	Material Topic	Topic Description	Risk Impact Assessment	Stakeholders
	Education and Training	Education and training are essential tools in attracting and retaining talent. Domty provides various types of training to its employees to raise their capacity and ensure that the work is done with the highest quality.	 Likely	
	Indirect Economic Impacts	This topic discusses the indirect economic impacts that Domty may have on its stakeholders and the economy, such as economic development in areas of high poverty, availability of products and services for those in low economies, and other impacts.	 Likely	
	Community Relations	Communities can be a success factor for organisations if they are managed well. We at Domty aim to engage with our communities to understand how they may be affected by the organisation's activities.	 Likely	
	Ecosystems and Biodiversity	This topic covers the impacts that Domty may have on plant and animal diversity and ecosystems throughout our value chain.	 Likely	
	Diversity and Inclusion	Embracing diversity and inclusion within the food and beverage industry has become crucial. This industry touches everyone every day, and we need to recognise the interest of all our stakeholders. For example, customers in underrepresented groups want to know that leaders who look like them are fighting for their needs and wants. In order to guarantee that the right perspectives are taken into account, leaders should be representative of the communities they serve.	 Likely	



# Sustainability Approach

Domty’s sustainability approach stems from integrating the Sustainable Development Goals (SDGs) and Egypt’s Vision 2030 into our business model and strategy based on our material topics. We recognise SDGs as interdependent; thus, we strive to consider the diversity of impacts that comes with every decision and action.

Our most significant contributions and impacts are related to the seven following SDGs: achievement of Zero Hunger, safeguarding Good Health and Well-Being, securing Clean Water and Sanitation, ensuring Decent Work and Economic Growth, enabling progress for Industry, Innovation, and Infrastructure, supporting Responsible Consumption and Production, and accelerating Climate Action.



## Quality Education

We provide trainings and educational content to our employees to increase and enhance their skills and performance

### Material Topic

- Education and Training



## Gender Equality

We aim to bridge the currently existing gap in the diversity between the female and male ratio within Domty

### Material Topic

- Diversity and Inclusion

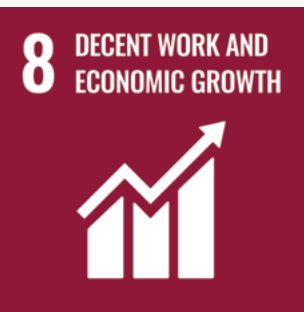


## Decent Work And Economic growth

We maintain governance and provide attractive jobs opportunities

### Material Topic

- Corporate Governance



## Zero Hunger

We aim to End Hunger by collaborating with different stakeholders to increase productivity and efficiency

### Material Topic

- Sustainable Food Chain System



## Good Health and Well-Being

We ensure healthy lives and choices. We promote well-being and social responsibility

### Material Topic

- Product Stewardship
- Risk Management
- Wellbeing, Health, and Safety



## Affordable and Clean Energy

At Domty we are currently exploring the potential for renewable energy adoption and implementation

### Material Topic

- Climate, Energy and Transport



## Industry, Innovation and Infrastructure

We are working on enhancing our infrastructure and innovating further within our business lines

### Material Topic

- Digital Transformation
- Business Development and Innovation



## Reduced Inequalities

The planned diversification within Domty shall include all employee levels

### Material Topic

- Diversity and Inclusion



## Responsible Consumption and Production

Within the production and the operations sustainable consumption is prioritised

### Material Topic

- Procurement and Supply Chain



## Life Below Water

Domty manages risks by increasing its operational efficiency, capital investments and partnerships with regulators and communities

### Material Topic

- Water and Effluents
- Ecosystems and Biodiversity



## Peace, Justice and Strong Institutions

We take actions against corruption, and we aim to diversify our work force

### Material Topic

- Business Integrity



## Sustainable Cities and Comunités

At Domty we aim to enhance our facilities and production sustainability

### Material Topic

- Circular Economy, Packing and Waste
- Sustainable Food Chain System
- Procurement and Supply Chain
- Digital Transformation
- Responsible Marketing and Customer Engagement
- Community Relations
- Indirect Economic Impacts



## Life on Land

We deal with top suppliers while minding the impacts we can have over biodiversity and ecosystems throughout our value chain.

### Material Topic

- Product Stewardship
- Ecosystems and Biodiversity



## Partnerships for The Goals

Domty's value creation is linked to the corporate governance and societal value

### Material Topic

- Corporate Governance





# Sustainability Approach (Continued)

Our sustainability framework reflects our vision of what matters ahead. Our material topics are effectively linked to 14 out of 17 Sustainable Development Goals.

In relation to Egypt Vision 2030, we are committed to every pillar and our material topics are highly linked to the following goals: environmental sustainability, quality of life, and justice and inclusion.







# Governance

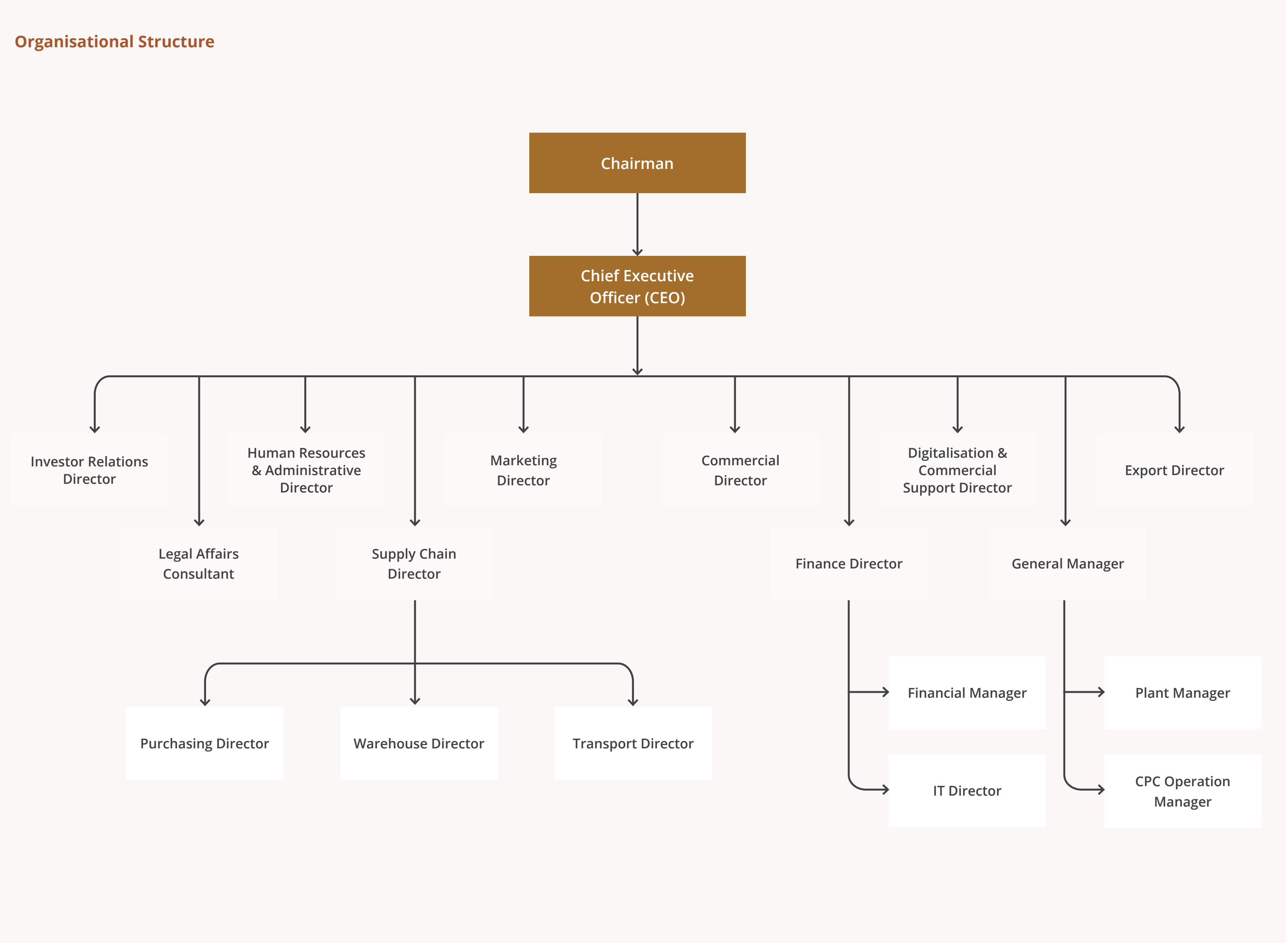
Domty’s governance has evolved with the growing complexity of our business lines while deepening our commitment and contribution to transparency, integrity, and accountability. Foremost, we ensure a holistic approach to governance based on long-term thinking and a responsible mindset.

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# Corporate Governance

Our corporate governance is based on Egyptian law and Domty's Articles of Association. The General Meeting of Shareholders oversees sound corporate governance in the company's best interest based on comprehensive knowledge of issues affecting our business. The Board of Directors ensures effective day-to-day management of the company. The Board consists of executive, non-executive, and independent members with complementary backgrounds.





Corporate Governance (Continued)

Board of Directors

Our Board of Directors, which decides on all of our operations’ strategic focuses and supervises the General Management’s implementation of those focuses, is crucial. It aims to encourage the company's long-term value development while considering its operations’ social and environmental implications.

In order to achieve this, Domty's Board of Directors (BoD) pays close attention to its makeup, especially to promote its diversity and that of its committees. The BoD believes this assures the Board’s discussion, decision quality, and diversity come from vitality, creativity, and performance sources. Notably, the Board’s diversity policy seeks to advance a variety of cultures, knowledge, experiences, and perspectives and to guarantee that the Board’s functions are carried out independently and objectively in a collegial and open-minded manner. In addition, to support the development and implementation of Domty's long-term strategy, the Board makes sure that its members have the necessary skills, including in-depth knowledge of the FMCG industry, successful experience as a leader or executive of a large international company, financial expertise, and familiarity with Domty's key markets.

7

Board Members

14%

Female

29%

Independency Rate

The Chairman of the Board of Directors (BoD) is Eng. Omar Eldamaty. Our current Board composition consists of seven members, with one female member. The Secretariat of the BoD is held by Mr Hassan Al-Shuhaimi, who is also the company's legal advisor. Our Board members are re-elected every three years.

As part of the diversification approach to be implemented at Domty within the coming period, the Board of Directors will be under study at the upcoming re-election. We also aim for an increased female-to-male ratio.

	Name	Member Status <sup>1</sup>	Number of Shares	Tenure	Field of Experience	Board Meetings Attendance
	 <b>Mr. Omar Mohamed Abdel Hamid Eldamaty</b>	Chairman	25,996,549	32 years	Food, Beverage, and Agriculture	5/5
	 <b>Mr. Mohamed Omar Mohamed Abdel Hamid Eldamaty</b>	Chief Executive Officer	5,407,849	16 years	Food, Beverage, and Agriculture Investments, and Business Administration	5/5
	 <b>Mr. Yahya bin Muhammad bin Awad bin Laden</b>	Non-Executive	44,239,887	32 years	Investments	5/5
	 <b>Mr. Mohamed Abdel Baqi Abdel Rahman</b>	Executive	None	12 years	Finance and Investments	5/5
	 <b>Mr. Mounir Fakhry Abdel Nour</b>	Independent	None	6 years	Investments, Business Administration, and the Food and Beverage Industry	5/5
	 <b>Mr. Hani Salah Sarie El Din</b>	Independent	None	6 years	Legal Business and Capital Markets	3/5
	 <b>Mrs Zainab Mohamed Abdel Hamid Shaheen</b>	Non-Executive	20,432,130	2 years	Food and Beverage	-

<sup>1</sup> Independent Director is one who is not an Executive Officer or employee of the company and who, in the Board's opinion, has no relationship which would “interfere with the exercise of independent judgment” in carrying out Director responsibilities.

As of November 2022, six new members were added to Domty's Board of Directors resulting in 25% females in total Domty's BoD.

Name	Member Status	Field of Experience
<b>Mr.Khaled Mohamed Reda El Damaty</b>	Executive	Commerce, Food and Beverage
<b>Mr. Yasser El Mallawany</b>	Non-Executive	Investement Banking ,financial services
<b>Mr. Mohamed El Akhdar</b>	Non-Executive	Investement Banking ,financial services
<b>Mr. Ahmed El Rashidi</b>	Independent	Food & Beverage
Replacing Mr.Hani Salah Sarie El-Din starting November 2022		
<b>Ms. Reem Safy</b>	Non-Executive	Business Administration
<b>Mrs.Sherine El Gamal</b>	Non-Executive	Business Administration



Corporate Governance (Continued)

The highest governance body is the Chairman. The average Board of Directors’ tenure is 15.14 years.

The most critical governance event is the Annual General Meeting (AGM) of shareholders according to law. Those shareholders nominate the Board of Directors responsible for running the business, appoint the Managing Director, and the one responsible for managing daily operations.

The AGM nominates the Board members every three years. In general, the Chairman and the Managing Director - as they are the primary shareholders - decide the list of candidates for the AGM to choose from.

The independent members are chosen from people with experience in the food industry or FMCG in general and finance and accounting experience. Regarding the diversity of our Board of Directors (BoD), the company appointed a female to the Board for the first time in 2020. We aim to select more females in the future.

Board Chairman Responsibilities

The Chairman of the BoD is responsible for inviting the BoD to convene, setting its agenda, managing its sessions, asking the General Assembly to assemble, and ensuring that sufficient and accurate information is available in a timely manner to Board members and shareholders, ensuring that decisions are taken on a sound basis, and ensuring that an appropriate mechanism is in place to ensure the effectiveness of taken decisions. They are also responsible for receiving reports and recommendations from all committees and presenting them to the Board regularly, ensuring that the Board is committed to fulfilling its duties while avoiding conflict of interests and ensuring the effectiveness of the corporate governance system applied in the company.



Board Committees

The BoD has formed the Audit Committee, and no other committees emanate from the Board.

Audit Committee

The Audit Committee members are selected from the independent and non-executive Board members. The members are selected via a Board meeting resolution. The responsibilities of the Audit Committee are in accordance with [Article No. \(37\)](#) of the rules for listing on the Egyptian Stock Exchange. The committee shall submit its recommendations to the BoD, which considers the adoption and implementation of those recommendations. The Audit Committee assists the Board in its oversight of the integrity of the company's financial statements, oversees the financial report process and monitors the independence of both the company's internal and external auditors as well as general compliance with all binding legal and regulatory requirements.

Audit Committee Members



**Mr. Mounir Fakhry Abdel Nour**  
(Chairman)



**Mr. Hani Salah Sarie El Din**  
(Committee Member)





**Mrs. Zainab Mohamed Abdelhamid**  
(Committee Member)

Business Integrity

Domty is committed to ethical business conduct across its operations, supply chain, and interactions with all stakeholders. Our business is built on recognising that trust and responsibility are invaluable to business continuity while safeguarding human and labour rights is our obligation to society.

Policies and Procedures

Domty has developed a set of policies and Standard Operating Procedures (SOPs) under which all employees across all departments and business lines adhere to, ensuring the company operates sustainably, ethically, and efficiently.

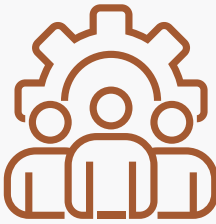


Category	Policy/Procedure
 <b>Environment</b>	Environmental Policy <sup>2</sup>
 <b>Logistics, Procurement, and Supply Chain<sup>3</sup></b>	Warehouse Operation Awareness and Development
	Creating Master Scheduling
	Creating Stock Control Policy
	Creating Supply-Side Platform
	Warehouse Modernisation Program Upper Egypt
	Finished Good Stocking Policy
	Alternative Material Completion for the Main Food Ingredients
	Supplier Evaluation Program
	Spare Parts Stocking Policy
	Full Warehouse Management System

2 The policy has been developed in line with the requirements of the Local Environmental Law No. 4, and the ISO 14001 Standard.

3 Policies have been derived from global principles and procedures.



Business Integrity (Continued)

Category		Policy/Procedure
	Human Resources <sup>4</sup>	Employment policy
		Promotion Policy for Maintenance
		Employee Benefits Policy
		Production Efficiency Measurement Policy
		Internal Employee Code
		Introductory Handbook for New Hires
	IT	Software Use Policy
		Clear Desk and Clear Screen Policy
		Social Network Use Policy
		Password Use Policy
		Internet Use Policy
		Email Use Policy
		Company Confidentiality Policy
		Meeting Handlings Policy
		Phishing Policy
		Loose Talk Policy
	Quality Management <sup>5</sup>	Quality and Food Safety Policy
		Food Safety Policy
		Analysis Policy
		Health Policy and Good Manufacturing Practices
		Policy for Dealing with Rigid Glass and Plastic
		Unidentified Objects Dealing Policy
		Returns Policy
		Employee Clothing Policy

4 The Company has an approved policy that is applied to all the Company's employees. It clarifies the cases that create a conflict of interest and clarifies the procedures regulating the conflict of interests and the legal procedures to be taken towards any action that results in a conflict of interest that harms the Company. The Company is bound by the provisions of Article No. (38) of the listing rules.

5 All policies are quoted from international specifications such as FSSC 22000 V5.1 and ISO 22000:2018, ISO 9001:2015, ISO 14001, ISO 45001, except for the Returns Policy, which was quoted from the Egyptian Food Safety Authority specification and the NFSA which was quoted from Egyptian standards.

Disclosure and Transparency

Domty is committed to transparently disclosing its financial and non-financial performance to support its stakeholders in making meaningful and informed decisions.

Financial Disclosure

**The company** is committed to the rules of listing on a stock exchange concerning financial disclosure, as it sends the quarterly (periodic) financial statements accompanied by the limited examination report issued by the auditors to the disclosure sector of the Egyptian Stock Exchange after the approval of the financial statements by the BoD for publication on the screens and also sends them to the economic supervisory body at the same time.

**The company** shall send the annual financial statements, accompanied by the auditors' report, to the disclosure sector of the Egyptian Stock Exchange, after the approval of the financial statements by the BoD to publish them on the screens. It shall also send them to the Financial Supervisory Authority simultaneously.

**The company** shall publish the consolidated and independent annual financial statements in the two morning newspapers attached to the auditors' report and the annual BoD report summary twenty-one days before the company's General Assembly, in accordance with the rules of listing on the stock exchange.

**All financial statements** issued are uploaded to the company's website to become available to all, including investors and others.

Non-Financial Disclosure

**The company** shall send the decisions of the Ordinary or Extraordinary General Assembly after the meeting to the Egyptian Stock Exchange disclosure sector for publication on the screens.

**The company** shall immediately disclose to the Stock Exchange disclosure sector if there is any material information related to the company.

**The company** shall respond to all inquiries received from the disclosure sector of the Egyptian Stock Exchange





# Risk Management

Domty ensures comprehensive risk management that engages all departments, production stages, and risk sources and factors. We meticulously identify, monitor, assess, and mitigate all types of risks to ensure business resilience and continuity under possible disruptions, which also encompasses relevant ESG risks.

## Strategic Risk Management

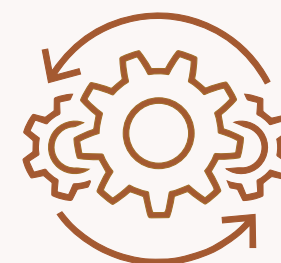
As a food and beverage company, we are subject to various internal and external risks that might impact our capacity to do business. Some of these risks are mainly connected to sustainability. As a result, we have a proactive risk identification and management policy in place to ensure that we can meet our goals, continuously develop our assets, and maintain a positive reputation while minimising risks and safeguarding the interests of all of our stakeholders, including our suppliers, employees, customers, and shareholders.

Domty's leading risk factors can be classified into three main categories.



### External Risks

- Legal and Regulatory
- Raw Material Price Volatility
- Raw Material Availability
- Currency Volatility



### Strategic and Operational Risks

- Packaging
- Over-dependence on main markets
- Changing consumers preferences
- Talent shortage
- Food safety and product quality issues
- Business transformation



### ESG Risks

- Business practices and price handling
- Responsible communication
- Responsible business ethics and integrity
- Human Rights

For effective risk management, Domty follows strict food safety systems. Both Domty's facilities follow the procedures set by the following standards: ISO 9001, ISO 14001, ISO 22000, ISO 45001, and FSSC 22000.

Domty has also developed various standard operating procedures that aim to mitigate risks across all departments. For example, we currently perform risk management through the health and safety department. In addition, a risk management department is under development to further manage risks and to aid the continued advancement of the company's sustainability objectives.

Health and safety risk identification and assessment are performed over all departments. All infrastructure risks are identified in the operations to avoid injuries caused by building integrity or electrical connections, and workers are assessed as per their training and performance. Although, for departments, risks are identified according to the working conditions and environment to avoid physical injuries, burnout, and increased working hours. If a change within a department occurs, a re-assessment is performed, and the re-assessment includes unfamiliar machinery, equipment, or product lines. It also includes new material handling or new process introduction.

### Financial Risks

The process of determining the most significant risks according to the classification of the risks in terms of macro and micro economic risks or the company's business hazards:

Firstly, the macroeconomic risks include the danger of fluctuating interest rates and the risk of fluctuating foreign exchange values. Therefore, the government monitors and tracks the economic data to make available suitable action in this regard.

Secondly, the risks associated with the company's operations are represented in credit risks. In this regard, the company's management implements numerous control measures, such as setting credit limits and approval limits and assessing the credit position of the customer in accordance with strict controls on credit limits. Furthermore, the company regularly examines liquidity indicators in addition to liquidity risk.

Egyptian exporting enterprises such as Domty receive export support from the Egyptian government, with specific percentages and regulations.





# Digital Transformation

Domty has embarked on a company-wide digital transformation to optimise internal procedures, effectively scale operations, and streamline interactions with its partners. This ongoing journey helps us grow business resilience, security, and efficiency in a rapidly evolving environment.

“

*The Digital era puts the business world at a turning point. It requires us to rethink every procedure and interaction. Yet it also allows us to leverage better analytics and more sustainable performance. The ongoing work on cloud integration is fundamental to our ongoing sustainable business transformation. I hope that new digital solutions will allow us to improve our stakeholder interactions, product quality, and customer experience while advancing our sustainability ambitions even further.*

**Joseph Rezqallah**

Digitalisation and Commercial Support Director

”

## Digitalisation and Commercial Support Functions

With an aim to advance digital transformation across Domty's business activities, the company is establishing a dedicated division in 2022 that will lead the change through the following functions.

### Sales Analysis and Reporting

Provide the management and sales team with all needed standard and customised reports across all levels in digital form, as it empowers the Domty team to make precise decisions.

### Market Routing

Planning, enhancing and controlling route-to-market strategies and activities for optimising and utilising route performance to increase sales truck productivity and reduce sales operation expenses for higher efficiency (reducing travel time, Gas consumption, tire consumption, and maintenance cost).

### Sales Technology

Lead the digital transformation for the commercial sector and related departments through two main projects that will enhance the sales process.



### Launching SAP

One of this project's main objectives is automation; replace manual processes with automated ones to save time, effort, and resources, driving the company to a paperless environment.



### Handheld Rollout

Rolling out handheld devices in sales functions instead of manual invoices leads to higher accuracy, saving time, and reducing paper consumption.



### E-Commerce Division

Domty established a dedicated e-commerce department that ensures its products are available on all the growing online platforms. As a result, in 2021, we achieved an 800% increase in the online sales sector.

# Product Stewardship

We are responsible for contributing to our customers' quality of life, health, and well-being. This is why compliance with advanced management, quality, and food safety certifications is crucial to our value proposition. In addition, the trust we have built over decades is one of our greatest assets. We ensure every Domty cheese package, juice box or bakery product found on the shelf anywhere in the world is undeniably associated with quality, taste, and trust.

“

*The taste always speaks for itself, yet there is always a story behind it. Hard work, experimentation, and compliance take time. However, once the final product reaches the hand of the consumer, we can proudly say that it was worth it. Domty has built a reputation on a commitment to excellence and value for money. This has been possible, not the least, through continuous operation optimisation and the pursuit of doing better with less. We are now exploring how our experience in building economies of scale can be used to elevate our sustainability performance.*

**Eng. Mohamed Aboelenen**  
CPC Operations Manager

”

As a regional leader in the dairy products industry, it is our duty to ensure our goods' safety and superiority.

We support responsibly sourced ingredients, naturalness, transparency, and clean labelling. We also abide by local laws, ISO 22000:2018, BRC Food Issue 8, and other standards. We consider these ideas fundamental to developing exceptional culinary experiences and the foundation of our purpose, supported by solid innovation skills.

Our principal objective in the upcoming years will be the ongoing development of food safety and quality, with a strong emphasis on the production of customer value.

We place a high priority on the quality and safety of our food. From receiving raw and packaging materials to distributing our products to customers, a stringent control system has been established across the supply chain. By identifying risks and putting control mechanisms in place, we aim to maximise food safety at every production stage.



**Positively Impacting our Community's Health**

**Growing our Brand and Innovating for our People**

**Advancing Sustainable Growth**





# Economy

Domty has been an example of combining business innovation and strategic expansion for years. As the world rebounds from the pandemic, we have sought to leverage our brand and capacity for promoting green and just economic recovery and transition.

“

*Financing our development and financing sustainability transitions is an increasingly simultaneous and synergetic process, allowing us to mitigate financial risks and discover new points for growth and market leadership.*

Mohamed Abdelbaki  
Chief Financial Officer

”

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# Economic Performance

With record revenues in 2021, Domty focused on further expansion, ensuring we grasped emerging social needs and new market opportunities while sustaining strong performance across our business lines.

Domty's sales showed a boost of 12% during the reporting period compared to the previous year, with total sales amounting to EGP 3,360.5 mn in 2021, compared to EGP 2,995.5 mn in 2020.

Working closely with our partner network is essential to find the best goods and services to achieve our success. At Domty, we are responsible for ensuring our products' safety and quality throughout our value chain. We do this by taking steps like certifications and supporting our suppliers in this journey.

Our value chain spans eight hundred suppliers, four business lines, six product categories, two production sites, and twenty-seven sub-distribution centres.

*For economic performance indicators, refer to [Domty's Financial Report](#).*



# Business Development and Innovation

Domty conducts strategic research, including market analysis and feasibility studies, to ensure well-weighted decisions are applied to our strategic business development, investments, acquisitions, and product range.

Our goals include innovation, and demand for it is currently at an all-time high due to the quick changes in consumer behaviour, rising youth awareness, and the ongoing pursuit of better lives. In order to strengthen our leadership position in a constantly changing food and beverage market, we have launched a number of new items across several of our key categories in 2018 and 2020. We will also continue to push for advancements that reach additional consumer groups.

Innovation can only be sustainable as the world prepares for new developments if combined with long-term social and environmental effects. Therefore, our company has always valued attention to detail, and we go above and beyond to generate market distinctiveness or protect our company from threats with our inventive efforts.

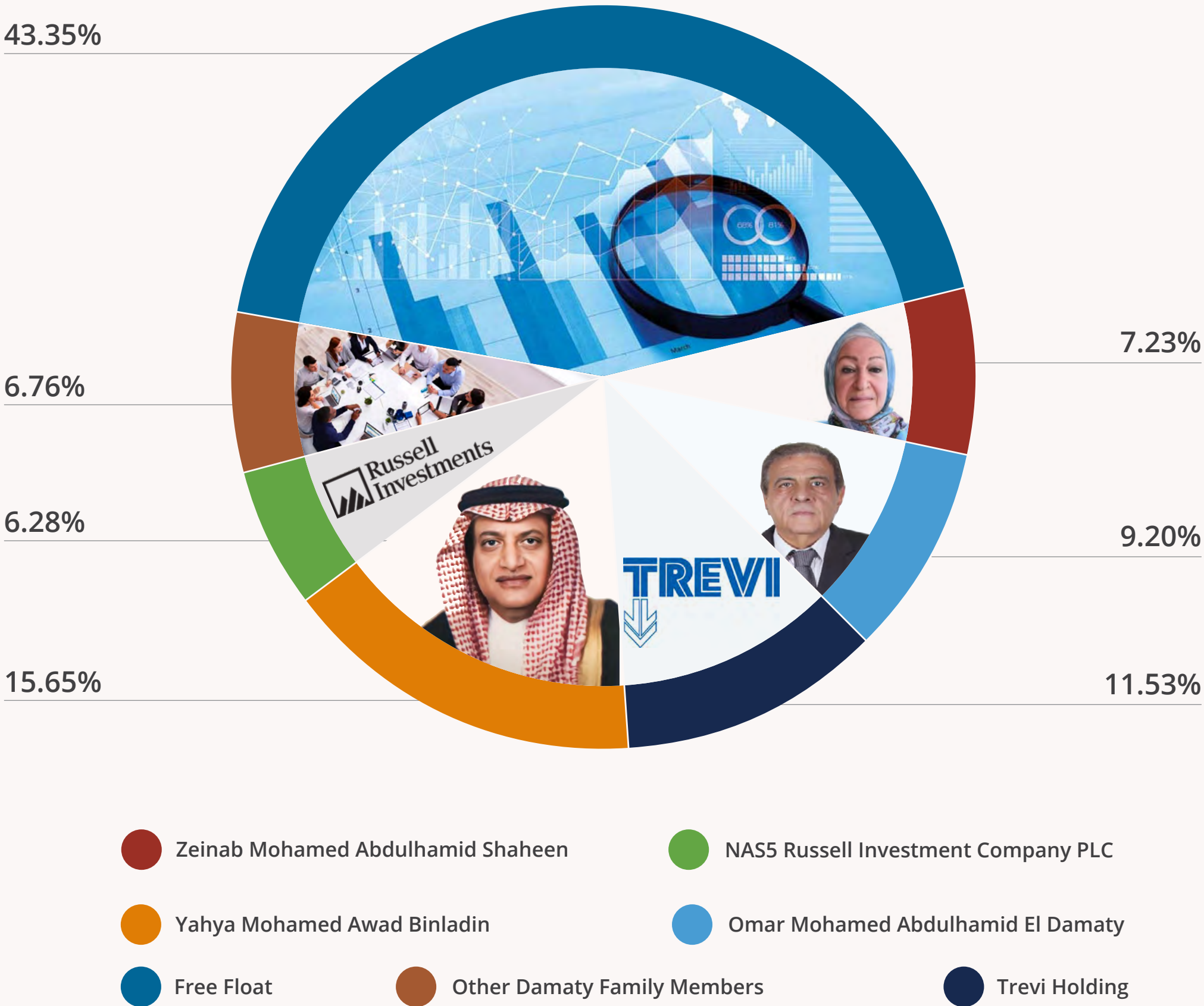
Within the company, departments aim to innovate within their expertise. For example, the investor relations department aims to introduce an online voting system to allow the shareholders and Board members to attend the annual meeting online and vote on the decision remotely on the internet instead of physically attending the meeting at the company's headquarters. As a result, the most recent Annual General Meeting (AGM) was held online, and it was a success. This initiative also allowed foreign shareholders to attend and get involved in the process virtually.





# Shareholders

Domty's ownership structure as of 31 December 2021.



# Indirect Economic Impacts

Our business development and expansion are conducted considering the needs of the communities in which we operate, including the requirement for infrastructure investments and services, the potential for supporting local employment and alleviating poverty, and improving the availability of essential services.

2,490

Jobs for youth during 2021

At Domty, we are committed to maintaining our influence and serving as a role model for other businesses considering the same course of action. Parallel to our support for social growth and a greener future for everybody, we will continue to expand our business of offering customers and communities nutritious, high-quality products.

With our continued growth, we created 2,490 jobs for youth during 2021, which supports local employment and helps with the employment struggle that faces Egypt.

Aside from the growth impacts, in 2015, Domty launched an initiative to support a world-class heart centre, Aswan Heart Centre (AHC), a non-profit organisation providing medical treatment to Egyptians and Africans in need of such attention under the leadership of Dr Magdy Yacoub. Domty's continuous support of AHC involves providing a part of the food catering to AHC patients and staff through their catering department. In addition, Domty is in contract with AHC to support the department every week.







# Society

We take great pride in our culture at Domty. We want to give every employee a chance to influence corporate choices by building on a unique history of social innovation. To do this, we offer a secure work environment to our employees, depending on positive social interaction and supporting talent development throughout their careers.

“

*Innovation and quality are not simply attributes of a thriving business. They are achievements brought about by hard work daily. Those achievements are made possible foremost by those who put their passion, talent, and skill to work. We know that providing employees with an opportunity to be their best selves is an investment beyond comparison. And this is why Domty provides an experience of a career path like no other.*

**Tawfik Amer**  
Human Resources and  
Administrative Director

”

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# Our Employees

Without its employees’ hard work and commitment, Domty’s long-standing success would not have been conceivable. The motivation for the meticulous and prudent management of our resources and assets is our personnel.

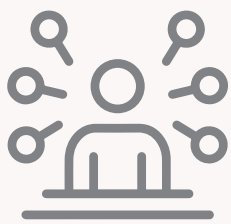
The strategy of our HR department is based on the support of senior management and the delegation of the human resources division to carry the development flag related to the application and activation of managing by objectives, keeping teams at the core of what we do, unlocking the power of digitisation across operations, and focusing on our **CAPS** Framework.



## CAPS Framework

### Calibre

- Recruitment Procedures
- Social Insurance
- Medical Insurance
- Record Maintenance
- Termination Procedures



### Academy

- Introductory Training for New Employees
- Training based on Objectives
- Training and Development Packages and Efficiency Enhancement
- Training on all New Policies and Systems
- Cooperation Protocols with Technical Institutions - Dual Education System



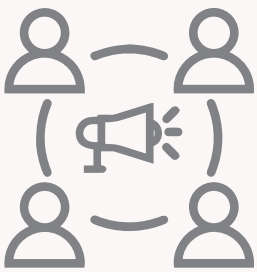
### Performance Management

- Goal and Target Setting
- Training, Supervision, and Mentoring
- Annual Performance Reviews
- Employee Satisfaction Surveys



### Satisfaction and Employee Engagement

- Annual Dividend and Commissions
- Yearly Rewards and Incentives
- Allowances
- Personal Loans and Grants
- Accommodation
- Medical Insurance and Social Aids
- Honouring Former Employees
- An Ideal Employee Event
- The Domty Sales League
- The Ideas and Suggestions Club
- Leisure Travel and Other Facilities
- Annual Group Gatherings on Special Occasions



## Policies and Responsible Business Conduct

All Domty’s employees and workers are trained on the company’s policies, procedures, and code of conduct. In addition, employees and workers are provided with numerous channels for seeking advice or inquiries and sharing knowledge and suggestions regarding the company’s policies and procedures. This includes personal meetings with the relevant supervisors and responsible personnel, direct phone calls and emails, and monthly meetings, through the Employee Register and the Ideas Club box. Furthermore, all recruits are guided through induction training before commencing their work.

### Human Rights

Domty has a Human Rights policy in accordance with Egyptian labour law. Regarding employment opportunities or policies, Domty does not discriminate based on race, colour, religion, gender, national origin, age, physical ability, ancestry, medical issues, family care status, or any other factor. HR staff members have received training on how to interview and hire people with impairments (PwD). Discipline, including employment termination, applies to anybody who engages in discrimination.

Domty is dedicated to establishing and upholding a workplace free from all forms of harassment. Therefore, we sternly forbid any harassment of our personnel (both within and outside Domty facilities), partners, clients, or consumers. If this policy is violated, Domty may take disciplinary action against the violator, including everything from the suspension to immediate termination of employment. Additionally, we take the required steps to stop instances of harassment that are not permitted, such as verbal, visual, physical, and sexual harassment. This guideline also applies to how workers behave when doing their jobs off the grounds of Domty premises.

Hiring managers are educated on the organisation’s anti-discrimination rules to guard against potential prejudice. Additionally, Domty has procedures in place that forbid requesting information from job candidates that might result in discriminatory employment judgments, such as marital status, pregnancy, intent to have children, number of dependents, or similar information. Contracts of employment also describe Domty’s work.





# Wellbeing, Health, and Safety

Our employees know that working in Domty means the possibility to live a good, decent, and healthy life in every way. We have chosen to embark on a highly personalised approach to employee interactions, where rigorous health and safety standards and comprehensive benefits ensure nobody is left behind. Meanwhile, on top of that, we carefully listen to our people to serve their genuine and unique workplace needs. We take particular care to minimise all types of accidents and injuries.



Our Occupational Health and Safety department is responsible for preparing and enforcing policies, practices, procedures, and facilities to assess any risks or hazards that may affect the safety of workers and the establishment, following up on the security aspects, and supervising the implementation of occupational health and safety laws and legislation. The health and safety management system is based upon the legal requirements of Labour Law Number 12 for 2003 and follows the requirements of ISO 45001, to which all Domty's facilities are certified.

Our main lines of action in both manufacturing facilities are setting the annual environment, safety, and occupational health targets with senior management, performing daily inspections of all work sites, implementing immediate control measures for the identified risks, submitting the detected corrective actions to senior management, and participating in monthly occupational health and safety meetings.

In addition, inspecting all equipment at work sites, training emergency teams on how to deal with emergencies according to the annual plan, carrying out periodic maintenance on alarms and civil defence equipment, monitoring contractors' work in the company and obtaining work permits for contractors' work within the company, assessing and analysing work-related risks, and providing and monitoring the effectiveness of personal protective equipment.

To evaluate the performance of the HSE department, several points are considered:

1. Annual goals achievement percentage.
2. Percentage decrease of injuries, accidents, and occupational diseases compared to the year before.
3. Reviewing penalties related to employee violations of occupational safety and health instructions.
4. Compliance with all relevant local and international laws and regulations.
5. The extent to which the measurements conform to the company's permissible threshold.
6. The results of workers' periodic medical examinations.

## Health and Safety Training

We continuously train our people on the best health and safety practices and measures across all our worksites. We also offer

several training sessions for our employees to train them on the most important occupational health and safety techniques.

Health and Safety Training	Description	Training Sessions Duration	Number of Attendees
Cheese Manufacturing Plant			
Occupational Health and Safety Committees	Explaining the responsibilities of the Occupational Safety and Health Committee members and educating workers and employees on workplace risks and hazards, labour law, and ministerial decisions related to occupational health and safety.	16 hours	20
Occupational Health and Safety Technicians and Specialists	Explaining the responsibilities of occupational safety and health technicians and specialists and educating workers and employees on workplace risks and hazards, labour law, and ministerial decisions related to occupational health and safety.	40 hours	8
Civil Defence and Firefighting	Educating workers on fire hazards, prevention methods, extinguishing methods, and the procedures and responsibilities of the evacuation and emergency team.	60 hours	40
First Aid	Walkthrough on the methods of first aiding.	8 hours	5
Bakery and Juice Plant			
Safety Instructions	Walkthrough on the procedures related to inspection of the equipment before starting and working with it.	1.5 hours	15
Clark Training	Physical training for Clark drivers on safe driving methods and procedures.	-Not Calculated-	15



Wellbeing, Health, and Safety (Continued)

Hazards Reporting and Management

Workers can report work-related hazards and hazardous situations by participating in the monthly meeting of the occupational health and safety committee, filling out a form of complaint and suggestions that is available in all departments, sharing any concerns through an internet network that includes all departments for easy communication, and directly contacting higher departments via phone calls. In addition, workers are protected against reprisals by investigating disputes, solving them, and ensuring they are satisfied with the solution.

Number of Hazards Reported		
Worksite	By Employees	By Contractors
Juice and Bakery Plant	15	6
Cheese Manufacturing Plant	15	6
Headquarters	2	6

Hazard Awareness Training	Training Hours	Number of Trainees
Personal Protection Equipment (PPE) Training	4 hours	50 trainees
Evacuation in Emergencies	3 hours	39 trainees
Fire Hazards	2 hours	27 trainees
Warehouse Related Hazards	2 hours	25 trainees
Hazards related to Working in High and Closed Areas	2 hours	26 trainees
Health Instructions in Oven Areas	-	22 trainees

Engaging with Our Employees to Improve the Health and Safety System

To ensure continuous improvement of our health and safety management systems, worker representatives participate in occupational health and safety issues through consulting sessions undertaken by the head of occupational health and safety in all departments. Along with performing routine internal audits across all our work locations, we seek to detect any infractions or non-compliance activities and reduce the associated risks. Additionally, we encourage involvement from and recommendations for changes from our staff by hosting talks when audits are finished.

Work-Related Injuries and Accidents

Since our employees are the essential element that highlights the essence of our business, investing in their safety and well-being equates to investing in the success of our company. Therefore, our management and monitoring systems may be advanced and

continually improved to accomplish our goal of zero accidents across all work sites. For all of our employees and workers across all our worksites, this entails identifying potential hazards and eliminating them by implementing technical engineering solutions when possible. It also includes purchasing the most recent safety and personal protective equipment in accordance with the operations of each industry.

Our operations have implemented several rules, controls, and technologies that cover all known dangers, from chemical and noise controls to fire protection and emergency operational and environmental hazards, to guarantee that our blue-collar staff are protected while on the job.

Work-related injuries are monitored continuously throughout our operations. During 2021, all work-related injuries were attributed to employees only. For example, we reported ten work-related injuries in the juice and bakery plant. In contrast, we reported twelve during the same year in the cheese manufacturing plant. In our headquarters, we reported zero injuries during 2021.

Worksite	Total Injuries	Total Hours Worked	Lost-Time Injury Frequency Rate (LTIFR)	Lost-Time Injury Severity Rate (LTISR)
Juice and Bakery Plant	10	2,656,800	3.76	116.31
Cheese Manufacturing Plant	12	3,105,216	3.86	79.87
Headquarters Office Building	0	-	0	0

In addition to work-related injuries, Domty monitors work-related fatalities and ill health; both were recorded as zero in 2021.

Domty is reporting their work-related injuries, ills and sick leaves related to common and chronic diseases according to the [Manpower and Immigration Minister Decree Number 126 for the year 2003](#).

Recorded Sick Leave in 2021		
Worksite	No. of Sick Leave Days	No. of Cases
Juice and Bakery Plant	997	507
Cheese Manufacturing Plant	965	178

Promotion of Our People’s Health

All Domty employees and workers are protected by health insurance and given a health card that may be utilised in emergencies relating to non-work-related diseases to establish a culture of health and safety across our worksites. All of our work sites are outfitted with first-aid kits that are dispersed around the building, in addition to clinics that are open around the clock and open to everyone, including our employees and workers' families. Furthermore, Domty provides health services for its employees through a medical network, “Mediconsult”, for medical examinations. It also provides medical services, including clinics, pharmacies, hospitals, laboratories, and radiologists in different governorates and villages. Moreover, a doctor is available in the facility on each shift.






# Education and Training

Domty provides comprehensive and tailored education and training opportunities allowing employees to excel in their profession and gain the skills necessary to succeed in a competitive job market.

17,489

Total training hours delivered to our employees in 2021



We use the Management by Objectives methodology, where corporate objectives are transformed into individual goals, conveyed to employees, and assessed by managers. Then, based on their development objectives and the requirements of their job roles, Domty promotes employees' personal and professional growth through courses, certificates, and certifications.

In addition, employees are entitled to growth opportunities in accordance with the yearly training needs analysis created by the HR department and the technical and soft skill criteria listed in the evaluation.

Domty provides a set of improvement programs for its employees, including HR training skills to improve soft skills and a sales sector skills development program, "Al-Nataq", and training and qualifying personnel to become machine maintenance and operation technicians. During 2021, a total of 17,489 hours of training were delivered to our employees, with an average of 4.19 hours per employee.




# Diversity and Inclusion

At Domty, unique employee perspectives blend to create a dynamic and healthy shared corporate culture where everyone can be themselves. We provide decent working conditions and fair wages at all our facilities and factories. We are working to become a company where everyone has equal chances to succeed while being respected for their identity and background.


4,178

Total Workforce




79%

Blue Collar




21%

White Collar



37%

Youth (Under 30 years)



At the end of December 2021, Domty employed forty-seven women. This results from an industry-specific reality where it is frequently difficult to maintain a high level of female employees throughout most of our supply chain responsibilities. In an effort to focus on quality rather than quantity, we paid more attention to practical solutions than to following fads that are neither economically viable for our company nor socially just for our female employees. The IUCN defines its gender-responsive approach as “the proactive identification of gender gaps, discriminations, and biases and then the coordinated development and implementation of actions to address and overcome them” because it is a sector specifically concerned with and related to environmental conservation and the use of natural resources. Using that framework, we can create a gender-responsive strategy that guarantees men and women equal opportunities for participation, decision-making, and benefits. We can also create inclusive, gender-sensitive project teams with the technical proficiency and capacity to support gender-responsive action. As a result of roles that promote social inclusion and gender empowerment, Domty has actively focused on career functions and a knowledge system customised for our female employees. We continue to put in the effort and show that we are concerned about the well-being of our female colleagues.

Through the implementation of various projects, we are attempting to improve gender diversity. To promote Domty as a workplace that values women and raises the proportion of female recruits, these measures will be designed to draw in and keep female talent. They will include recruiting events targeting women, internship programmes, and communications.

*For further information about Domty's workforce, please refer to the Appendix "Social Indicators".*



# Responsible Marketing and Customer Engagement

Our products make up a significant part of the daily food for millions of people, contributing to tasty mornings, nutritious breaks, and delicious dinners. This is why helping our consumers eat healthy and balanced diets and promoting a sustainable food system are embedded in our engagement with society through various channels. We do this through responsible marketing, labelling, and continuous engagement with our consumers on all issues that matter to them.

Domty's marketing division works to maintain the brand's credibility and maintain and advance responsible marketing practices, from product development, pricing, positioning of the product, and marketing communication supporting the product after launching it to the market.

Domty's strategy for the coming years is concentrated on changing the brand's perception from a heritage brand to a younger brand that caters to products for all segments and includes the younger generation with on-the-go products. All of this is done while ensuring responsible marketing where we not only meet our customers' needs but also positively impact the community we are all a part of.

### Innovating for Our Customers

Domty is continuously innovating its product range to cater to its diverse customer demands. For example, in 2021, we launched our dairy milk product range. As a result, we successfully reached a 2% market share in less than three months, in addition to introducing numerous new flavours to our sandwiches and other product ranges that cater to our customer's needs.



**Domty receives the BASES Breakthrough Innovations Award in 2021**

Domty sandwich got the BASES breakthrough innovations award for 2021 according to NielsenIQ, one of the biggest research companies in the world

# Community Relations

Domty has a lasting history of CSR engagement with a significant focus on improving access to modern healthcare, food security, youth participation, family well-being, and community development. We support communities and invest in their development, recognising their mutual benefits.

### Corporate Social Responsibility Donations

During 2021, Domty made cash donations amounting to approximately **EGP 610,000**. In addition, the organisation's total charitable contributions to social and CSR projects amounted to **EGP 4.7 million** to numerous philanthropic entities across Egypt.



The Food Bank

The Women's Association

El Giza Association for Mother and Child

Al-Orman Association

Umm Al-Qura Association

Misr El-Kheir Foundation

Hossary Association

Our Young Lovers Association

Community Development Association

Dar Imad Ragheb

Dar Al Amin





# Planet

The food and beverage industry has a special responsibility towards the planet, rooted in its dependence on the natural cycles and the impact we make at every stage. This is why environmental monitoring is tightly integrated into operations management.

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# Ecosystems and Biodiversity

Ecosystem resilience is at the heart of our business continuity and long-term success. We aim to ensure that our farms and production sites are places where plant and animal life flourish while adopting responsible farming practices and nature-based solutions to enhance our contribution to local environmental health further.

Through various aspects, agricultural activities pose risks to biodiversity, and we try to create policies and standards to minimise and eradicate any potentially harmful effects that Domty may pose.



# Sustainable Food Supply Chain

We are working with our partners across the value chain to build a sustainable and resilient food system that provides healthy and nutritious diets within planetary boundaries. Our action across the supply chain is focused on ensuring due diligence, engaging suppliers in a shared journey toward sustainability, and building a shared vision of responsible conduct, efficiency, and continuous improvement.

“

Supply chains form the crux of business responsibility and continuity. We want every supplier to stand by the values and criteria we practice internally and enable every partner to advance within the journey towards sustainability.

”

Khaled Madany

Supply Chain Director

For our value chain, which consists of eight hundred suppliers, to source the appropriate goods and services, close collaboration with our diversified partner base is essential. Moreover, as one of our top concerns is promoting human rights and the safety of those in our supply chain, we will keep enhancing due diligence and promoting inclusive growth through programmes on the ground.

Domty's Value Chain Profile		
Types of Suppliers		
Brokers (transporters)	Contractors	Producers
Number of Suppliers		
800 Total	85 Total Local	
Suppliers' Geographic Locations per Business Line		
Dairy	Juice	Bakery
70% imported from Europe, New Zealand, Australia, and the USA	50% imported from China, Europe, and South America	20% imported
30 % locally sourced	50% locally sourced	80 % locally sourced
Geographic Locations of Downstream Entities	Types of Downstream Entities	Relationship with Downstream Entities
All Over Egypt and more than 40 Exporting Countries.	Wholesalers, Agents, Retailers, HORECA.	Long-Term Relationships, Contractual Relationships, and Short-Term Relationships.

The supply chain department links the sales and production sectors. Therefore, they work with various departments to ensure the supply of products in the needed quantities.



Sustainable Food Supply Chain (Continued)

Department	Responsibilities
<div></div> <div>Production Management</div>	Responsible for improving production efficiency, reducing production losses, and ensuring that finished products are of the best value and quality while ensuring stability and conformity with the required specifications.
<div></div> <div>Quality Management Department</div>	Responsible for implementing quality assessment procedures for all steps of production, ensuring that finished products are safe and conform to specifications, preparing documentation for the inspection process, and monitoring customer satisfaction levels.
<div></div> <div>Warehouse and Supply Chain Management</div>	This department is responsible for receiving and storing raw materials, bringing raw materials and production requirements from the main stores to the production departments, and receiving the final product from the production department, storing it, and then distributing it to sales branches.
<div></div> <div>Procurement Department</div>	This department is responsible for purchasing the required raw materials.
<div></div> <div>Security Department</div>	Responsible for the security and safety of the facility and for controlling the incoming and outgoing personnel, materials, and products throughout the work site.

The procurement and supply chain departments’ responsibilities are material planning, production planning, demand and sales forecasting, distribution centres' processes, purchase order processing control, and working capital control.

Domty has a multi-stage hiring procedure that includes:

1. Creating and getting approval for a list of requirements for the raw material (via technical data sheets and certificates of analysis).
2. Requesting a raw material sample from the source, our research and development team then examines it for quality and approval.
3. Acquiring more of the material and putting it through industrial testing.
4. Acquiring production numbers for final approval while evaluating the supplier’s commitment to lead time, consistent product quality, and service level.
5. Obtaining Domty’s technical team’s final approval before signing a deal with the supplier.



A performance management system manages the performance of exports, logistics, procurement, and supply chain departments. Any critical concerns from the procurement and supply chain department are escalated to the highest governance body by emails or calls for physical meetings.

The department aims to enhance its performance in different directions:

1. Purchasing
  - Completing the Approved Supplier List (ASL) for the top items to have three alternative suppliers.
  - Keeping the stock replenishment within the supply-side platform (SSP) level.
2. Distribution Centres (DCs)
  - Upgrading the DCs to meet the National Food Security Authority (NFSA) standards and to be approved by them.
  - Minimise the damage and waste quantity of the products in DCs related to handling.
  - Increase the accuracy of the DC system transaction on the Oracle program.

3. Planning

- Starting Material Requirement Planning (MRP) (Quarterly, Monthly, and Weekly) plans.
- Starting DIO monitoring.

As for Domty, high-volume suppliers, critical component suppliers, and non-substitutable suppliers are considered essential suppliers. In 2021, 8% of the total juice production was exported (169,089,453 packs). As a result, the supplier purchasing volume (PVO) in 2021 was 2,520 million EGP, from which 63% was spent on local suppliers and 14% on emerging markets.

Our distribution staff ensures that our product lines are well-stocked on shelves around the nation while maximising their operations each year by adopting greener solutions, making our products available to everyone in the country. In addition, our distribution division keeps Domty's non-refrigerated and chilled items delivered in a high-quality, safe, and practical manner.

600

Distribution Trucks

27

Distribution Centres





# Climate, Energy, and Transport

The food industry has a vast footprint while being uniquely vulnerable in the face of the climate crisis. This is why we strive to reduce our emissions, explore the potential for renewable energy adoption, and implement fuel efficiency and energy-efficient production measures. Climate action is also linked to other action areas through practices like feed processing innovation and logistics optimisation.



### GHG Emissions<sup>7</sup>

Being one of Egypt’s largest producers of cheese, juice, and bakery products, the present and future effects of climate change is something that we at Domty are aware of. The Paris Agreement has established a significant global agenda for tackling climate change, which we recognise as a tremendous opportunity for our company to advance society further and protect a habitable planet.

Our GHG emissions assessment establishes the foundation for effective climate action by identifying key areas of our impact on the climate and highlighting critical points for intervention to significantly reduce GHG emissions in the coming decades. In addition, Domty’s standalone carbon footprint report presents a thorough analysis of Domty’s GHG emissions, considering our manufacturing plants, administration buildings, distribution warehouses, and other Domty facilities.

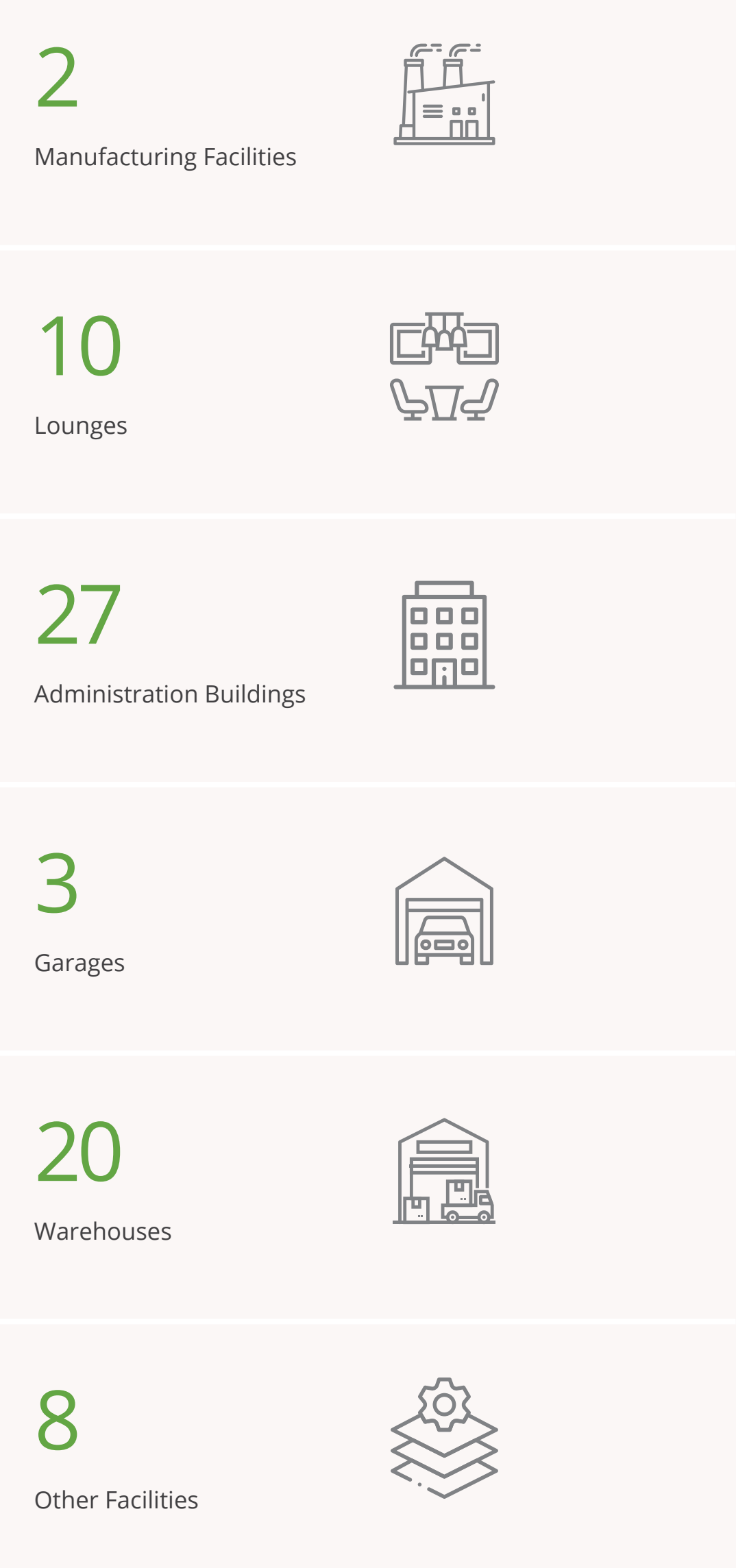
The reporting period is from 1 January to 31 December 2021, covering GHG emissions of our main activities, embracing direct emissions from controlled equipment and assets, emissions from purchased electricity, and selected indirect Scope 3 emissions resulting from our operations.

Based in Egypt, we export worldwide, and thus related emissions were also considered based on the data availability. The analysis and calculations were based on the Greenhouse Gas Protocol, the Intergovernmental Panel on Climate Change (IPCC) Guidelines for Greenhouse Gas Inventories, and the ISO 14064-1:2019 standards.

### Inventory Boundaries

#### Organisational Boundaries

Domty adopts the operational control approach in its GHG assessment, in which the organisation is responsible for 100% of the emissions over which it has active control. The 2021 GHG assessment includes Domty’s two manufacturing plants on 6 October, Giza, namely the “cheese manufacturing plant” and the juice and bakery production plant located in the “CPC” industrial complex and named after it, as well as twenty-seven administrative buildings, twenty warehouses, ten lounges, three garages, and eight other facilities (such as apartments for workers) all around Egypt.



### Operational Boundaries

The method for incorporating the reporting company’s business’s emitting activities, which activities should be included in the calculations, and how they should be classified is determined by operational boundaries (i.e. direct or indirect emissions). As a result, the emissions fall under different scopes and reporting standards. The GHG Protocol splits emissions into three main categories.

**SCOPE 1:** All direct emissions from sources owned or controlled by the reporting company, such as the company’s facilities and owned vehicles.

**SCOPE 2:** All indirect emissions from the generation of energy purchased by the reporting company, such as purchased electricity, heating, and cooling.

**SCOPE 3:** All other indirect emissions, not included in Scope 2, from sources that are not owned or controlled by the reporting company but are related to the reporting company’s activity, such as waste disposal and employees’ commuting in vehicles not owned by the company.



<sup>7</sup> For further information on Domty’s 2021 GHG Assessment, please refer to 2021 Carbon Footprint Report.

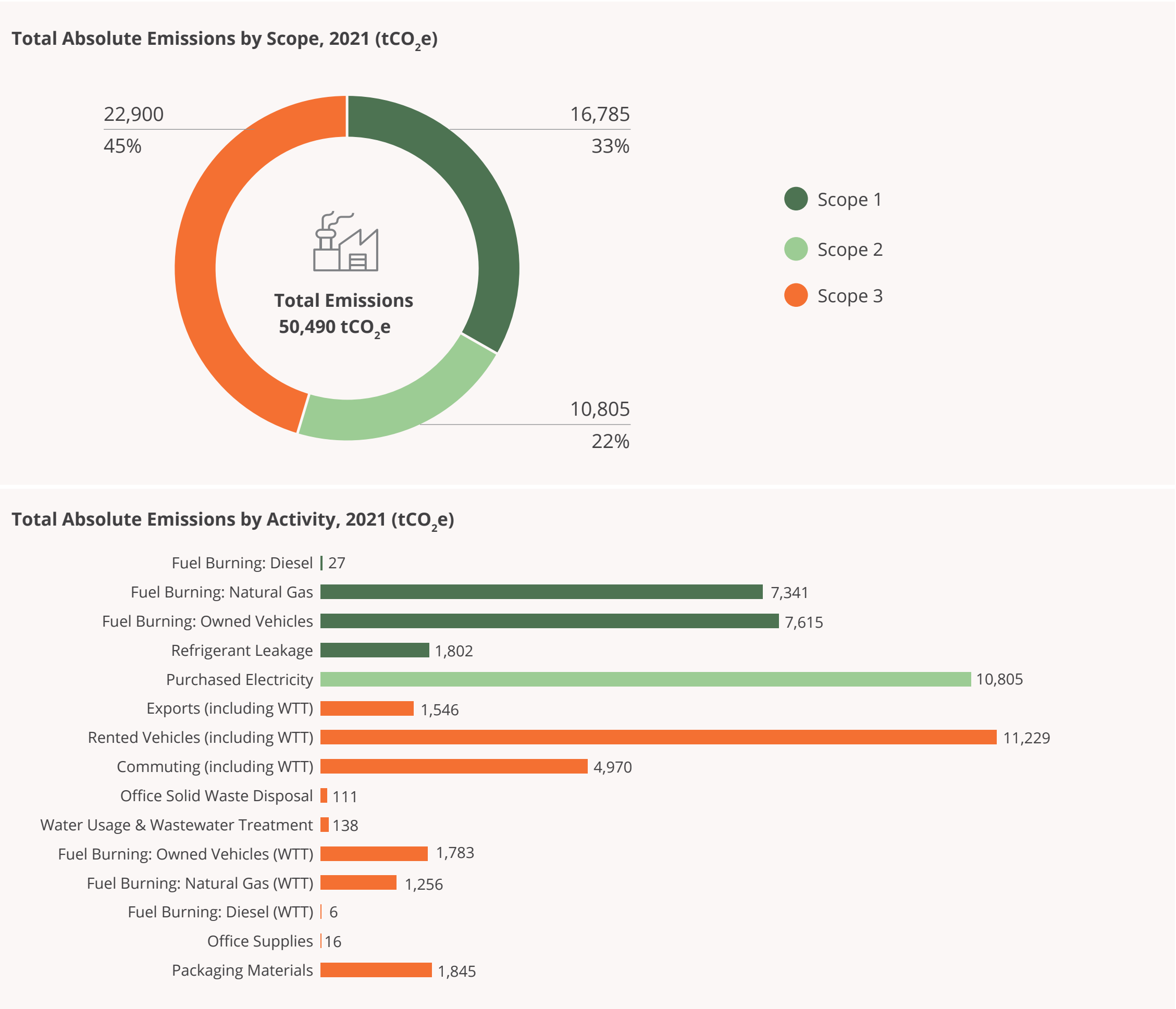


Climate, Energy, and Transport (Continued)

GHG Emissions Results, 2021

The total GHG emissions of our business as of 2021 were 50,490 tCO<sub>2</sub>e. For example, Scope 3 had the largest share of emissions, with 22,900 tCO<sub>2</sub>e accounting for 45%, followed by Scope 1, with emissions of 16,785 tCO<sub>2</sub>e corresponding to 33%.

Lastly, Scope 2 with 10,805 tCO<sub>2</sub>e emissions corresponding to 22%. Therefore, Scope 1 + 2 intensity per ton of product was 0.155 tCO<sub>2</sub>e / ton of product, while per million EGP revenue, it was 8.21 tCO<sub>2</sub>e / million EGP.



Emissions by Scope and Activity	Emissions (tCO <sub>2</sub> e)
Scope 1	16,785
Stationary Combustion	7,368
Fuel-Burning: Diesel	27
Fuel-Burning: Natural Gas	7,341
Mobile Combustion	7,615
Fuel-Burning: Owned Vehicles	7,615
Fugitive Emissions	1,802
Refrigerant Leakage	1,802
Scope 2	10,805
Purchased Electricity	10,805
Scope 3	22,900
Purchased Goods and Services <sup>8</sup>	1,860
Packaging Materials	1,845
Office Supplies	16
Fuel and Energy Related Activities (not included in scope 1 and 2)	3,183
Fuel Burning: Diesel (WTT)	6
Fuel Burning: Natural Gas (WTT)	1,256
Fuel Burning: Owned Vehicles (WTT)	1,783
Water Usage and Wastewater Treatment	138
Waste Generated in Operations	111
Industrial Solid Waste Disposal	111
Employee Commuting	4,970
Commuting (including WTT)	4,970
Downstream Transportation and Distribution	12,775
Rented Vehicles (including WTT)	11,229
Exports (including WTT)	1,546
Total Emissions (Scope 1, 2, and 3)	50,490

8 Includes purchased office supplies only. Emissions associate with the procurement of other major raw materials for manufacturing, shall be assessed and included in upcoming reports





# Climate, Energy, and Transport (Continued)

## GHG Emission Reduction Targets

GHG reduction targets have been set to reach a low-carbon economy by accounting for carbon emissions and ensuring that Domty’s activities and related emissions are reduced and resulting in a global temperature increase that is well below 2°C, in alignment with the goals of the Paris Agreement to limit global warming and temperature increase compared to pre-industrial levels. Domty has set a target to reduce its Scope 1 and 2 emissions by 12.5% by 2026, compared to the baseline 2021.



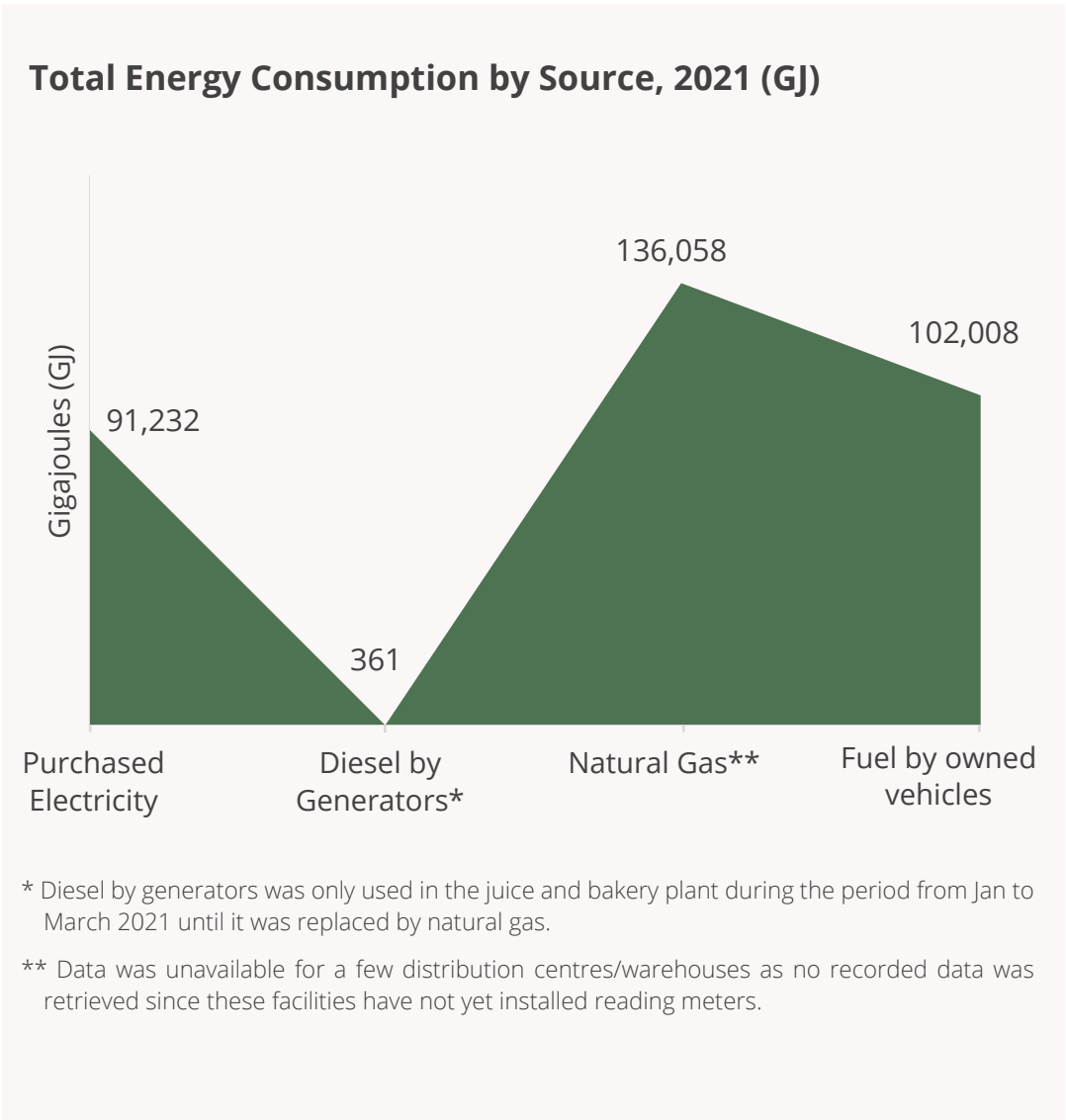
## Measures for Decarbonising our Operations

Domty realises the importance of its sustainability work and sees that there is still room for improvement. Therefore, we have set our way forward to achieve our reduction targets, suggesting a few significant projects to be further explored and looking into opportunities to be implemented to decrease our carbon footprint and impact on the environment.

- Energy and Water Efficiency Audit and Management System
- ESG Data Management System
- Sustainability Policies
- Recyclable or Reusable Packaging Materials
- Design, Adopt and Implement a Refrigerant Leakage Reduction Program
- Waste Management Plan and Operating System
- Analysis of Employee Commuting
- Corporate Culture
- Climate-Related Issues Incentive Program Development
- Local Raw Material Sourcing
- Company Fleet Vehicle Efficiency
- Use Renewable Energy
- Green Building Guidelines
- Regenerative Agricultural Products
- Reduce Virgin Plastic Usage
- Supply Chain Decarbonisation and Climate Resilience Program

## Energy Consumption

Purchased electricity, diesel used to power our facilities’ electricity generators and other equipment, and natural gas were the energy sources used by all of our worksites. These comprised two manufacturing facilities, distribution centres, warehouses, and office buildings. In addition, diesel and gasoline were used to power both our distribution fleet and privately owned automobiles. The total energy consumed by Domty from the above sources for the year 2021 amounted to 329,660 GJ.



## Transitioning Towards Low-Carbon Energy Sources

Domty is currently working on installing a solar PV plant at one of its manufacturing plants which will provide 10% of the facility’s total energy consumption.

## Towards Sustainable Transport

Our drivers are an essential component of our business and accurately reflect the varied, integrated, and responsible culture at Domty. We work with the Ministry of Transportation to recruit dependable people and demand responsible driving, delivery, and representation of Domty at all times. In turn, we ensure that all our drivers are fairly rewarded and enjoy various perks, including social and health insurance, unique sales incentives, and market-competitive commissions.

We also:

1. Renew each vehicle’s traffic department’s annual environmental compliance reports.
2. Keep any suspicious gas-burning vehicle parked outdoors.
3. Conduct yearly environmental assessments for cars that have undergone renovations to ensure no new emissions are created.
4. Regularly service and maintain worn-out cars, clean fuel injectors, replace poor oil, and check tyre pressure to reduce rolling resistance and fuel consumption.
5. Require drivers to check their vehicles for oil leaks regularly.
6. Avoid overloading vehicles to keep their motors in good shape and emissions to a minimum.





# Circular Economy, Packaging, and Waste

We have invested in ensuring sound and effective management at all our sites. We are working to innovate further and collaborate for broader circular economy action, from engaging with our suppliers to how our products are transported and consumed. We aim to ensure our packaging has a low footprint and is easy to reuse or recycle. Our strategic ambition is to eliminate most of our waste across our value chain by prevention, redesign, or recycling.

At Domty, we have made preserving and renewing the planet’s resources a central component of this issue. To do this, we are experimenting with various crucial partners, from package producers and distributors to, most importantly, our brands, to make our packaging more circular. All of Domty’s manufacturing facilities have ISO 14001 certification and use the finest methods for waste management and the environment. Our approach is to reduce first, then reuse, recover, and recycle wherever our by-products and other waste materials are practical in our activities. Otherwise, we employ authorised trash disposal providers to dispose of waste products responsibly per category.

### Packaging and Material Use

Plastic has been a practical and high-demand packaging material since the 1950s due to its low weight and resilience to water and decay. However, the massive increase in plastic packaging manufacturing and the inadequate infrastructure to handle it have led to a substantial garbage generation endangering biodiversity and ecosystems. Approximately 300 million tonnes of plastic garbage are created each year globally, and only 10% of the plastic manufactured since the 1950s has been recycled.

Additionally, manufacturing ordinary plastic uses a lot of fossil fuels, which contributes significantly to global glasshouse gas emissions. Therefore, for businesses that depend on this material, it is more

important than ever to close the plastic loop by ensuring that it is recycled and used as a resource to create something new.

At Domty, we have put this issue at the core of our ambition to preserve and renew the planet’s resources. Since 2007, we have partnered with Tetra Pack to package our products using FSC-certified carton packaging. In addition, Tetra Pack is primarily made of paperboard (75%), which has a low carbon footprint.

### Waste Management

The quantities of generated waste are weighed before disposal. Documentation for weighing and removal or recycling for each shipment is linked, recorded, and kept in a file. In addition, the company tracks the movement of waste from the company with the external contractor to the disposal or recycling area. The assigned contractor is selected based on several criteria, including the safe disposal in accordance with the requirements of EEAA of 2020 regarding waste management.

Waste is collected in the waste collection area of the facility, and an external contractor outside the facility’s site disposes of the waste. All distribution centres send their waste to the plants to be handed over to the contractors.

The collected waste data we currently have recorded is the solid waste disposal for the two manufacturing facilities. The total solid waste disposed of by Domty amounted to 5,233 tons.



# Water and Effluents

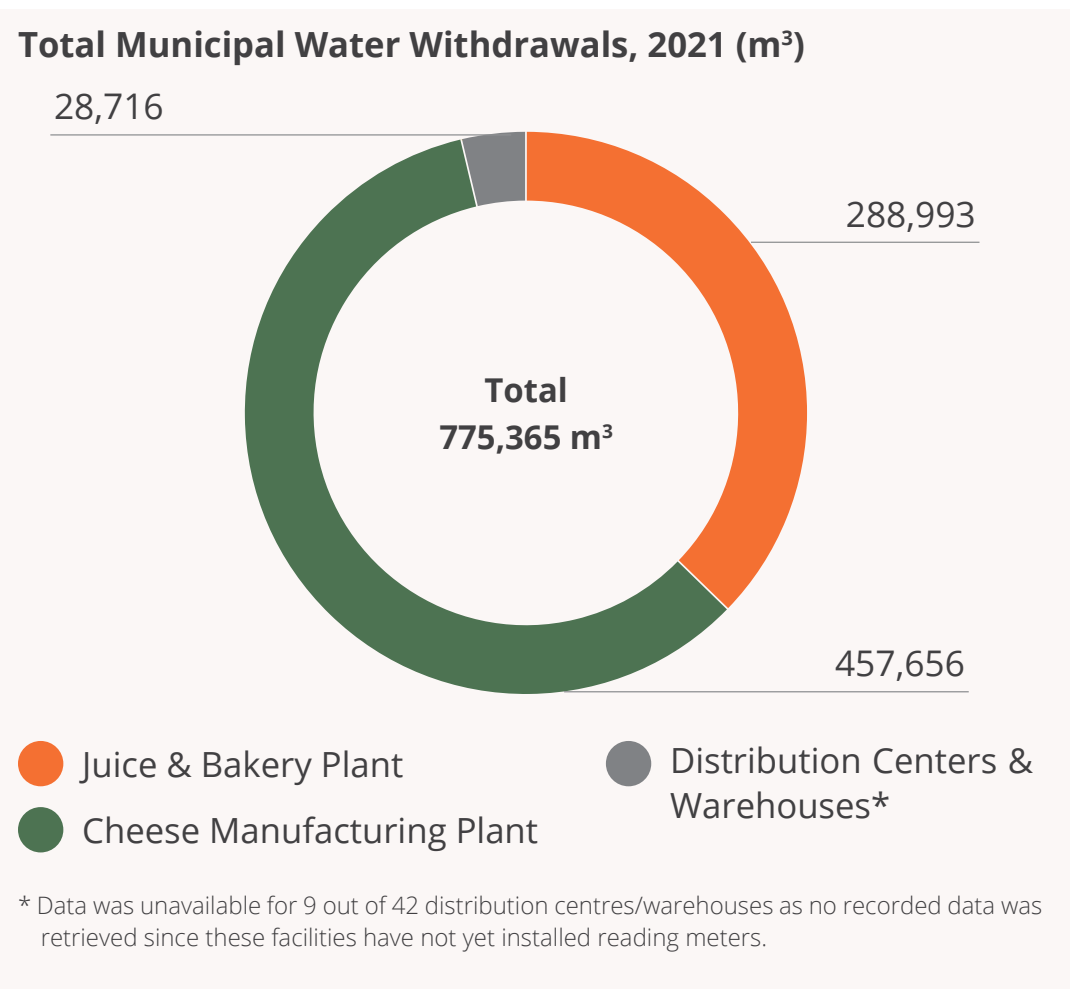
Our water use complies with all applicable withdrawal and safety requirements. The water we source undergoes chemical treatment and disinfection before entering the production process. We are improving its water efficiency, reducing and responsibly treating wastewater, reusing treated wastewater for irrigation, and better managing effluents at production sites. We are now working on improving the integrity of water resilience, protecting watersheds and critical incident management.

We are aware of the problem of water scarcity since it affects the availability and quality of water, as well as the operational concerns it poses to our business because we depend on water sources for our food goods. Therefore, we are trying to establish policies and procedures for preventing hazards associated with our water consumption, including, but not limited to, wastewater treatment and discharge, preservation of water use in manufacturing, and so on. But, most importantly, we want to use circular water management inside and surrounding activities to benefit the environment and the community.

### Sustainable Water Use

Egypt may soon face a problem with water scarcity. Sharp changes in water supply and rainfall are anticipated due to the rapid population expansion (at approximately 2% yearly), high water demand from agriculture, and effects of climate change. To work towards sustainable water consumption models appropriate to each worksite’s operational environment, Domty intends to integrate sustainable water consumption practices throughout its locations.

Water is withdrawn to our facilities through the public water supply network. We conduct chemical treatment of the withdrawn water quantities before allowing it to enter the facility, and it is consumed in all production processes, cleaning and disinfection work, operating equipment, boilers, and devices in the facility. The total withdrawn municipal water across Domty’s facilities during 2021 amounted to 775,365 m³.



### Wastewater Management

Laboratory analysis of water samples after treatment is carried out in the industrial wastewater treatment unit in the Environmental Affairs Agency to ensure that they comply with the limits permitted by law to avoid negative impact on the public sewage network. The industrial wastewater treatment unit treats the used water at the facility before it is discharged to the main sewage system.

The quality standards of liquid waste disposal are followed by analysing the fluid waste sample externally in the laboratories of the Ministry of the Holding Company for Water and Wastewater after the industrial sewage treatment cycle, BOD analysis, TDS analysis, and PH analysis and ensuring that it complies with the environmental measurements’ thresholds in Environmental Law No., (4) of 1994 and its Amendment No. , (9) of 2009.

### Industrial Wastewater Treatment Unit

Domty installed a new industrial wastewater treatment unit in 2021 with a design capacity of 40 m³/hour, which is expected to save and rationalise water consumption by using the treated industrial wastewater in irrigation of about 30% of the green areas. After obtaining environmental approval from the Environmental Affairs Agency, the unit complies with the standards of drainage on a public sewage network and relies on chemical and biological treatment technology.





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# Limited Assurance Statement

## Introduction and Objectives of the Engagement

Masader Environmental & Energy Services S.A.E (the ‘Assurance Provider’) has been engaged by the Arabian Food Industries (Domty) - S.A.E (the ‘Reporting Organisation’) to provide Moderate Assurance Type 1 (the ‘Assurance’) regarding adherence to the AA1000AS v3 (2020) over the Domty Sustainability Report 2021 (the ‘Report’).

## Scope, Subject Matter and Limitations

The subject matter of the Report is the Reporting Organisation ESG performance data and information for the year ended 31 December 2021. The scope of assurance is limited to a review of the Selected Information listed below:

- Domty ESG Management
- Stakeholder Engagement
- Materiality Assessment

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

- Verifying the data or information provided by Domty stated in the About Domty section, and Domty's Chairman and Managing Director's Letter.
- Appropriateness of definitions and any internal reporting criteria adopted by Domty for its disclosures.
- Appropriateness of any new commitments and objectives established and communicated by Domty.
- Content of external websites or documents linked within the Report.

We have not been engaged to:

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

## Intended Users

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

## Reporting Criteria

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

## Responsibilities of the Reporting Organisation

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

## Responsibilities of the Assurance Provider

- Our responsibility is to carry out a limited assurance engagement and to express a conclusion based on the work performed. Our responsibilities were to:
- Provide Moderate Level (Type 1) assurance as per AA1000AS v3 over the accuracy, reliability, and objectivity
- of the information contained within the Report;
- Form an independent conclusion based on the procedures performed and evidence obtained.

## Methodology

To form our conclusion, we undertook the following procedures:

- Interviewed management and other persons responsible for the Reporting Organisation's ESG performance to assess the application of the GRI 2021 Universal Standards in the preparation of the Report;
- Analysed and assessed the key structures, processes, procedures and controls relating to the preparation of the Report;
- Evaluated whether the management approach for the material topics presented in the Report is consistent with the overall sustainability management and performance at Domty;
- Assessed the completeness and accuracy of the GRI Standards content index concerning the GRI 2021 Universal Standards, including omissions;
- Interviewed management and data owners regarding the process of identification, data collection, consolidation and reporting for the selected KPIs;
- Reviewed and evaluated Domty's GHG Metrics for the selected KPIs against the actual calculation performed by Domty to support the figure disclosed in the Report.
- Reviewed the selected KPIs to Domty's internal calculations and supporting documentation (KPI's reviewed include those featured in the “ESG Indicators”;
- Compared the content of the Report against the findings of the outlined procedures.

## Statement of Independence and Impartiality

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

## Statement of Competence

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

Inclusivity	The Reporting Organisation has provided evidence of the inclusivity regarding its stakeholder relations, including understanding and representation of stakeholder interests in the Report.
Materiality	The Reporting Organisation has described its material topics and the materiality assessment process. Based on the conducted engagement, we believe that the material topics accurately reflect the Reporting Organisation's ESG impacts and disclosures. The disclosures presented in the Report have been organized to present performance on each material topic. The Report would benefit from a more straightforward representation of the connection between the Reporting Organisation's targets and reported disclosures.
Respon-siveness	The obtained evidence has been sufficient to conclude that the Reporting Organisation is responsive to the issues raised by its stakeholder groups by collecting regular feedback via tailored communication channels and appropriate procedures to handle grievances, feedback, and other types of stakeholder inputs.
Impact	The Reporting Organisation has provided evidence of the applied procedures and systems to monitor and measure its impacts on the environment and actions to ensure accountability for those impacts.

## Recommendations

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

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

## Conclusion

Based on the procedures performed and the evidence obtained, as described above, nothing has come to our attention that causes us to believe that the Selected Information of the Report of Domty for the year ended 31 December 2021, has not been prepared, in all material respects, in accordance with the GRI 2021 Universal Standards, SASB Standards and the AA1000 Assurance Principles (2018). In accordance with the terms of our engagement, this independent assurance statement on the Selected Information has been prepared for Domty and the Reporting stakeholders and for no other purpose or in any other context.

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

### Dr.Abdelhamid Beshara,

Founder and Chief Executive Officer  
Masader, Environmental & Energy Services (S.A.E)  
Cairo, October 25th, 2022



*Abdelhamid Beshara*



## About Masader

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

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# Acronyms and Abbreviations

AGM	Annual General Meeting
AHC	Aswan Heart Centre
ASL	Approved Supplier List
BN	Billion
BoD	Board of Directors
BRC	British Retail Consortium
CEO	Chief Executive Officer
CSR	Corporate Social Responsibility
DC	Distribution Centre
DIO	Days Inventory Outstanding
EGP	Egyptian Pounds
ESG	Environmental, Social, and Governance
FEFO	First Expire First Out
FSC	Forest Stewardship Council
FSSC	Food Safety System Certification
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HR	Human Resources
HSE	Health, Safety & Environment
kWh	Kilowatt-hour
MFG	Manufacturing
MN	Million
MRP	Material Requirement Planning
NFSA	National Food Safety Authority
PVO	Purchase Volume

PwD	People with Disabilities
SAP	System Applications and Products in Data Processing
SASB	Sustainability Accounting Standards Board
SDG	Sustainable Development Goal
SKU	Stock-Keeping Unit
SSP	Supply-side platform
t	Metric Tons
TCFD	Task-Force on Climate-Related Financial Disclosures
tCO <sub>2</sub> e	Tons of Carbon Dioxide Equivalent
UNGC	United Nations Global Compact



# ESG Indicators 2021

Scale of Organization: An Overview	Unit	2021
Profit	Million EGP	72.425
Workforce	Total Employee Headcount	4,178
Total Workforce Cost <sup>1</sup>	Million EGP	331
Production Facilities	No.	2
Operations	No. of Countries	1
Exports	No. of Countries	41

Certifications (QHSE)	Unit	2021
ISO 9001	No. of facilities	2 (100%)
ISO 14001	No. of facilities	2 (100%)
ISO 45001	No. of facilities	2 (100%)
FSSC 22000	No. of facilities	2 (100%)

## Environment<sup>2</sup>

Energy, Water, and Waste		Unit	2021
Energy Consumption	Natural gas <sup>3</sup>	GJ	136,058
	Diesel by generators <sup>4</sup>	GJ	361
	Purchased electricity	GJ	91,232
	Diesel and petrol by owned vehicles	GJ	102,008
	Total	GJ	329,660
Water Intake	Municipal Water Intake	m³	775,365
Waste	Non-hazardous (industrial solid waste)	Total (tons)	5,233

1 Includes the sum of all salaries, benefits, bonuses, etc.

2 The indicators below, cover all Domty's facilities including the two manufacturing facilities, office buildings, and distribution centres. For further details, please refer to the section “Inventory Boundaries”.

3 Data was not available for a few distributions centers/warehouses as no recorded data was retrieved since these facilities don't have reading meters installed yet.

4 Diesel by generators was only used in the juice & bakery plant during the period from Jan to March 2021, until it was replaced by natural gas.

GHG Emissions <sup>5</sup>		Unit	2021
Scope 1 (Direct)	Total	tCO <sub>2</sub> e	16,785
Scope 2 (Energy Indirect)	Total (location-based)	tCO <sub>2</sub> e	10,805
Scope 1+2	Total	tCO <sub>2</sub> e	27,590
Scope 3 (Other Indirect)	Total	tCO <sub>2</sub> e	22,900
	Purchased goods and services	tCO <sub>2</sub> e	1,860
	Fuel and energy-related activities (not included in scope 1 and 2)	tCO <sub>2</sub> e	3,183
	Waste generated in operations	tCO <sub>2</sub> e	111
	Employee commuting	tCO <sub>2</sub> e	4,970
Scope (1+2+3)	Downstream transportation and distribution	tCO <sub>2</sub> e	12,775
	Total	tCO <sub>2</sub> e	50,490
Emissions Intensity	Scope 1+2 per ton of products	tCO <sub>2</sub> e/ton	0.155
	Scope 1+2 per million EGP revenue	tCO <sub>2</sub> e/million EGP	8.21

5 For further details, please refer to the section “GHG Emissions Results, 2021”.



ESG Indicators, 2021 (Continued)

Social

Workforce Profile	Headcount	2021	% from Total
Employees	Total	4,178	100%
	Full-time	4,178	100%
	Part-time	0	0
	Permanent	4,163	100%
	Temporary	15	< 1%
Breakdown by Gender	Male	4,131	99%
	Female	47	1%
Breakdown by Age Group	Under 30 years	1,538	37%
	30-50 years	2,452	59%
	Above 50 years	188	4%
Breakdown by Business Facility	Headquarters office	305	7%
	Cheese manufacturing plant	1,344	32%
	Juice and bakery plant	994	24%
	Distribution centers	1,535	37%
Breakdown by Category	White Collars	869	21%
	Blue Collars	3,309	79%
Disabled Employees	Total	101	2%

Employees Diversity by Category (%)	Gender		Age Group		
	Male	Female	Under 30	30-50	Above 50
Top Management	100%	0%	0%	29%	71%
Middle Management	100%	0%	3%	62%	35%
Junior Management	99%	1%	6%	73%	21%
Management Position in Revenue Generating Functions	99%	1%	3%	91%	5%
STEM Employees	100%	0%	36%	64%	0%
Entry Level	98%	2%	46%	52%	2%
Administrative Functions	95%	5%	10%	71%	19%
Technical Functions	100%	0%	15%	78%	7%

New Hires	Headcount	2021	% from Total
New Hires	Total	2,490	100%
Breakdown by Gender	Male	2,479	99%
	Female	11	<1%
Breakdown by Age Group	Under 30 years	1,793	72%
	30-50 years	693	28%
	Above 50 years	4	<1%
Breakdown by Business Facility	Headquarters office	121	5%
	Cheese manufacturing plant	395	16%
	Juice and bakery plant	1,041	42%
	Distribution centers	933	37%

Training Hours		Total No. of Hours	Average No. of Hours per Employee
Training Hours	Total Employees	17,489	4.19
Breakdown by Gender	Male	17,489	4.23
	Female	0	0.00
Breakdown by Category	Top Management	216	10.29
	Middle Management	172	5.93
	Junior Management	786	4.01
	Management Position in Revenue Generating Functions	78	0.30
	STEM Employees	42	1.35
	Entry Level	14,109	4.55
	Administrative Functions	10	0.24
	Technical Functions	2,076	4.13

Parental Leave	2021	
	Male	Female
Employees entitled to a parental leave	4,131	47
Employees who took a parental leave during reporting period	0	1
Employees who returned to work after parental leave ended	0	1



ESG Indicators, 2021 (Continued)

Health and Safety				
Indicator	Unit	Headquarters Office	Cheese Manufacturing Plant	Juice and Bakery Plant
Total lost time injuries	No. of injuries	0	12	10
Total hours worked	No. of hours	-	3,105,216	2,656,800
Lost-Time Injury Frequency Rate (LTIFR)	Injuries per 1M hours worked	0	3.86	3.76
Lost-Time Injury Severity Rate (LTIFR)	Lost days per 1M hours worked	0	79.87	116.31
Recorded Sick Leave Cases	No. of cases	-	178	507
Number of Sick Leave Days	No. of days	-	965	997

Governance

Board Composition	Unit	2021
Board Directors	Total no.	7
Female Members	% From total	14
Executive Members	Total no.	3
Non-Executive/ Independent Members	Total no.	4

Economic

Financial Report: Summary	Unit	2021
Net Income	EGP Million	72.424
Total Revenue	EGP Million	3,360.51
Gross Profit	EGP Million	753
EBITDA	EGP Million	248.82
Operating Income (EBIT)	EGP Million	163.07
Total Assets	EGP Million	2,561.129
Total Equity	EGP Million	858.706

For further details on our Financial Performance and Reports, please visit our [website](#), and/or our [Consolidated Financial Statements](#) for the Year Ended 31st December 2021.

6 Two additional female members have joined the Board in 2022.





# GRI Content Index

## Material Topics, 2021

Material Topic	GRI Topic Standards	GRI 13: Agriculture, Aquaculture, and Fishing Sectors - Material Topics
Procurement & Supply Chain	Materials (301), Procurement Practices (204), Supplier Environmental Assessment (308), Supplier Social Assessment (414)	Supply Chain Traceability (13.23)
Circular Economy, Packaging and Waste	Waste (306), Materials (301)	Waste (13.8)
Product Stewardship	Anti-competitive Behavior (206), Customer Health and Safety (416), Marketing and Labeling (417)	Food security (13.9), Food Safety (13.10)
Responsible Marketing and Customer Engagement	Marketing and Labeling (417), Anti-competitive Behavior (206)	Anti-Competitive Behavior (13.25)
Economic Performance	Economic Performance (201), Indirect Economic Impacts (203)	Climate Adaptation and Resilience (13.2), Economic Inclusion (13.22)
Business Integrity	Anti-competitive Behavior (206)	Anti-Competitive Behavior (13.25)
Business Development and Innovation	Anti-competitive Behavior (206)	Anti-Competitive Behavior (13.25)
Water and Effluents	Water and Effluents (303)	Water and Effluents (13.7)
Education and Training	Training and Education (404), Market presence (202)	-
Diversity and Inclusion	Employment (401), Diversity and Equal Opportunity (405), Non-discrimination (406),	Non-Discrimination and Equal Opportunities (13.15), Forced or compulsory labor (13.16), Child labor (13.17), Employment Practices (13.20), Living Income and Living Wage (13.21)
Community Relations	Child Labor (408), Forced or Compulsory Labor (409), Non-discrimination (406), Freedom of Association and Collective Bargaining (407), Security Practices (410), Local Communities (413)	Non-Discrimination and Equal Opportunities (13.15), Forced or Compulsory Labor (13.16), Child Labor (13.17), Living Income and Living Wage (13.21), Local Communities (13.12)
Climate, Energy and Transport	Materials (301), Energy (302), Emissions (305), Waste (306)	Emissions (13.1), Waste (13.8)
Sustainable Food Supply Chain	Marketing and Labeling (417), Anti-competitive Behavior (206)	Food Security (13.9), Food Safety (13.10), Supply Chain Traceability (13.23)
Wellbeing, Health, and Safety	Occupational Health and Safety (403)	Occupational Health and Safety (13.19)
Indirect Economic Impacts	Indirect Economic Impacts (203)	Economic inclusion (13.22)
Corporate Governance	Anti-corruption (205), Anti-competitive behavior (206)	Anti-Corruption (13.26), Anti-Competitive Behavior (13.25)
Ecosystems and Biodiversity	Biodiversity (304)	Biodiversity (13.3), Natural Ecosystem Conversion (13.4)
Risk Management	-	-
Digital Transformation	-	-



GRI Content Index (Continued)

Statement of use	Arabian Food Industries (Domty) has reported in accordance with the GRI Standards for the period from January 1 <sup>st</sup> , 2021, to December 31 <sup>st</sup> , 2021.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 <sup>7</sup>

GRI Standard	Disclosure Number	Disclosure Description	Report Section(s) or Direct Response	Omission			GRI Sector Standard Ref. No.	SDGs Mapping
				Requirement(s) Omitted	Reason	Explanation		
GRI 2: General Disclosures 2021	The Organization and its Reporting Practices							
	2-1	Organizational details	Legal name: Arabian Food Industries Company (Domty) – S.A.E. Legal form/ nature of ownership: Egyptian joint stock company. Shareholders (p.28) Location of Headquarters: 32c Mourad St., Giza – Egypt. Countries of operation: Business Lines (p.8)					
	2-2	Entities included in the organization’s sustainability reporting	Reporting Approach (p.3)					
	2-3	Reporting period, frequency and contact point	Reporting Approach (p.3)					
	2-4	Restatement of information		a.	Not Applicable	This is the Company's first Sustainability Report.		
	2-5	External assurance	Limited Assurance Statement (p.43)					
	Activities and Workers							
	2-6	Activities, value chain and other business relationships	Domty at a Glance (p.5), Our Company (p.6-10), Sustainable Food Supply Chain (p.36-37)					
	2-7	Employees	Diversity & Inclusion (p.33) ESG Indicators (p.46)					SDG 8.5, 10.3
	2-8	Workers who are not employees		a, b, c	Not Applicable	Domty did not have workers who were not employees during the reporting period.		SDG 8.5

7 The activities undertaken by Domty that are in scope of this Standard include: processing of dairy milk, and food crops (vegetables and fruits), storage, transportation, and distribution of final processed products.



GRI Content Index (Continued)

GRI Standard	Disclosure Number	Disclosure Description	Report Section(s) or Direct Response	Omission			GRI Sector Standard Ref. No.	SDGs Mapping
				Requirement(s) Omitted	Reason	Explanation		
	Governance							
	2-9	Governance structure and composition	Corporate Governance (p.20-21)					SDG 5.5, 16.7
	2-10	Nomination and selection of the highest governance body	Corporate Governance (p.20-21)					SDG 5.5, 16.7
	2-11	Chair of the highest governance body	Corporate Governance (p.20-21)					SDG 16.6
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance (p.20-21)					SDG 16.7
	2-13	Delegation of responsibility for managing impacts	The highest governance body currently delegates the responsibility of managing social, economic, and environmental impacts to the Investor Relations Department, among other business departments as applicable to their scope of their operations.					
	2-14	Role of the highest governance body in sustainability reporting	The Investor Relations Department is the one responsible for reviewing the sustainability reporting efforts of the company. The Chairman and Managing Director is responsible for signing off and reviewing the content of the report.					
	2-15	Conflicts of interest	Policies (p.22-23)					SDG 16.6
	2-16	Communication of critical concerns	Each department raises its critical concerns separately to the highest governance body in their periodic meetings or by emails	b.	Information Unavailable	This data is not being tracked currently. Domty is working on developing a management system to track this information		
	2-17	Collective knowledge of the highest governance body		a.	Information Unavailable	Domty does not currently track the measures undertaken to advance the knowledge and skills of the BoD on sustainable development. A system is currently being developed, as part of the Company's Sustainability Strategy.		
	2-18	Evaluation of the performance of the highest governance body		a., b., c.	Information Unavailable	Domty does not currently have processes for evaluating the BoD's performance in overseeing the management of our impact on the economy, environment, and people. The processes are currently being developed, as part of the Company's Sustainability Strategy.		
	2-19	Remuneration policies		a., b.	Confidentiality Constraints	This information is considered confidential by Domty.		
	2-20	Process to determine remuneration		a., b.	Confidentiality Constraints	This information is considered confidential by Domty.		SDG 16.7
	2-21	Annual total compensation ratio		a., b., c.	Confidentiality Constraints	This information is considered confidential by Domty.		



GRI Content Index (Continued)

GRI Standard	Disclosure Number	Disclosure Description	Report Section(s) or Direct Response	Omission			GRI Sector Standard Ref. No.	SDGs Mapping
				Requirement(s) Omitted	Reason	Explanation		
	Strategy, Policy, and Practices							
	2-22	Statement on sustainable development strategy	Chairman and Managing Director's Letter (p.3)					
	2-23	Policy commitments	Business Integrity (p.22-23)SDG 16.3					
	2-24	Embedding policy commitments	Corporate Governance (p.20-21) Business Integrity (p.22-23)					
	2-25	Processes to remediate negative impacts	Stakeholder Engagement (p.12), Materiality Assessment (p.13-16) Sustainability Approach (p.17-18)	a, b, c, d, e	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.		
	2-26	Mechanisms for seeking advice and raising concerns	Policies and Responsible Business Conduct (p.30)SDG 16.3					
	2-27	Compliance with laws and regulations	Corporate Governance (p.22), Disclosure and Transparency (p.23)					
	2-28	Membership associations	Our Partners (p.9)					
	Stakeholder Engagement							
	2-29	Approach to stakeholder engagement	Stakeholder Engagement (p.12)					
	2-30	Collective bargaining agreements	a, bNot ApplicableDomty has no collective bargaining agreements.SDG 8.8					
	GRI 3: Material Topics 2021							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment (p.13)					
	3-2	List of material topics	Materiality Assessment (p.14-16)					
GRI 201: Economic Performance 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Economic Performance (p.27)					Topics 13.22.1 13.2.1



GRI Content Index (Continued)

GRI Standard	Disclosure Number	Disclosure Description	Report Section(s) or Direct Response	Omission			GRI Sector Standard Ref. No.	SDGs Mapping
				Requirement(s) Omitted	Reason	Explanation		
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Performance (p.27) ESG Indicators (p.47)				Topic 13.22.2	SDG 8.1, 8.2, 9.1, 9.4, 9.5,
	201-2	Financial implications and other risks and opportunities due to climate change	Materiality Assessment (p.14) Risk Management (p.24)				Topic 13.2.2	SDG 13.1
	201-3	Defined benefit plan obligations and other retirement plans		a., b., c., d., e.	Information unavailable/incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.		
	201-4	Financial assistance received from government	None.					
GRI 202: Market Presence 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Society (p.29)					
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		a., b., c., d.	Confidentiality Constraints	Domty considers this information to be confidential.		SDG 1.2, 5.1, 8.5
	202-2	Proportion of senior management hired from the local community	100% of the senior management are Egyptians.					SDG 8.5
GRI 203: Indirect Economic Impacts 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Materiality Assessment (p.13-16)				Topic 13.22.1	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Indirect Economic Impacts (p.28) Community and Relations (p.34)				Topic 13.22.3	
	203-2	Significant indirect economic impacts	Indirect Economic Impacts (p.28)				Topic 13.22.4	
GRI 204: Procurement Practices 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Sustainable Food Supply Chain (p.36)					
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Sustainable Food Supply Chain (p.37)					SDG 8.3



GRI Content Index (Continued)

GRI Standard	Disclosure Number	Disclosure Description	Report Section(s) or Direct Response	Omission			GRI Sector Standard Ref. No.	SDGs Mapping
				Requirement(s) Omitted	Reason	Explanation		
GRI 205: Anti-corruption 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Business Integrity (p.22) , Risk Management (p.24)				Topic 13.26.1	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Risk Management (p.24)				Topic 13.26.2	SDG 16.5
	205-2	Communication and training about anti-corruption policies and procedures	Policies (p.22-23)				Topic 13.26.3	SDG 16.5
	205-3	Confirmed incidents of corruption and actions taken		a., b., c., d.	Confidentiality Constraints	This information is considered as confidential by Domty	Topic 13.26.4	SDG 16.5
GRI 301: Materials 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Circular Economy, Packaging, and Waste (p.41)					
GRI 301: Materials 2016	301-1	Materials used by weight or volume		a.	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.		SDG 8.4, 12.2
	301-2	Recycled input materials used		a.				SDG 8.4, 12.2, 12.5
	301-3	Reclaimed products and their packaging materials		a. , b.				SDG 8.4, 12.2, 12.5
GRI 302: Energy 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Climate, Energy and Transport (p.38)					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Climate, Energy and Transport (p.40), ESG Indicators (p.45)					SDG 7.2, 7.3, 8.4, 12.2, 13.1
	302-2	Energy consumption outside of the organization		a., b., c.	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.		SDG 7.2, 7.3, 8.4, 12.2, 13.1
	302-3	Energy intensity	Climate, Energy and Transport (p.40)	a., b., c., d.				SDG 7.3, 8.4, 12.2, 13.1
	302-4	Reduction of energy consumption	Climate, Energy and Transport (p.40)	a., b., c., d.				SDG 7.3, 8.4, 12.2, 13.1
	302-5	Reductions in energy requirements of products and services	Climate, Energy and Transport (p.40)	a., b., c.				SDG 7.3, 8.4, 12.2, 13.1



GRI Content Index (Continued)

GRI Standard	Disclosure Number	Disclosure Description	Report Section(s) or Direct Response	Omission			GRI Sector Standard Ref. No.	SDGs Mapping
				Requirement(s) Omitted	Reason	Explanation		
GRI 303: Water and Effluents 2018								
GRI 3: Material Topics 2021	3-3	Management of material topic	Water and Effluents (p.41)				Topic 13.7.1	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water and Effluents (p.41)				Topic 13.7.2	SDG 6.3, 6.4, 6.A, 6.B, 12.4
	303-2	Management of water discharge-related impacts	Water and Effluents (p.41) Materiality Assessment (p.14)				Topic 13.7.3	SDG 6.3
	303-3	Water withdrawal	Water and Effluents (p.41)				Topic 13.7.4	SDG 6.4
	303-4	Water discharge		a, b, c, d, e	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.	Topic 13.7.5	SDG 6.3
	303-5	Water consumption		a, b, c, d			Topic 13.7.6	SDG 6.4
GRI 304: Biodiversity 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Ecosystems and Biodiversity (p.36)				Topic 13.3.1	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		a	Not applicable	Domty does not own, lease, or manage any operational sites in or adjacent to protected areas or areas of high biodiversity value outside protected areas.	Topic 13.3.2	
	304-2	Significant impacts of activities, products, and services on biodiversity	Ecosystems and Biodiversity (p.16)	a, b	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.	Topic 13.3.3	
GRI 305: Emissions 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Climate, Energy, and Transport (p.38-40)				Topic 13.1.1	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Climate, Energy, and Transport (p.39)				Topic 13.1.2	SDG 3.9, 12.4, 13.1, 14.3, 15.2
	305-2	Energy indirect (Scope 2) GHG emissions	Climate, Energy, and Transport (p.39)				Topic 13.1.3	SDG 3.9, 12.4, 13.1, 14.3, 15.2
	305-3	Other indirect (Scope 3) GHG emissions	Climate, Energy, and Transport (p.39)				Topic 13.1.4	SDG 3.9, 12.4, 13.1, 14.3, 15.2
	305-4	GHG emissions intensity	ESG Indicators (p.45)				Topic 13.1.5	SDG 13.1, 14.3, 15.2
	305-5	Reduction of GHG emissions	Climate, Energy, and Transport (p.40)				Topic 13.1.6	SDG 13.1, 14.3, 15.2
	305-6	Emissions of ozone-depleting substances (ODS)		a., b., c., d.	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.	Topic 13.1.7	SDG 3.9, 12.4
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		a., b., c.			Topic 13.1.8	SDG 3.9, 12.4, 14.3, 15.2



GRI Content Index (Continued)

GRI Standard	Disclosure Number	Disclosure Description	Report Section(s) or Direct Response	Omission			GRI Sector Standard Ref. No.	SDGs Mapping
				Requirement(s) Omitted	Reason	Explanation		
GRI 306: Waste 2020								
GRI 3: Material Topics 2021	3-3	Management of material topic	Circular Economy, Packaging and Waste (p.41)				Topic 13.8.1	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Circular Economy, Packaging and Waste (p.41)				Topic 13.8.2	SDG 3.9, 6.3, 6.6, 11.6, 12.4, 12.5
	306-2	Management of significant waste-related impacts	Circular Economy, Packaging and Waste (p.41)				Topic 13.8.3	SDG 3.9, 6.3, 8.4, 11.6, 12.4, 12.5
	306-3	Waste generated	Circular Economy, Packaging and Waste (p.41)	a, b	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.	Topic 13.8.4	SDG 3.9, 6.6, 11.6, 12.5, 12.4, 15.1
	306-4	Waste diverted from disposal		a, b, c, d, e			Topic 13.8.5	SDG 3.9, 11.6, 12.4, 12.5
	306-5	Waste directed to disposal	Circular Economy, Packaging and Waste (p.41)				Topic 13.8.6	SDG 3.9, 6.6, 11.6, 12.4, 12.5, 15.1
GRI 308: Supplier Environmental Assessment 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Sustainable Food Supply Chain (p.35)					
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		a.	Information unavailable	Domty is currently planning on integrating environmental criteria into its suppliers' assessments across the Company, which will be disclosed in upcoming reports.		
	308-2	Negative environmental impacts in the supply chain and actions taken		a., b., c., d., e.				
GRI 401: Employment 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Our employees (p.30)				Topic 13.20.1	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	ESG Indicators (p.46)	b	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.		SDG 5.1, 8.5, 8.6, 10.3
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our employees (p.30)					SDG 3.2, 5.4, 8.5
	401-3	Parental leave	ESG Indicators (p.46)					SDG 5.1, 5.4, 8.5



GRI Content Index (Continued)

GRI Standard	Disclosure Number	Disclosure Description	Report Section(s) or Direct Response	Omission			GRI Sector Standard Ref. No.	SDGs Mapping
				Requirement(s) Omitted	Reason	Explanation		
GRI 403: Occupational Health and Safety 2018								
GRI 3: Material Topics 2021	3-3	Management of material topic	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.1	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.2	SDG 3.3, 3.4, 3.9, 8.8, 16.1
	403-2	Hazard identification, risk assessment, and incident investigation	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.3	SDG 8.8
	403-3	Occupational health services	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.4	SDG 8.8
	403-4	Worker participation, consultation, and communication on occupational health and safety	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.5	SDG 8.8, 16.7
	403-5	Worker training on occupational health and safety	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.6	SDG 8.8
	403-6	Promotion of worker health	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.7	SDG 3.3, 3.5, 3.7, 3.8
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.8	SDG 8.8
	403-8	Workers covered by an occupational health and safety management system	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.9	SDG 8.8
	403-9	Work-related injuries	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.10	SDG 3.6, 3.9, 8.8, 16.1
	403-10	Work-related ill health	Wellbeing, Health, and Safety (p.31-32)				Topic 13.19.11	SDG 3.3, 3.4, 3.9, 8.8, 16.1
GRI 404: Training and Education 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Education and Training (p.33)					
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Education and Training (p.33) ESG Indicators (p.46)					SDG 4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3
	404-2	Programs for upgrading employee skills and transition assistance programs	Education and Training (p.33)					
	404-3	Percentage of employees receiving regular performance and career development reviews		a.	Information unavailable/incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.		SDG 5.1, 8.5, 10.3



GRI Content Index (Continued)

GRI Standard	Disclosure Number	Disclosure Description	Report Section(s) or Direct Response	Omission			GRI Sector Standard Ref. No.	SDGs Mapping
				Requirement(s) Omitted	Reason	Explanation		
GRI 405: Diversity and Equal Opportunity 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Diversity and Inclusion (p.33)				Topic 13.15.1	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	ESG Indicators (p.47)				Topic 13.15.2	SDG 5.1, 5.5, 8.5
	405-2	Ratio of basic salary and remuneration of women to men		a., b.	Confidentiality Constraints	This information is considered confidential by Domty.	Topic 13.15.3	SDG 5.1, 8.5, 10.3
GRI 406: Non-discrimination 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Policies and Responsible Business Conduct (p.30) Human Rights (p.30)				Topic 13.15.1	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		a., b.	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.	Topic 13.15.4	SDG 5.1, 8.8
GRI 408: Child Labor 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Human Rights (p.30) Sustainable Food Supply Chain (p.35)				Topic 13.17.1	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor		a., b., c.	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.	Topic 13.17.2	SDG 5.2, 8.7, 16.2
GRI 409: Forced or Compulsory Labor 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Human Rights (p.30) Sustainable Food Supply Chain (p.35)				Topic 13.16.1	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		a., b.	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.	Topic 13.16.2	SDG 5.2, 8.7
GRI 413: Local Communities 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Community Relations (p.34)				Topic 13.12.1	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs		a.	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.	Topic 13.12.2	
	413-2	Operations with significant actual and potential negative impacts on local communities		a.			Topic 13.12.3	SDG 1.4, 2.3



GRI Content Index (Continued)

GRI Standard	Disclosure Number	Disclosure Description	Report Section(s) or Direct Response	Omission			GRI Sector Standard Ref. No.	SDGs Mapping
				Requirement(s) Omitted	Reason	Explanation		
GRI 414: Supplier Social Assessment 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Sustainable Food Supply Chain (p.36)					
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria		a.	Information unavailable	Domty is currently planning on integrating social criteria into its suppliers' assessments across the Company, which will be disclosed in upcoming reports.		SDG 5.2, 8.8, 16.1
GRI 415: Public Policy 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Making a Sustainable Impact (p.12-18)				Topic 13.24.1	
GRI 415: Public Policy 2016	415-1	Political contributions	None.				Topic 13.24.2	SDG 16.5
GRI 416: Customer Health and Safety 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Responsible Marketing and Customer Engagement (p.34)				Topic 13.10.1	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Product Stewardship (p.25) Responsible Marketing and Customer Engagement (p.34)	a.	Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.	Topic 13.10.2	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services					Topic 13.10.3	SDG 16.3
GRI 417: Marketing and Labeling 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Responsible Marketing and Customer Engagement (p.34)					
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Products Stewardship (p.25)					SDG 12.8
	417-2	Incidents of non-compliance concerning product and service			Information unavailable/ incomplete	Domty is currently working on developing a corporate-wide ESG data collection and management system to allow for disclosing such requirements in upcoming reports.		SDG 16.3
	417-3	Incidents of non-compliance concerning marketing communications						SDG 16.3
GRI 418: Customer Privacy 2016								
GRI 3: Material Topics 2021	3-3	Management of material topic	Responsible Marketing and Customer Engagement (p.34)					
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Responsible Marketing and Customer Engagement (p.34)					SDG 16.3, 16.10



# SASB Content Index

SASB Standard – Food Retailers and Distributors				
Accounting Metric	Category	Unit of Measure	Code	Report Section(s) or Direct Response
Fleet Fuel Management				
Fleet fuel consumed, percentage renewable	Quantitative	GJ, %	FB-FR-110a.1	102,008 GJ, 0% renewable fuel. (This value includes petrol and diesel fuel consumed by the company's owned vehicles) Climate, Energy, and Transport (p.40)
Air Emissions from Refrigeration				
Gross global Scope 1 emissions from refrigerants	Quantitative	tCO <sub>2</sub> e	FB-FR-110b.1	1,802 tCO <sub>2</sub> e (This value represents the emissions associated with refrigerants leakage from activities at Domty's two manufacturing facilities) Climate, Energy, and Transport (p.39)
Percentage of refrigerants consumed with zero ozone-depleting potential	Quantitative	Percentage (%) by weight	FB-FR-110b.2	Data is not available. Domty is working on developing an ESG data management system to allow for disclosing such requirements in upcoming reports.
Average refrigerant emissions rate	Quantitative	Percentage (%)	FB-FR-110b.3	
Energy Management				
(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	GJ, %	FB-FR-130a.1	Climate, Energy, and Transport (p.40)
Food Waste Management				
Amount of food waste generated; percentage diverted from the waste stream	Quantitative	Metric tons (t), Percentage (%)	FB-FR-150a.1	Data is not available. Domty is working on developing an ESG data management system to allow for disclosing such requirements in upcoming reports.
Data Security				
(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	FB-FR-230a.1	Data is not available. Domty is working on developing an ESG data management system to allow for disclosing such requirements in upcoming reports.

SASB Standard – Food Retailers and Distributors				
Accounting Metric	Category	Unit of Measure	Code	Report Section(s) or Direct Response
Data Security				
Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	FB-FR-230a.2	Risk Management (p.24) Digital Transformation (p.25)
Food Safety				
High-risk food safety violation rate	Quantitative	Rate	FB-FR-250a.1	Data is not available. Domty is working on developing an ESG data management system to allow for disclosing such requirements in upcoming reports.
(1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products	Quantitative	Number, Percentage (%)	FB-FR-250a.2	
Product Health & Nutrition				
Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	EGP	FB-FR-260a.1	Data is not available. Domty is working on developing an ESG data management system to allow for disclosing such requirements in upcoming reports.
Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	n/a	FB-FR-260a.2	Product Stewardship (p.25)
Product Labelling & Marketing				
Number of incidents of non-compliance with industry or regulatory labelling and/or marketing codes	Quantitative	Number	FB-FR-270a.1	Data is not available. Domty is working on developing an ESG data management system to allow for disclosing such requirements in upcoming reports.
Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labelling practices	Quantitative	EGP	FB-FR-270a.2	
Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	EGP	FB-FR-270a.3	



SASB Content Index (Continued)

SASB Standard – Food Retailers and Distributors				
Accounting Metric	Category	Unit of Measure	Code	Report Section(s) or Direct Response
Labour Practices				
(1) Average hourly wage and (2) percentage of in-store and distribution centre employees earning minimum wage, by region	Quantitative	EGP, %	FB-FR-310a.1	Domty considers this information to be confidential.
Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	FB-FR-310a.2	Not applicable. Domty has not collective bargaining agreements.
(1) Number of work stoppages and (2) total days idle	Quantitative	Number, Days idle	FB-FR-310a.3	Data is not available. Domty is working on developing an ESG data management system to allow for disclosing such requirements in upcoming reports.
Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination	Quantitative	EGP	FB-FR-310a.4	
Management of Environmental & Social Impacts in the Supply Chain				
Revenue from products third-party certified to environmental or social sustainability sourcing standard	Quantitative	EGP	FB-FR-430a.1	Data is not available. Domty is working on developing an ESG data management system to allow for disclosing such requirements in upcoming reports.
Percentage of revenue from (1) eggs that originated from a cage-free environment and (2) pork produced without the use of gestation crates	Quantitative	Percentage (%) by revenue	FB-FR-430a.2	Not applicable to Domty's business activities and products.
Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	Discussion and Analysis	n/a	FB-FR-430a.3	Sustainable Food Supply Chain (p.36)
Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	FB-FR-430a.4	Packaging and Material Use (p.41)

SASB Standard – Food Retailers and Distributors				
Accounting Metric	Category	Unit of Measure	Code	Report Section(s) or Direct Response
Activity Metric				
Number of (1) retail locations and (2) distribution centres	Quantitative	Number	FB-FR-000.A	Organisational Boundaries (p.38) 2021 Carbon Footprint Report
Total area of (1) retail space and (2) distribution centres	Quantitative	m²	FB-FR-000.B	Data is not available/incomplete. Domty is working on developing an ESG data management system to allow for disclosing such requirements in upcoming reports.
Number of vehicles in commercial fleet	Quantitative	Number	FB-FR-000.C	600 distribution trucks Sustainable Food Supply Chain (p.37)
Ton miles travelled	Quantitative	Ton miles	FB-FR-000.D	Data is not available/incomplete. Domty is working on developing an ESG data management system to allow for disclosing such requirements in upcoming reports. Further details on Domty's owned vehicles emissions and fuel consumption can be found in our 2021 Carbon Footprint Report.



# TCFD Content Index

TCFD Recommendation	Report Section(s) or Direct Response
Governance	
a. Describe the board's oversight of climate-related risks and opportunities.	Domty is currently in the process of integrating a sound ESG management system for all its operations, in which the BoD and top management are expected to be involved in incorporating climate-related & ESG aspects in business decisions.
b. Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Materiality Assessment (p.13-16) Risk Management (p.24)
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Domty has identified several climate-related risks (including market risk as a result of higher demand for low carbon products ), and opportunities such as shifting to renewable energy sources in operations, and exploring recyclable packaging, materials including recycled-content etc. Further risks and opportunities will be identified and their impacts assessed, as part of the decarbonisation action plan, and as we fully establish an ESG management system.
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Domty has conducted its first organisational carbon footprint, set GHG reduction targets, and is developing a decarbonisation action plan. A climate-related scenario analysis is expected to be adopted in the upcoming 2 years.
Risk Management	
a. Describe the organization's processes for identifying and assessing climate-related risks.	Domty has conducted its first organisational carbon footprint, and has set GHG reduction targets, and is developing a decarbonisation action plan. A corporate-wide ESG management system is currently being developed, which will allow further identification and management of climate-related risks, as well as the integration of climate risk assessment into the company's overall risk management system.
b. Describe the organization's processes for managing climate-related risks.	
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
Metrics and Targets	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Climate, Energy, and Transport (p.38-40) 2021 Carbon Footprint Report
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Climate, Energy, and Transport (p.38-39) 2021 Carbon Footprint Report
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate, Energy, and Transport (p.40) 2021 Carbon Footprint Report



# UNGC Content Index

Principle	Description	Report Section(s) or Direct Response
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Business Integrity (p.22-23)
Principle 2	Businesses should make sure they are not complicit in human rights abuses.	
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	GRI 2-30 (p.50)
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor	GRI 409: Forced or Compulsory Labour 2016 (p.56)
Principle 5	Businesses should uphold the effective abolition of child labor.	GRI 408: Child Labour 2016 (p.56)
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Business Integrity (p.22-23) Our Employees (p.30)
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Risk Management (p.24) Sustainable Supply Food Chain (p.36)
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Climate, Energy, and Transport (p.38-40) Circular Economy, Packaging, and Waste (p.41)
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Water and Effluents (p.41)
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Corporate Governance (p.21-22) Business Integrity (p.22-23)