

Annual Environmental & Social Summary Report

Damietta Alliance E&S Successes

2025



Executive Summary

Throughout 2025, media sources highlighted the terminal's development as part of Egypt's broader maritime strategy to expand container-handling capacity and strengthen Damietta's role as a competitive hub in the Eastern Mediterranean. By early February 2026, the terminal transitioned from construction and trials into commercial operations. The early delivery of core equipment 12 Ship-to-Shore (STS) cranes, 40 Rubber-Tyred Gantry (RTG) cranes and other handling equipment, including spreaders, lashing cages and rail infrastructure components before full yard completion, has provided a strategic advantage for training programs, simulation exercises, and pre-operational readiness, accelerating the transition to commercial throughput once supporting civil and yard works are finalized. Corporate accountability and stakeholder engagement continued to fortify the channels of communication with detected stakeholders in the communities around the project. Through an environmental and social strategy, DACT succeeded in forming and maintaining trusted channels of communication with residents around the project and supporting their well-being through a reliable environmental strategy as well as several community and stakeholder engagement activities.

In the last year (2025) DACT has

- Invested more than **USD 24K** to provide the following:
 - **2000** food bags during Ramadan to families in the surrounding areas, Kafr El Bateikh and Sananya & Ezbat El Borg.
 - Contracted a local sewing workshop 100 % operated by women (Single mothers & widows) to fabricate **2000** linen bags used to distribute seasonal gifts for the internal and external stakeholders.
 - In cooperation with Damietta governorate, DACT has provided **200** school bags with supplies and **200** school uniforms for needy students in Kafr El Bateikh.
 - Worked with **5** community-based associations and **5** governmental entities in Damietta to strengthen capacity and foster local linkages
 - Provided jobs to **395** persons as DACT's direct hires, **962** hired for the main contractor (ROWAD), and **4** as service providers of the equipment. All performed **4165312** safe working hours.
 - Safely handled all types of wastes generated during the reported period, **2913.24 Kg** of hazardous waste and **24106.34 Kg** on non-Hazardous waste.
 - As a commitment to raise safety awareness, a total of 9805 training hours were delivered to project's manpower force.

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Human Resources

During the reporting period, the hiring process succeeded to attract talented employees as well as fresh either for the Company or for the Contractor and the affiliated subcontractors. A total number of **1357** (direct and indirect) have been hired and delivered **4165312** safe working hours. No collective dismissal, actual or planned, took place during this period. Employees and workers have received training on the code of conduct and grievance mechanism, DACT believes in equal opportunities and very keen on providing fair work environment, thus many managerial positions are occupied by females as well as other positions.

Health and Safety

During the reporting period Health and Safety training has been provided to employees and contractors on Safety induction, MSDS, ergonomics, PPE, firefighting, first aid, chemical hazards, housekeeping, work permits emergency response, working at height, safe work environment, hot work, defensive driving and flag man, electrical safety, lifting safety, manual handling, welding & cutting. 9805 training hours on different safety topics were delivered as well as their engagement, 7034 individuals have already received such training.

The Emergency Preparedness Plan (EPR) has been developed and updated where roles and responsibilities are clearly defined. The Emergency Response Team (ERT) has been formed and trained on all types of emergencies and scenarios.

H&S Training

During 2025, RME (CONTRACTOR) conducted extensive training programs for employees and subcontractors to strengthen safety awareness and compliance across the project site. A total of 7,034 workers were trained, with cumulative training hours reaching 9,805

H&S inspections / audits

- Site walkdown (by contractor management)
- Equipment inspection (third parties)
- Bi-weekly and Monthly inspections by safety supervisors: Fire extinguishers, vehicles, power tools, accommodation safety inspection, stores, clinic.
- Daily inspections by safety supervisor: electrical Pannels, scaffold, working site before each work permit, equipment.

Inspections by consultant (IL):

- H&S implementation monitor (monthly)
- Daily site inspections.
- Participate in the monthly walk-through.
- Gape analysis report.

Stakeholder Engagement

During the reporting period, DACT has engaged and collaborated with many external stakeholders to introduce the company and inform them with the correct information of the project. Those stakeholders are:

- Damietta Governor
- Community Development Association (Kafr El Bateikh)
- Manar El Sabeel NGO
- Ezbat El Borg City Hall
- Industrial Modernization Center (IMC)
- National Council for Women

There were some public events that DACT has either sponsored or participated in, these events are:

- Ramadan Food Boxes distribution for the community of Sananya
- Ramadan Food Boxes distribution for the community of Kafr El Bateikh
- Ramadan Food Boxes distribution for the community of Ezbat El Borg
- Received the US Ambassador to Egypt at DACT's terminal
- Town Hall for DACT's employees
- Event to distribute school bags and uniforms to disadvantaged pupils at El Sharakwa, Kafr El Bateikh.
- TransMEA fair (main fair for logistics and transportation in Egypt)



The photo shows a special participation in a community event (School bags and Uniform delivery) Damietta Governor and DACT team together.

Target Areas

DACT is being constructed near two areas in Damietta known as Kafr El-Bateikh and Sananya. The populations of Kafr El Bateikh and Sananya are about 120,000 and 70,000, respectively with agriculture and carpentry being the main sources of income.

The DACT community outreach program was initiated in Kafr El Bateikh and Sananya through extensive information meetings, community initiatives, and events. This proved to be a successful strategy and paved the way for future collaboration in these communities. Today several community leaders from these areas have positive views and are willing to support DACT's activities and presence.



Engaging Local Communities

During 2025, DACT continued its dialogue with influential community actors and worked to develop community engagement strategy to establish stronger ties and communication channels with the broader local community of Damietta.

DACT has also established ongoing dialogue to reassure that local traditional leaders who hold important professional positions and are heads of locally prominent families, have been correctly targeted.

Over 2025, DACT has managed to establish and stabilize the relationship with the local community through transparent meaningful initiatives that are executed in full alignment with DACT's investment pillars, in this regard, DACT succeeded to:

- Develop a stable communication channel with main stakeholders and influential leaders.
- Work with a broad spectrum of political views and ideologies to build credibility with surrounding communities.
- Engage in many community events that lead to excellent collaboration with many community figures and entities.
- Execute successful community initiatives that were positively perceived by many local stakeholders.

Stakeholder Mapping

As started in 2024, the process of stakeholder mapping was developed to identify the important groups, associations, and community leaders in the target areas. Through the community outreach programs, acceptance and support for DACT presence in the area grew in Kafr El Bateikh and Sananya at the fence line of the project. To maintain and enhance this process, DACT is working with local NGOs and associations, and the National Council for Women.

Trust Building



DACT is committed to conduct extensive engagement visits to different community entities to build and maintain credibility, particularly with influential figures and leaders. The photo reflects DACT's participation in the Excellence Day to recognize outstanding students in Kafr El Bateikh CDA.

Waste Management

- The solid non-hazardous waste is collected and transported outside the site by the licensed company.
- Organic waste gets recycled at the Abu-Grida recycling factory, a governmental recycling factory.
- Cartoons, paper, and plastics are recycled by the licensed company Star Silver.
- Medical hazardous waste is transported by a Licensed company and incinerated in the central medical incinerator in Damietta governorate by the Ministry of Health.
- Used industrial oils are collected and delivered to the authorized recycling company inside the port owned by the Ministry of petroleum.
- Another hazardous waste (filters, contaminated soil, empty containers ...etc) is collected and transported to the landfill site in Damietta city.

Resource Efficiency Improvements

- Waste segregation (Plastic, Paper, Metal, and Organic) is a fundamental basis of resource efficiency and reuse.
- All reusable waste (Paper and Cartoon, Plastic) is collected and transported by certified companies to certified recycling factories.
- Continuous awareness activities are carried out by the main contractor, Consultancy firm, and DACT team for the reduction of the water, electricity, and other resources' consumption.
- Most of the excavation clay is reused by the DPA to new berths soil filling, and low land leveling. (More than 30 K cubic meters of clay has been reused by DPA).

Security Management

DACT operates an integrated Security Management System to secure company's staff and assets to guarantee business continuity. To achieve such goals, During the reporting period, DACT has contracted a security contractor to provide security services for the company's different locations 24/7 where the total number of guards reached 44 after changing the service provider on late October 2025. The deployment of security guards, working on 8hrs per shift, helps in providing good security services in collaboration with the Damietta Port Police Department. The service includes both active and passive deterrence to assure a comprehensive integrated performance.

No recorded major security incidents, breaches, or theft during the reporting period.

Conclusions

- During 2025, communities became more aware of DACT and the company's activities where its policies reflect a high level of care regarding the environment and its commitment to socially responsible practices which are transparent, accountable and follow international guidelines (IFC Performance Standards and EBRD Performance Requirements).

DACT approach continues to adhere to the highest ethical standards targeting long term community development. Today community members are very aware of DACT's CSR future investment guidelines. DACT is committed to working with all groups regardless of their political, religious, ethnic or social background to serve the greater interests of the community.

- A key ingredient to the success of DACT was its sensitivity and understanding of the local culture and context. For example, during the holy month of Ramadan, working with 5 local NGOs to distribute food supplies helped establish rapport with the local community. Giving food during Ramadan is a common practice in Egypt and showed awareness of the local culture. It also created an excellent opportunity for communication with the community.
- As a result of DACT's outreach and development efforts, members of the community have shown more understanding about the sustainable approach of community development initiatives. Many partners and influential figures began to cooperate and align with DACT approach
- the importance of long-term community development strategies as opposed to traditional philanthropic or charity projects.
- DACT is very keen to establish and maintain a fair inclusive work environment that is competitive and firmly stops and opposes any form of discrimination. Women are empowered and are provided with just opportunities to develop.
- HR practices are varied and assure a healthy professional work environment
- DACT strictly adheres to the best global standards in relation to environmental performance and will continue to adopt them to excel every aspect of project's environmental footprint.
- There is a continuous monitoring process to oversee the Contractor and sub-contractors' overall HSE performance to guarantee that all applicable standards are in place.

What's Next?

- DACT will maintain and reinforce an ongoing dialogue with stakeholders while engaging with new stakeholders and community partners.
- Future funding will focus on capacity building programs, soft skills and equipment provision in the areas of education, environment and health.
- Involving DACT employees in the outreach program and using their skills and expertise (for example, English language teaching, computer skills) to serve local communities.
- DACT always looks for ways to keep environmental performance at the top of its agenda and apply extra enhancements to achieve this goal.
- Internal audits and analysis will be applied regularly to find any environmental or HSE gaps and correct them on the spot.
- DACT will sustain and enhance the dialogue with all stakeholders (internally & externally) to detect any concern / complaint related to the project's operations.
- Get Prepared to start the terminal's operations in early 2026.