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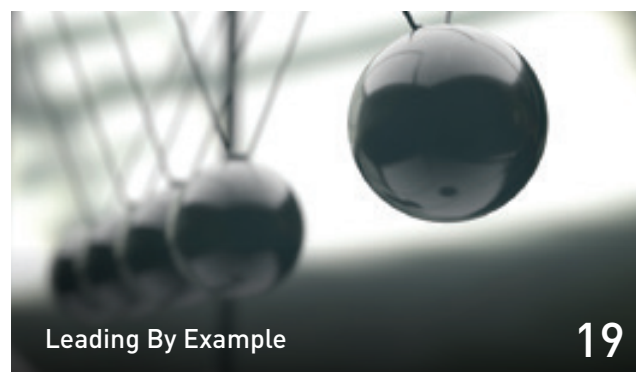
**The Road to Being
"Planet Positive"**

SUSTAINABILITY REPORT
2021-2022

“We are all so immersed in our daily lives that we hardly stop to think about how our work, our attitudes and actions affect our surrounding environment. It is therefore necessary to remind ourselves that we are ‘enablers’ and not just ‘victims’ when it comes to climate change or any other natural calamity. In this annual sustainability report, Metito shares with its stakeholders the company’s latest achievements, best practices and initiatives. This includes our efforts with regards to the community, the environment and education, as well as our latest business wins, in an attempt to lead our industry by example and inspire others to follow suit.”

Mutaz Ghandour
Metito Chairman and CEO

Table Of Content



Message from the CEO

"I can confidently say we have created local benefits and added value to the communities we operate in, earning our "license to operate" - in its new evolved definition."

License to Operate – An Evolved Definition

Putting our business values to the test is a daily exercise at Metito. We never take our stakeholders or our operations for granted, and every day we work with the conviction that we need to earn our license to operate in every market where we have a presence.

Time and again, I reflect on what it takes to build a successful and sustainable business and how to achieve responsible growth. Experience has proven that this is only achieved when the values we are creating across the environmental, economic, and societal landscapes are delivered in parallel with the contribution they make to the bottom line. There are only overlaps and never distinctions, and none are considered in isolation. It is this mindset and approach that I am most proud of at Metito – this is our purpose, and our organization is infused with this holistic way of working.

Being a multinational company working across different geographies, we need to maintain our identity and to commit to our corporate values and key principles; Impact, Sustainability, Innovation - day in, day out. If you visit our operations in Egypt, you will see the same commitment to sustainable operations and community-positive impact as you will see if you visit us in Indonesia. ESG is integrated into our DNA – whether we are supporting the private sector or working closely with governments to achieve their water agendas, our key principles remain the same.

"We need to maintain our identity and to commit to our corporate values and key principles; Impact, Sustainability, Innovation - day in, day out."

Whilst we have had a challenging yet prosperous year at Metito, we continue to be faced with the market dynamics



of climate change; geopolitical instability; the shift towards water positive, as well as an accelerating global drive towards engaging the private sector in developing infrastructure projects, in emerging markets.

Climate change is a reality that we all need to address. There is increased pressure to cut emissions from traditional energy sources and switch to alternative energy, especially in high-carbon industries. With progressively challenging conditions such as high temperatures, floods, and water pollution, there is an increased need for sustainable water projects. This has accelerated the industry's drive towards finding the right balance between scale and energy requirements/sources.

Metito has been tackling this head on, integrating solar in energy-intensive desalination projects across the MENA region. Moreover, there is tremendous support from the banking sector. Metito is the first company in the region to secure a Sustainability Linked Loan with HSBC. This type of facility, has enabled us to further expand our operations, extending access to safe and clean water across our existing and new markets.

Supply chain disruptions are real, and this has driven us to closely scrutinize our business whilst constantly ensuring operational resilience. Our access to global resources and local presence across key markets, enable us to implement business continuity plans steadily and efficiently which supports our growth strategy and go-to market approach – even at logistically challenging times.

“Our access to global resources and local presence across key markets, enable us to implement business continuity plans steadily and efficiently.”

Becoming more “water positive” means returning more water to nature than what we consume. Metito is doing this through a two-fold strategy. **1) treating non-potable water** through seawater desalination and municipal or industrial wastewater treatment which significantly helps offsetting pressure on natural water resources and creating alternative ones. We have a growing portfolio of mega projects across markets some of which are the largest in the world. For example, in Egypt we commissioned Al Mahsamma, the world’s second largest agricultural drainage and reuse project with a capacity of 1M m³/day. Further, Metito was awarded the world largest agricultural reuse project – New Delta – with a capacity of 7.5M m³/day, as part of a consortium. **2) working on improving efficiency of freshwater usage across operations**, through integrating greener technologies, using alternative energy, using more efficient membranes, and using the latest smart AI solutions to decrease non-revenue water and manage networks. This way, our water footprint is generally less, and we ensure that the discharged amounts have minimum impact on the environment, going back into the water cycle.

With climate change, urbanization, rising populations, industrialization, and economic growth, maintaining a “water positive” status is critical, and we are closely working with our stakeholders to realize this.

In the past year, we have addressed challenges, and worked on innovative solutions to create positive opportunities for our business, and our ecosystem. I can confidently say we have created local benefits and added value to the communities we operate in, earning our “**license to operate**” – in its new evolved definition.

Finding an Upside to the COVID19 Pandemic

C OVID 19 expedited global changes because for the first time in a long time, the world faced a stream of unexpected events, together. This borderless crisis required world-wide collaboration, empathy, a changed mindset, and timely actions.

We have seen shifts in strategies, new priorities, and a keenness to invest in sustainable projects to address all the vulnerabilities the world forcefully faced. The water industry truly came to the fore, with governments across the globe prioritizing ambitious water agendas and plans of action to secure their current and future water needs.

Government budgets have come under extreme pressure these past two years, and the need to explore new models to secure a more inclusive and progressive water ecosystem became agenda-driving initiatives across many parts of the world. With increased mobility and urbanization of modern life, the need for a sustainable water supply to support growing communities has exponentially increased. In response to all this, we have witnessed a steady increase in digitization and a colossal shift in the way we do things as well as an increased interest to involve the private sector in executing mega infrastructure projects, both as design and build and as partners in Public Private Partnership (PPP) based water projects.



توقيع عقد مشروع محطة معالجة مياه الصرف الصحي للوكرة والوكير بنظام الشراكة بين القطاعين العام والخاص (PPP)



“The COVID 19 pandemic – despite its many negatives – turbocharged some of humanity’s best impulses, shifting stalled mindsets and strategies and igniting the desire to see and do things differently.”

This year, Metito Utilities, had a remarkable year creating people and planet positive changes across markets. We are back in China, serving the industrial water, wastewater and desalination sector and we look forward to playing an active role, once more, in this key market. In Serbia, we are growing our local presence and extending our expertise and global resources to solve long-standing water challenges in the city of Zrenjanin after being awarded the Republic’s first water treatment and wastewater treatment projects under the PPP model. In Uzbekistan, Metito is pioneering the PPP model after being awarded the first wastewater treatment PPP in Central Asia, a project that will have a huge positive impact on the surrounding environment.

Metito’s Design, Build, Operations and Maintenance business arm has also achieved several industry milestones. In Africa, Metito won the largest desalination project in North Africa, the 80,000m³/day seawater desalination plant (SWRO) in Corso-Algeria, and the 50,000m³/day water treatment plant in Lilongwe-Malawi. We have also won the supply, installation, and 5 years O&M contract for the first green hydrogen water polishing plant in Africa, capacity 35,000m³/day for the Egyptian Fertilizer Company (EFC)- a significant project for the region, Egypt, and Metito. In Central Asia, we are expanding, with Metito’s first project Kazakhstan, a 26,600m³/day desalination plant at Aktau city in the Mangistau region.

In the GCC, we are experiencing fast paced, healthy growth in Qatar, with over 2000 employees and a growing portfolio of major water infrastructure projects. This year, Metito Qatar is executing the company’s first project in produced water treatment segment using Induced Gas Flotation Units (IGF) and Walnut Shell Filters (NSF) for Qatar Energy. In Qatar, we have also been awarded two projects by Qatar Gas in Ras Laffan for wastewater treatment in North Field East Expansion LNG trains of (15,800m³/day) and another for Ras Laffan Petrochemical project (8,700m³/day) as part of a JV with the US Chevron Philips and Qatar Chemical Company (Q Chem). In the United Arab Emirates, we have been growing steadily, with important project awards including the ETIHAD WE (FEWA) pumping station in Khuraijeh, Ras Al Khaimah with a capacity of 504,720m³/day, and AL JADA Development with ARADA - sewage treatment plant in Sharjah, with a capacity of 16,500m³/day, the first plant where we integrate the newest Biopolus technology. Metito was awarded the expansion contract for the reverse osmosis plant that Metito installed in Fujairah port, 22 years ago. We also handed over the Sohar Pumping station, one of the largest pumping stations in the GCC. In the Kingdom of Saudi Arabia, Metito continued its trajectory of firsts and largest projects of type, winning the world largest SWRO plant, capacity 1M m³/d, as part of the consortium with SSEM.

Our Chemicals Division has seen significant changes. With a new sales focus and functional depth in technology to expand offering and in Supply Chain to improve cost and supply efficiency – the business has seen year on year growth that is inline with our aggressive growth plans to expand the Chemicals business. This year Metito Chemicals secured significant wins in Thailand, Iraq, Egypt, the UAE, Pakistan, Indonesia and has a pipeline of projects in existing and new markets. Metito has mobilized considerable investment into the business, developing and commissioning state-of-the-art Chemical Manufacturing facilities in both Qatar and the Kingdom of Saudi Arabia, aimed at better serving the industrial



and water sector. This is part of our commitment to increase our local presence and to continuously improve our customer service offerings.

“Metito has mobilized considerable investment into the business, developing and commissioning Chemical Manufacturing facilities in both Qatar and the Kingdom of Saudi Arabia.”

All this such success was only possible through the help of our talented and experienced team leading the Chemicals division and with their help, we launched the Metito Chemical School. The school is aimed at accelerating the development of our people in a constant bid to serve our customers backed by the highest international standards in everything we do.

The COVID 19 pandemic – despite its many negatives – turbocharged some of humanity’s best impulses, shifting stalled mindsets and strategies and igniting the desire to see and do things differently.

Expanding Our Portfolio

P Metito’s experience was built over more than 65 years of operations and experience in over 52 countries. What we bring to our stakeholders is decades of knowledge and the innovations of the ‘now’, at their fingertips. We have made our operations more efficient, accelerated digitization, explored new opportunities, opened new markets, and created more job opportunities to support our growing operations.

Trust is earned, and Metito has consistently earned the trust of decision makers through years of success and commitment, and we never take this for granted. We work to build on it every day and each project award is further assurance of how our trust bank continues to grow. In existing markets, we were awarded the largest desalination project in Jubail in the Kingdom of Saudi Arabia (1,000,000m³/day) and Saudi’s first Sewage Treatment public private partnership in Dammam.

In new markets, and with a global reputation of excellence, we have secured the first sewage treatment plant PPP in Uzbekistan, the first water and wastewater PPPs in Serbia, and the first sewage water treatment plant in Qatar as part of a bigger consortium. The latter is Metito’s biggest win yet, and our biggest projected investment to date as we invest close to one billion US dollars.

Behind this success remains the efforts and dedication of our most valued stakeholder, our employees. Over the last 4 years, Metito’s workforce has grown by 85%, and this year alone we have an 18% year to on year growth. A testament of further prioritizing and strengthening our most important asset, our people. We have launched the new Human Resource Management System and a new intranet portal to service our global workforce, providing a more user-friendly, efficient, and engaging digital communications experience.

Looking Forward

We have come a long way, but we still have a long journey ahead to reach an equitable water scenario. There are many opportunities ahead for the water industry that can only be realized with a circular economy mindset and through reinforcing new ways of doing things on an international scale. This is a globally integrated world and there’s real value to be realized from that.



“Behind this success remains the efforts and dedication of our most valued stakeholder, our employees. Over the last 4 years, Metito’s workforce has grown by 85%.”

It’s fair to say that some of the challenges we will face in the coming years are inherent to being part of a fully connected world which makes them harder to predict – we are in previously uncharted waters in many respects. But it’s also important to highlight that many of the challenges we will face are evitable byproducts of our actions – as individuals and as part of bigger communities. Our decisions, intentional or not, have the power to make our world more vulnerable or more resilient.

Yes, progress will require tradeoffs and difficult choices, and we aren’t expected to get it right all the time, but we must keep trying, because complacency is a draining impediment.

“The stakes are enormous, but change is taking place in extraordinary ways.”

Metito is supercharged to continue challenging, building on our success, and doing even more as we endeavor to create positive change. Our purpose as an organization is essentially to make people’s lives better through providing

intelligent solutions to water challenges, while maintaining a profitable and sustainable business. We will do our part in managing supply – without fail – and we will also continue to also highlight the need to manage water demand, to create awareness of the real value of water, and to advocate water preservation.

As leaders in the critical water industry, we acknowledge our power to reach decision makers and engage with the public, and we will do our utmost to share our expert voice, backed by sustainable water projects that can make planet-positive contributions.

The stakes are enormous, but change is taking place in extraordinary ways.

Sincerely,

Mutaz Ghandour

Local Presence Global Know-How





At a Glance: Metito Qatar

Qatar is one of the most arid countries in the world, with long, dry summers and according to Britannica, very scarce annual average rainfall of only 75 millimeters. It is therefore a strategic opportunity to adopt the principles of circular economy which are imperative to repurpose wastewater and recycle it back into the environment or municipal water systems.

Over the years, Qatar launched several strategies promoting sustainable and efficient use of water, aimed at addressing water scarcity and achieving water security, and many iconic water project in the country were developed by Metito.

Metito has been building projects in Qatar since 1987 and currently boasts a local workforce of over 2400 employees. The company in-depth expertise about the local water sector and its challenges and an impressive portfolio of projects to back it up.

Metito's Local Footprint

Metito Qatar's understanding of local requirements backed by strong engineering capabilities, and innovative technologies, enable the company to deliver world-class projects in line with Qatar's progressive vision for economic development and water security.

Most recently, Qatar pioneered the first of its kind Public-Private-Partnership for a Sewage Treatment Project, and Metito was the lead entity in the winning consortium awarded this important project. This is a milestone project for Qatar and will be a benchmark for other water PPPs in the country.

Other projects Metito Qatar has developed include the Pearl Qatar Sea Water Reverse Osmosis (SWRO) desalination plant with the capacity of 40,000m³/day; the Lusail pumping stations with a capacity of 600,000m³/day, and a new Sewage Treatment Plant (STP) for the New Doha International Airport.

Metito Qatar is also operating Qatar South drainage assets, under the Zonal project which includes the full operation and maintenance of Public Works Authority 'Ashghal' drainage assets such as Doha South Sewage Treatment Works (STW), Industrial Area STW, and Barwa city.

In addition to developing sustainable projects, Metito Qatar follows the group ethos on ESG. The team continually gives back to the community by participating in local initiatives and activities. In line with Qatar Vision and its plan to plant one million trees before Qatar 2022 FIFA World Cup, Metito Qatar sowed seeds for the first trees in the old airport park in Doha, in a ceremony attended by high-ranking officials.

In 2022, Metito Qatar participated in Qatar University's National CSR Program 2022, the largest academic/business CSR program in the country, held under the patronage of HE Qatar's Prime Minister and Minister of Interior. The aim of this program is to promote the CSR culture in Qatar, award CSR leaders, and inspire QU students and the local community to be actively engaged with CSR-related activities.

Metito Qatar's commitment to Qatar, goes beyond working on mega water projects to include promoting health and safety alongside world-class sustainable operations. People remain to be the success formula of behind Metito and Metito in Qatar is no exception. The company continues to develop a culture of safety first and has marked many industry milestones along those lines and after securing millions of man hours without injury. Environmental stewardship is another area of focus to the company and its therefore a key principle in Metito's QHSSE policy and its related standard operating procedures.

The Outlook

In this section, Walid Oraby, Metito Qatar Executive Director, shares Metito Qatar's latest achievements, his insights and growth outlook.



How does Metito contribute to fulfilling the Qatar National Vision 2030?



Metito has been closely working with key stakeholders in Qatar, developing projects since 1987, integrating the latest technologies to develop water projects that support the government's vision of improving economic, social, human, and environmental outcomes for the country. Guided by the Qatar National Vision 2030, Qatar is

becoming one of the fastest growing economies in the world and it is our honor to be a part of this journey through providing innovative and sustainable water solutions across the water value chain.

What are Metito Qatar's key strengths that make it a leading name in the country's water industry?

As a key developer of iconic and sustainable projects in Qatar for over 30+ years, we have gained expert first hand knowledge of the local Qatari market, its growing water demands to its higher standards spec requirements. We understand that there is no "one solution fits all" and we address each project with an open mind, and an impartial approach to solutions and technologies - always choosing the best for our clients without compromise.

Sustainability is at the heart of every project we pursue and work is geared towards realizing the vision of a smart ecosystem and the concept of a resilient circular economy. Furthermore, we continually work towards supporting the UN SDGs, particularly Goal 6 (Clean Water and Sanitation), Goal 7 (Affordable Clean energy), Goal 11 (Sustainable Cities and Communities), and Goal 13 (Climate Action).

What do you attribute Metito Qatar's outstanding success to?

Our People. We have an excellent team of expert and new talents that are driving the success of Metito Qatar and we acknowledge this privilege everyday by working closely with them and developing them to reach their full potential. Our operations also aligned to play an active role in implementing Qatar's progressive vision for economic development and water security, and we share the same commitment to the environment and to securing access to safe and clean water for all.

With our guiding principles of "Impact, Sustainability, Innovation", Metito summons its global access to resources, and local knowhow to provide the latest innovations, technologies, financing models, and management systems to serve the Qatari market.

With a local workforce of over 2400 employees and extensive operations in Qatar, we are very familiar with the local water sector and its challenges. Our clients trust us to deliver the best solutions, and we take this very seriously knowing it is an acquired privilege and never just a granted right.

What's next for Metito Qatar?

We look forward to continuing our company's growth trajectory in this key market with support from our clients and partners.

With the recent win of the first Sewage Treatment Public-Private-Partnership Project, we continue asserting our commitment to play a role in securing Qatar's ambitious water agenda. We are excited to be part of the next phase of this journey; we have worked extensively with Ashghal before and for this next chapter as Qatar continues pioneering new ways of doing things and challenging existing standards by pursuing higher ones in every project, towards achieving a resilient water infrastructure to serve generations to come.



Key Project Updates

Floating Desalination Barges | KSA

Metito successfully delivered the first of three floating desalination barges with Saline Water Conversion Corporation (SWCC) being the end-user for this flagship project. The project is the largest of its kind, with a total capacity of 150,000m³/day floating desalination barge to be located 4km off the coastline of the Red Sea city of Shuqaiq,

The project enables SWCC to meet the Saudi Vision 2030 commitment to providing a 24/7 water supply, efficiently and cost-effectively. The barges will contribute sustainably to the supply of high-quality potable water in compliance with all applicable international and local codes and standards and using the most advanced treatment technology, Integrated Ultra Filtration.

The floating barges enable the government to deploy water supplies to any location on the coastline as needed and forms a secure backup supply for contingency planning and emergency situations.

Metito developed this project on a fast-track basis and its scope covered the design, engineering, construction, operation trials, and the provision of floating barges to sail the desalination plants, complete with the power generation system, to its current location in the Kingdom. Metito won this pioneering project through a competitive tender and backed by a portfolio of iconic projects across global markets and in Saudi Arabia.





Zrenjanin Water Treatment Plant Public-Private-Partnership Project Signing Event, Serbia

Zrenjanin Water Treatment PPP Project | Serbia



Metito signed the first public-private-partnership contract for the realization of a water treatment project in the Republic of Serbia with the City of Zrenjanin and the Public Water Company. The contract covers the development, modernization and operations of the Water Treatment Plant in Zrenjanin, for 25 years, through Pannonian Water, Metito's project-specific company, with a strong commitment to environmental stewardship.

The contract was signed by Metito Managing Director, Rami Ghandour, Mayor of the City of Zrenjanin, Simo Salapura, and PWC Acting Director, Predrag Bodirola. The signing ceremony was attended by the Prime Minister of the Republic of Serbia, Ana Brnabic, H. E. Ambassador of the UAE in Serbia, Mubarak Saeed Burshaid Al Dhaheri, Metito Vice President for Business Development, Walid Madwar, and Metito Country Manager for Serbia, Branislav Zec.

Metito currently has two active projects in Serbia with a planned investment of approximately EUR50 million. Earlier in 2021, Metito launched its strategic operations in the Republic of Serbia by investing in the Zrenjanin Wastewater Treatment Plant PPP.

Al Arish Seawater Reverse Osmosis Desalination Plant | Egypt



The landscaping, pre-commissioning, and commission procedures of Al Arish Seawater Reverse Osmosis Desalination (SWRO) Plant have successfully been completed. Under the Armament Authority of the Egyptian Armed Forces and technical supervision of the Engineering Authority of Egyptian Armed Forces - Water Department, with a capacity of 100,000m³/day, extendable to 300,000m³/day, the project will provide clean drinking water compatible with WHO standards to 600,000 people residing in Al Arish Town - North Sinai Governorate, Egypt.

Al Arish SWRO plant is a true testament to Metito's commitment to playing an active role in Egypt, realizing the Government's water security targets, and improving the quality of life for citizens. Access to clean water also contributes to better public health by eliminating water-borne infections and directly supports economic development. This is inline with the UN's SDGs No. 11 – sustainable cities and SDG No. 6 – clean water and sanitation.

The scope of Metito includes design, civil works, supply, installation, commissioning, startup, and the operation and maintenance of the plant.



Namangan Wastewater Treatment Plant Public-Private-Partnership Project the Winning Bidder Ceremony, Uzbekistan

Namangan Wastewater Treatment PPP Project I Uzbekistan

Metito was awarded the design, build, finance, operation, and maintenance of a 100,000m³/day wastewater treatment plant, along with the construction of a new 7.5km effluent discharge pipeline in the Namangan District of the Republic of Uzbekistan. The project, worth USD100 million, is the first wastewater project to be implemented under the country's Public Private Partnership (PPP) Law with private investment and project financing undertaken by the Ministry of Housing and Communal Services with the full support of the Government of Uzbekistan.

The Namangan PPP project will have a huge impact on the Uzbekistan community, encouraging more foreign direct investments into capital-intensive, lifeline infrastructure projects. The project is part of a large-scale water management strategy that is aimed at the corporatization and the transfer of management of water supply and sewerage systems to private operators.

Hamriyah Seawater Reverse Osmosis Desalination Plant Restoration Project I UAE

The Sharjah Electricity, Water, and Gas Authority awarded Metito the restoration of the 91,200m³/day. Hamriyah seawater reverse osmosis (SWRO) plant in line with the Emirate's vision to secure a sustainable supply of clean potable water.

Metito's scope of work covers the design, procurement, construction, site erection, inspection, testing, and commissioning of the project. Metito will dismantle and replace the existing equipment and structure, renovate the SWRO system, and implement additional membranes in eight skids. Metito will also be upgrading the electrical system to

accommodate new equipment and integrate a Distributed Control System (DCS). The site work on the project began in May 2022.

Corso Seawater Reverse Osmosis Desalination Plant I Algeria



Metito was awarded the design, engineering, supply and installation with two years of operation and maintenance for the Corso Seawater Reverse Osmosis (SWRO) desalination plant in Algeria by a subsidiary of Sonatrach, GCB. The plant with a capacity of 80,000m³/day is being built in Corso, a coastal town 25km east of the capital Algiers.

The objective of this project is to provide clean drinking water to the population of Corso. The project exemplifies Metito's ongoing efforts to achieve the UN Sustainable Development Goals by creating projects which deliver positive sustainable impact on communities.

The Corso SWRO Plant is scheduled to be completed in 36 months with 12 months of construction and 24 months of operation.



Sharjah Sewage Treatment Plant Phase 4 and 5, UAE

Sharjah Sewage Treatment Plant Phase 4 and 5 | UAE

Metito successfully delivered the upgrade of the Sharjah Sewage Treatment Plant Phase 4 and 5 project to Sharjah Municipality Drainage Division (SMDD). The upgrade project is one of the many iconic projects the Government of Sharjah - Department of Public Works has developed in collaboration with Metito. The objective of the STP plant retrofit was to increase the capacity from 27,400m³/day to 65,000m³/day, per phase, to reach a total capacity of 130,000m³/day.

Metito's scope included design, supply, retrofit of existing structures, assessment and repair of existing structures, construction of new structures, installation of equipment, refurbishment of some existing facilities and testing & commissioning.

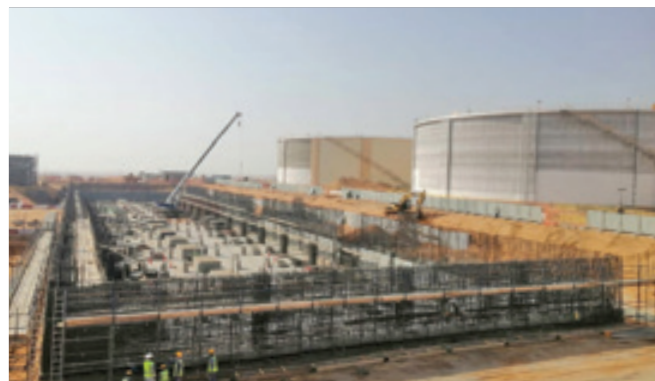
With hard work, commitment, and dedication to the highest levels of quality, health, safety and environment specifications, the Sharjah STP completed over 1.9 million man-hours without a single injury or time lost during the construction of the plant. This is an outcome of regular health, safety, and environment (HSE) trainings to ensure maximum safety at the construction site.

Operation and Maintenance Project for NEOM | KSA

Metito was awarded a contract to operate and maintain the Sewage Treatment Plant (STP) and Brackish Water Reverse Osmosis (BWRO) plant in NEOM, the futuristic sustainable city in the Kingdom of Saudi Arabia. The plants are located in the Saudi Arabian Trading and Construction Company (SATCO) construction village.

Metito Operations and Maintenance (O&M) scope includes supply of manpower, chemicals, consumables, and spare parts for a contract period of five years.

Khuraijeh Pumping Station | UAE



Metito was awarded a contract by Etihad Water & Electricity Authority (EWE) to construct a potable water pumping station in the Khuraijeh area in Ras Al Khaimah.

Metito's scope in this milestone project includes, engineering, design, supply of mechanical and electrical, civil works, installation, testing, and commissioning.

With a total capacity of 504,720m³/day, the Khuraijeh Pumping Station plant is an 18-month project, and the completion date is set for January 2023.



Upgrade of In-house Facilities | Qatar and UAE



Metito celebrated a new milestone in Qatar with the completion of its state-of-the-art chemical facility with a capacity of 20,000 metric tons/year. The new Metito Chemicals Facility, specifically engineered for industrial and water treatment, comprises a modern facility for chemical blending and another for chemical storage. It also boasts water and microbiological laboratory equipped with advanced technology that complies with international standards and meets the management and technical requirements for ISO 17025 accreditation.

The facility will cater to a wide array of companies in the industrial sector, including those in oil and gas, petrochemicals, chemicals, primary metals, power generation and construction. There is also huge demand from institutional sectors, such as healthcare, education, and tourism; as well as from conglomerates and enterprises across various segments of the market, ranging from district cooling providers and real estate developers to shopping centres and sports stadiums.

Metito has also upgraded its chemical facility at the National Industries Park (NIP) in Dubai to elevate the Quality, Health,

Safety, Security and Environmental (QHSSE) management of the plant. Water saving, high pressure cleaners and LED dashboard for monitoring production were provided and stringent sustainability parameters were placed on site for employees and visitors.

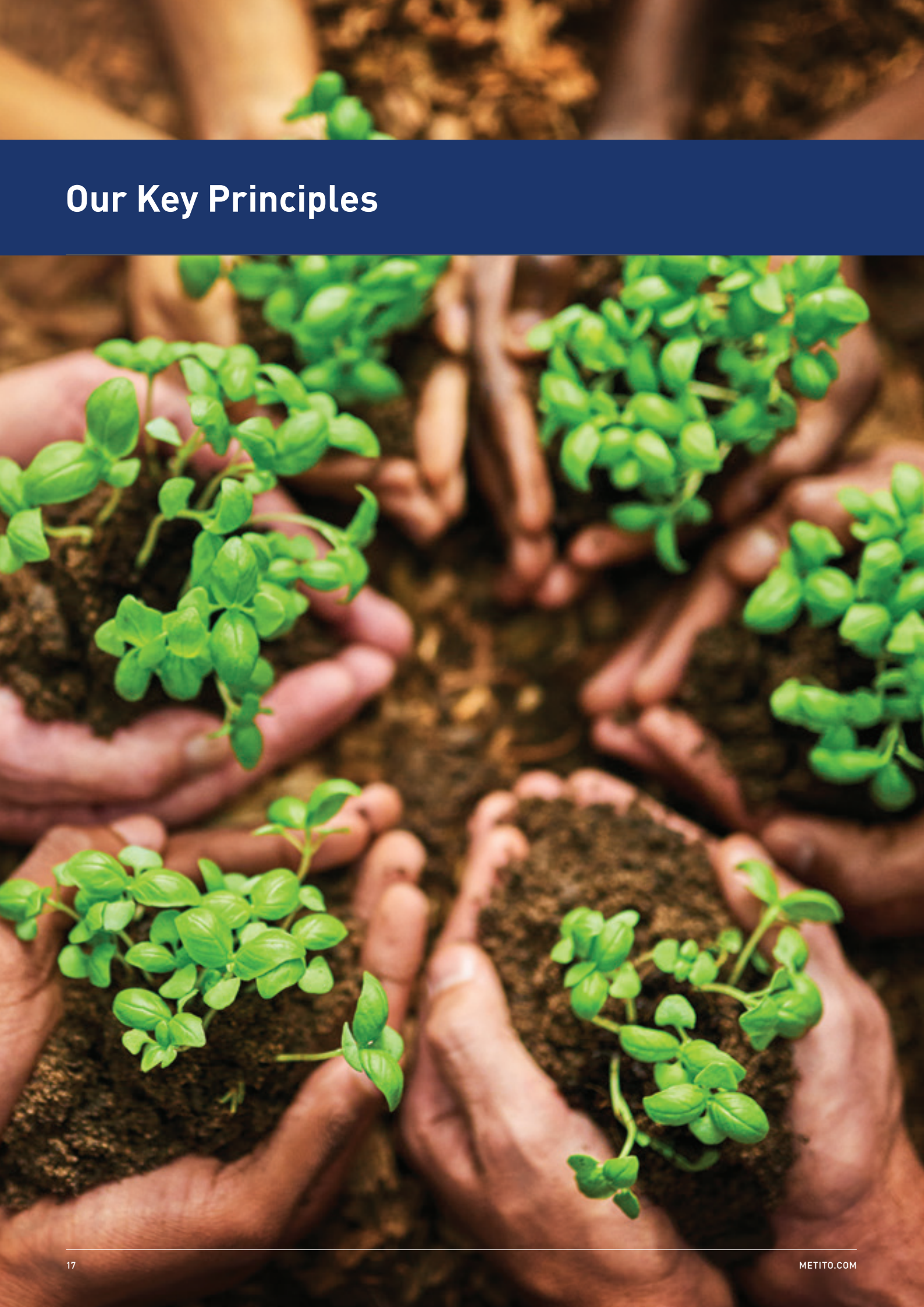
Monrovia Drinking Water Treatment Plant | Liberia



Metito was awarded the project to provide drinking water by applying chemical water treatment for a mining facility located in Monrovia, Republic of Liberia.

The chemical water treatment line connected to the drinking water bottling unit with the capacity of 50,000 water bottles/day.

Following a successful implementation, the project was certificated by the National Water Sanitation and Hygiene Commission of the Republic of Liberia for a Wash Compliance License to operate in Liberia as Commercial Water Producer and supplier.

A close-up photograph of several pairs of hands holding small green seedlings in soil, arranged in a circular pattern. The hands are of various skin tones, and the seedlings are vibrant green with small, rounded leaves. The soil is dark and rich. The background is blurred, focusing attention on the hands and plants in the foreground.

Our Key Principles



The world runs on water. Ample, clean water is vital for human health, industry, agriculture, and energy production yet the world's water systems face daunting threats due to unsustainable management and climate change. At Metito, we champion sustainable water security for all under the auspices of our three core principles: Impact, Innovation and Sustainability.

Impact

Metito works closely with governments and industry stakeholders to enhance and expand water access, as well as address the root problems of water insecurity to create more resilient communities. We develop and invest in innovative water and wastewater management solutions, enabling clients to optimize SDG contributions, reduce inequalities, and improve the lives of billions by helping clients understand water risks and solutions that ensure a water-secure future.

Since our inception, Metito has been at the forefront of the water and wastewater industry with an impressive portfolio of over 3000 projects across 50 plus countries. However, the impact of our projects on people's lives extends far beyond the expected improvements to access clean water. It includes significant improvements in household income levels and security of livelihoods through improved health, averted health care costs and time saved.

Better access to clean water and water management is a progressive strategy for economic growth. In the past year alone, Metito has signed partnerships with governments in Qatar, Uzbekistan, and Serbia to develop the first local Public-Private-Partnership water projects in each market to help meet national water security visions.

Sustainability

To ensure communities have safe, reliable and affordable access to water; we are continuously rethinking the linear urban water model of "take, make, consume, and waste" by providing a systemic and transformative approach to

delivering water supply in a more sustainable, inclusive, efficient, and resilient way. To do this, we develop our solutions through a circular economy and resilience lens to offer our clients an opportunity to tackle the current unsustainable linear model.

Our integrated approach to ESG principles goes beyond sustainability and reflects in our actions, decisions, and processes to drive the success of our people and planet. Our commitment is reflected in our methodical approach to enabling a circular economy, reducing our environmental footprint, strong corporate governance, ethical business practices and policies and engagement with our employees and our local communities. To support our mission of developing sustainable water management solutions for a cleaner environment, we secured a USD120m sustainability-linked loan (SLL), the MENA region's first ESG Linked Funded Banking Facility in the water sector.

Innovation

As the global population races towards 9.7 billion people by 2050, it has never been more important to produce more with less and to use what we have most efficiently. Metito prioritizes innovation and combines it with high-value engineering capabilities to enhance water security in all countries it has a presence in, while simultaneously protecting the environment. Innovation and technology play a vital role in our solutions to achieve efficiency across utility operations, monitoring and treatment and data and analytics.

Drawing upon our 60+ years of experience, renowned high-value engineering, and institutionalized access to global technical and financial resources, we successfully delivered the first barge of the world's largest floating desalination barges for the Kingdom of Saudi Arabia. This solution allows the government to meet surging water demands due to pressing environmental challenges, and local requirements in regions where economic growth is rapid and/or where demand varies significantly with seasons. Ultimately, water can be deployed to any location on the coastline when needed and backup supplies for contingency planning and emergency salutations secured in a timely manner.



Impact Investment In Check



Talal Ghandour, Metito Chief Investment Officer, shares Metito's drive towards "impact investment".

What have been your three key takeaways from the past year at Metito?

- The impact that we have had on communities
- The strength and caliber of our people
- Our constant ability to deliver for our clients

What are key challenges of water industry facing on and how Metito is addressing them?

There are a number of headwinds facing the water industry today. The rising interest rate environment means we have to be much more selective about the projects we are willing to fund. Desalination is essential however we are continually looking

at ways to make the technology more sustainable; through effective brine management and increased energy efficiency with the introduction of renewables – essentially a collective industry drive towards freeing desalination from energy. Lastly, I would add that the private sector has proven the value it can bring, so giving it more freedom to remain in control and introduce innovation is key to the success and development of the water industry.

How can the banking and water sectors collaborate to the adoption of green financing/SLLs?

We are built to think long term and the sustainability of our projects is how we measure our own success. The more the banking industry starts to think in a more sustainable fashion when it comes to funding, which they are beginning to, the higher chance of mutual success.

How is Metito approaching the concept of "Impact Investment"?

Impact is one of our founding principles, and we strive on delivering direct and tangible impact to the Governments, Industries and Communities that we serve.

Where is Metito looking to expand its operations and why?

We are continuing to expand our reaching across Emerging markets with recent wins announced across Eastern Europe, CIS, GCC and the Indian Subcontinent however I would say our single biggest opportunity lies in Southeast Asia.

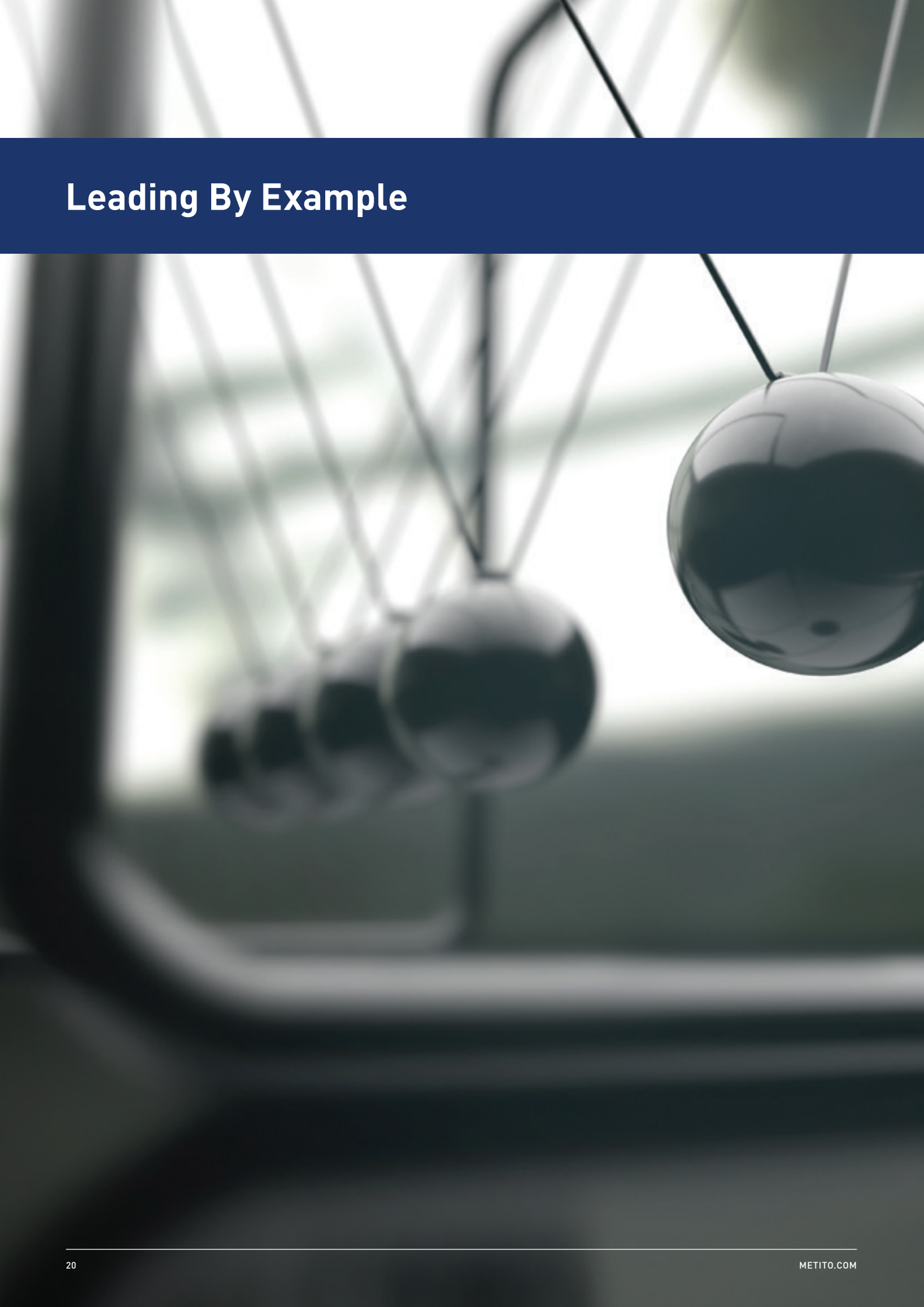
Metito is making PPPs happen across markets, more so than other industry players. What's the secret behind this success?

We believe we have an edge when it comes to our ability to understand and assess the risk parameters associated with entering new markets. What is paramount to our decision-making process is the long term economic and commercial viability of the project. Overlayed with the strength of our people and business leaders, this makes a great recipe for success.

It's been two years since the onset of the pandemic, how do you think the water industry has evolved since? What have been your key learnings through this time?

Despite this being a challenging period for the world, Metito exhibited very strong growth during the pandemic; it drove us closer to our clients given their rising needs in the water sector.

Leading By Example



A Case Study

Sharjah Sewage Treatment Plant Phase 4 and 5, UAE

Key Data

Location	Sharjah, UAE
Plant Type	Sewage Treatment Plant
Capacity	65,000 m ³ /day per phase, total 130,000 m ³ /day
Use	Irrigation
Client	The Government of Sharjah
End User	The Directorate of Public Works
Contract Type	Engineering, Procurement, Construction (EPC)

Introduction

In line with the progressive UAE Centennial 2071 and the United Nations 2030 Agenda for Sustainable Development, “Sustainable environment and infrastructure” has been marked as a key priority for the UAE and the Emirate of Sharjah.

The AED210 million Sharjah Sewage Treatment Plant upgrade project for Phase 4 and 5 awarded to Metito is one of the many iconic projects the Sharjah Directorate of Public Works (DPW) has developed. The objective of the project is to increase the capacity of the plant from 27,400 m³/day to 65,000 m³/day per phase, reaching a total capacity of 130,000 m³/day. This is, to accommodate the increased inflow and the growing demand for urban spaces in the second largest Emirate in the UAE terms of population.

Metito placed a strong emphasis on creating a transparent decision-making process, so each detail of the project was reviewed collaboratively with the client and agreed on, prior to the design stage. This helped to develop a highly

energy-efficient treatment method and optimum performance measures to meet project delivery and system design characteristics.

Through implementing a non-traditional case study approach for the retrofitting project, Metito avoided potential interruptions to the ongoing operations of the plant.

Metito’s scope of work included the design, supply, retrofit, assessment, and repair of existing structures, as well as the construction of new structures. Metito was also responsible for the installation of equipment, the refurbishment of some existing facilities, testing and commissioning.

As part of the project, various existing facilities including aeration tanks, raw sewage inlet area, gravity sand filter building, sludge facilities building were upgraded.

Other new facilities such as blower buildings, one new filter building, new clarifiers (lamella tube clarifiers) were then built to double the capacity of the STP with minimum construction and maximum production.

The project was completed with over 1.9 million man-hours without a single injury or time lost during the construction of the plant. This is an outcome of regular health, safety, and environment (HSE) training to ensure maximum safety at the construction site. All project works had risk analysis and proper documentation managed by relevant departments to avoid risk and reworks structures.

Innovation

The pre-treatment technology of project was meticulously designed keeping in mind the limited area available for an expansion. Through a new compact design, Metito optimized the use of space by reducing it by 50% without compromising the ultimate capacity.



Moving Bed Biofilm Reactor (MBBR) technology was implemented to enhance the treatment capacity without altering the volume of the biological tanks. The process design led to the complete removal of nitrogen and met the stringent discharge requirements.

Metito conceptualized, developed, and implemented the first-of-its-kind technology for the secondary treatment in this project, featuring an upgraded raw sewage inlet area, enhanced gravity sand filter building, and Lamella-type clarifiers with integrated Computational Fluid Dynamics (CFD) modeling. This helped to increase the treatment capacity while reducing the area required for the upgrade by 20% and drastically improved the quality of the sewage effluent making it more environmentally friendly.

In addition, a range of automation technologies were implemented to streamline and centralize operations while providing an integrated, real-time overview of process flow and equipment status, and timely plant diagnostics. The existing systems and capacities were enhanced by installing new technologies to optimize operations resulting in better situational awareness and efficient decision making.



Sustainability

The project upgrade led to increased efficiency of the treatment plants Phase 4 and 5, and contributed towards achieving the Government of Sharjah's water agenda for the sustainable development of projects and facilities across the Emirate. The project is supporting the UN's SDGs No.11, sustainable cities, and SDG No. 6, clean water, and sanitation meeting the Emirate's water needs.

The project's mechanical design features high-efficiency blowers to reduce energy consumption. Sludge facilities with new technology, were utilized taking into consideration the existing build to reduce carbon footprint and achieve higher efficiency.

To reduce the use of plastic water bottles at the Sharjah STP site, nearly 300 BPA free, durable, and insulated metal water bottles were distributed to all staff at the project site. With this initiative, Metito avoided using 18,900 plastic water bottles on site per month, thus reducing the total carbon footprint of the project by 22 tons over the span of the project construction.



Industry Engagement And Recognition

Industry Engagement

Metito secures USD 120 million Sustainability Linked Loan to facilitate sustainable development in MENA water sector



Talal Ghandour, Metito Chief Investment Officer

HSBC Bank Middle East acted as the Coordinator, Initial Mandated Lead Arranger, and Bookrunner for a USD120m sustainability-linked loan issued to Metito Holding Limited (MHL), to further support its mission of developing sustainable water management solutions and a cleaner environment.

As the Environmental Social and Governance (ESG) Coordinator, HSBC helped Metito in linking four ambitious Sustainability Performance Targets (SPT) that are fully aligned with the Company's vision and its sustainability agenda which aims at playing an active role in securing a smart and sustainable water ecosystem.

Talal Ghandour, Metito Chief Investment Officer, was interviewed by Trade Finance Global on how sustainability-linked financing can empower circular water projects in MENA and in his interview, he highlighted how Metito is working with governments worldwide to transition towards a more secure water future. He shared further insights on how the HSBC sustainability linked loan will support the introduction, integration, and commercialization of new technologies and solutions which will secure further savings and operational optimization of water projects across markets.

Metito hosts workshop on Egypt's water strategy



Karim Madwar, Metito Africa Managing Director

Metito organized a successful workshop in Egypt to discuss a host of vital issues related to enhancing water security in the country. Attended by key stakeholders, the workshop examined the country's strategy for desalination and water treatment projects. It provided an overview of how to leverage opportunities for the future of water and presented its latest innovative offering in desalination; the floating barges. At the event, Metito also shared an overview of its current landmark projects in Egypt that support the UN's Sustainable Development Goals and Egypt's Vision 2030.



Rami Ghandour, Metito Managing Director, speaks at the World Water Forum in Dakar



Rami Ghandour, Metito Managing Director

Rami Ghandour, Metito Managing Director, participated in a high-level CEO panel at the World Water Forum in Dakar titled "Not business as usual: Game-changing innovations for water security". Rami highlighted how Metito has been able to change stakeholder mindset toward the role played by the private sector in delivering water solutions. He also discussed how the business case for innovations in the water sector can be strengthened when water is still underpriced.

The panel included: Makhtar Diop (MD IFC), Sabrina Soussan (CEO Suez), Antoine Frérot (Chairman & CEO Veolia), Benedito Braga (CEO Sabesp), Mauricio Alarcon (CEO Nestlé Central and West Africa), Suzie Nkambule (CEO Nafasi).

The 9th World Water Forum, hosted in Dakar, Senegal in March 2022 provided a unique platform for international water community and key decision makers to collaborate and make long-term progress on global water challenges. It brought participants together from all around the globe to address the theme "Water security for peace and development."

Global Water Intelligence (GWI) interviews Rami Ghandour, Metito Managing Director



Rami Ghandour, Metito Managing Director, shared his insights on Public-Private-Partnerships (PPPs) and Metito's expertise in the space in an interview with GWI. Rami highlighted how Metito continues to develop its reputation as the standard-bearer for PPPs in unexplored markets, showcasing Metito's PPP projects in Serbia, Uzbekistan, Rwanda, and Qatar.

Technical Review Magazine interviews Fady Juez, Metito Managing Director



Fady Juez, Metito Managing Director

Fady Juez was interviewed by Technical Review Middle East on the way Metito approaches water scarcity with sustainability. In his interview, Fady spoke about Metito's sustainable water systems and the latest technologies for reusing and recycling water. He also shared ideas on how Metito is a key enabler of the circular economy and initiated projects to decarbonize desalination by noting its key projects.

Qatar University National CSR Program 2022



Metito Qatar participated in the National CSR Program 2022 hosted by Qatar University (QU). The aim of this program, held under the patronage of H.E. Qatar's Prime Minister and Minister of Interior, was to promote the CSR culture in Qatar, award CSR leaders, and inspire QU students and the local community to be actively engaged with CSR-related activities.

Walid Oraby, Metito Qatar Executive Director, attended the event and highlighted Metito's commitment to Impact, Sustainability, and Innovation. He shared the core principles of the company's ESG agenda and spoke about how Metito is continually supporting the UN SDGs. Walid's contribution was also featured in the National CSR Program 2022 magazine.



Metito hosts a media event in Belgrade



Following a press conference for the signing of the Water Treatment Plant PPP Project at the Government of Serbia premises, Metito organized a successful media event in Belgrade.

At the event, Rami Ghandour, Metito Managing Director, and Branislav Zev, Metito Country Manager for Serbia conveyed key messages about the company and future plans.

To the event, Walid Madwar, Metito General Manager – Business Development; Moataz Hammamy, Metito General Manager – Operations; Reem Saleh, Metito Head of Communications; Mohamad Sakaya, Metito Projects Lead; Ecem Akineri, Metito Communications Executive; Milorad Solic, Metito Construction Manager; Aleksandar Savin, Metito SPC Manager; Djurdja Vesic, Metito Admin Assistant; Snezana Rosic, Metito Senior Accountant and team members of Executive Group, PR agency – Serbia, attended.

Metito sponsored the Water, Electricity, Technology Exhibition 2021 (WETEX)



Metito participated in the WETEX 2021 as a strategic sponsor.

Metito conducted a presentation titled "Use of Non-Conventional Energy in Mega Desalination Projects" exploring Metito's capabilities and innovations toward the future of seawater desalination.

The exhibition, hosted by the Dubai Electricity and Water Authority (DEWA), aimed to achieve integration between all sectors of the energy industry by bringing together trade and technical sectors. This enabled the creation of new trade opportunities, to exchange new ideas and experiences and showcase the latest innovations.

Walid Madwar, Metito General Manager - Business Development, speaks at the European Bank for Reconstruction and Development Annual Meeting and Business Forum



Walid Madwar, Metito General Manager - Business Development

Walid Madwar, Metito General Manager - Business Development, was a speaker in a panel titled "Water Scarcity Versus Sustainability: How to Get the Balance Right" at the European Bank for Reconstruction and Development Annual Meeting and Business Forum in Marrakesh, Morocco.

In the panel with key industry leaders from the public and private water sectors, Walid discussed the chronic under-investment in the sector, challenges, and potential solutions to address the critical issue of water scarcity. He also highlighted how by utilising renewable energy solutions and environmentally sensitive designs, the water scarcity issue can be resolved in a sustainable way.

The event gathered prominent attendees around the world, ranging from leading government officials, financial and corporate executives to entrepreneurs and civil society to showcase the country as a model to do business, its vision for green and inclusive development, highlight successful projects and intensify cooperation.

International Desalination Association (IDA) features Fady Juez, Metito Managing Director, in Global Connections magazine



With industrialization, climate change, and urbanization, water needs are rapidly growing, and the need for more sustainable solutions is at an all-time high. Fady Juez, Metito Managing Director, shared an insightful piece with IDA's Global Connections quarterly magazine on Metito's

innovation in desalination featuring our one-of-a-kind floating desalination barges in the Kingdom of Saudi Arabia.

Project Qatar Back in Action Metito Headlining as the Gold Sponsor



Project Qatar gathered experts and thought leaders from around the world to share and highlight best practices, learnings, and success stories. This year, was the event's official comeback after a couple of years restrictions due to the COVID 19 pandemic, and the sponsors and endorsers' line up secured a truly engaging, high level event.

Metito was a Gold Sponsor at the Project Qatar exhibition and had a powerful presence in the launch of this coveted event. Prior to the event launch, Walid Oraby, Metito Qatar Executive Director, highlighted; "With Metito a key developer of iconic and sustainable projects in Qatar since 1987, we have gained expert and in-depth knowledge of the local Qatari market, and its higher standards specs/requirements, and the growing water demands. We are privileged to have played an active role in implementing Qatar's progressive vision for economic development and water security through our work and to have the opportunity to share such experience with the world through a credible platform such as Project Qatar".

Metito received the "Most Environmental-Friendly Design" company accolade at Project Qatar. The certificate recognizes exhibitors for their outstanding "design and build" standards.



Reuters interviews Karim Madwar, Metito Africa Managing Director



Karim Madwar, Metito Africa Managing Director

Karim Madwar, Metito Africa Managing Director, shared insights with Reuters on the water sector in Egypt highlighting the supply and demand challenges and the significant developments made to achieve water security. He also highlighted Metito's key projects in Egypt, namely Al Mahsamma and New Delta Treatment Plant.

CNBC Arabia interviews Ahmed Hayajneh, Metito General Manager - Dubai, Northern Emirates and Oman



Ahmed Hayajneh, Metito General Manager - Dubai, Northern Emirates and Oman

Ahmed Hayajneh, Metito General Manager - Dubai, Northern Emirates and Oman, was interviewed by CNBC Arabia during the Water, Electricity, Technology and Environment exhibition (WETEX). In the interview, Ahmed shared his insights on Metito's move towards adopting more renewable energy in projects to ensure a sustainable circular economy.

Metito Chemicals hosts a customer seminar in Indonesia



Metito Chemicals and O&M organized an interactive customer seminar in Bali, Indonesia. The seminar included workshops on the latest challenges across the Fertilizer, Power, and Oleochemicals industries and technical presentations covering advanced cooling water treatment, automation, boiler water chemistry management, and oxidizing biocide alternatives. The event was hosted by; Daddy Waluyo - GM Metito Indonesia, Bagus Danarto - Metito Indonesia Chemicals Business Development Manager, and Surjeet Kumar - Sr. Industrial Technical Consultant. Mike Abl - Metito Chemicals Executive Director, Ghaith Ghezawi - Metito Chemicals General Manager Technology & Innovation, and Mohamed Salah - Metito SEA Sales Manager also attended the event.

Rami Ghandour, Metito Managing Director, speaks at Uzbekistan International PPP Roundtable Event



Rami Ghandour, Metito Managing Director, was a panelist at the Uzbekistan International Public-Private Partnerships (PPP) Roundtable held in Tashkent, Uzbekistan. The roundtable with policymakers/regulators, private investors, financiers, and senior decision-makers of the Government of Uzbekistan discussed the progress and achievements of the PPP program by the Government of Uzbekistan, including large-scale investments and reforms which will help drive the country's future economic growth. In the panel, Rami shared the benefits of PPP's, Metito's experience with forging successful PPPs and highlighted its first PPP wastewater treatment project under design, build, finance, operation, and maintenance in the Republic of Uzbekistan.

Metito attends IDA International Specialty Conference on Innovation Driven Desalination



Fadi Saleh, Metito Saudi Tendering and Innovation Manager - Proposals, spoke at the IDA International Specialty Conference on Innovation Driven Desalination, held in Jeddah, KSA.

In his presentation titled "Closed Circuit Reverse Osmosis in Seawater Desalination as a High Recovery Low Energy Solution," Fadi highlighted how this breakthrough method could be implemented in greenfield projects, retrofits, and Zero Liquid Discharge (ZLD) systems.

Metito Chemicals exhibits at the SugarEx Exhibition in Thailand



Metito Chemicals exhibited at the SugarEx exhibition held in Khon Kaen province in Thailand. During the event, the team discussed Metito's latest chemical solutions, advanced 'online monitoring' for Sugar Process Assurance, and intelligent applications for utilities, wastewater treatment, and processes in sugar plants, to improve process management and reduce water and energy consumption - thereby the total cost of operations.

The event was attended by Recep Ozgan - Metito Turkey Chemicals General Manager, Ghaith Ghezawi - Metito Chemicals General Manager Technology & Innovation, Mohamed Salah - Metito SEA Chemicals Sales Manager, Chaiwas Venuathon - Metito Thailand Chemicals Territory Sales Manager, Janjira Chuajit - Metito Thailand Chemicals Sales Engineer, Keeratikorn Suekumnoed - Metito Thailand Chemicals Sales and Technical Manager, Nutcharee Saetang - Metito Thailand Chemicals Sales Representative, and Peeramate Chutanun - Metito Thailand Chemicals Service Engineer.

Dubai Eye features Rami Ghandour, Metito Managing Director

Rami Ghandour, Metito Managing Director, was interviewed by UAE's number one talk radio station, Dubai Eye 103.8 FM on their program, The Agenda, to explore desalination and water use in the UAE. Rami highlighted how desalination comes with its challenges, including being energy-intensive and shed light on the new technologies being introduced to optimize it, thereby creating a positive impact on the overall energy consumption.

Sada El Belad interviews Karim Madwar, Metito Africa Managing Director

Karim Madwar, Metito Africa Managing Director was interviewed by Egyptian broadcast network Sada El Belad. In the interview, Karim shared insights on how sustainable solutions can help close the water supply and demand gap, taking the environmental, macro-economic, and developmental challenges into consideration. With the progressive water agenda set by the Egyptian Government, the interview also highlighted some of the most impactful projects that were developed in the past decade and how the role of the private sector is continuously evolving to become more active in this ever-critical industry.

Metito Chemicals participates ARDA Week in South Africa



Metito Chemicals participated in The African Refineries and Distributors Association (ARDA) Week, the first ever pan-African organization for the downstream oil sector in Cape Town, South Africa. The objective of the 3-day event was continuous improvement and identification of challenges and the implementation of the energy transition plan for Africa. Metito showcased its environmentally friendly chemical solutions along with high-performance products, on-site service, automation, and digital monitoring to key industry leaders. The event was attended by Antonio Varone, Metito Chemicals Sales Manager, Africa Lead.

Arabian Business features Talal Ghandour, Metito Chief Investment Officer

Talal Ghandour, Metito Chief Investment Officer, shared insights on the need for sustainable financing in the water industry and how it enables the circular economy principles with Arabian Business, the region's leading business title. In the piece, Talal highlighted how Metito secured a USD120 million sustainability linked loan, to support Metito's mission to develop sustainable water management solutions and achieve the full benefits of a circular water system.

Metito Chemicals participates in Turkey Geothermal Conference



Metito was a key sponsor at the Turkey Geothermal Conference in 2021. The event took place in Ankara, Turkey and focused on the latest developments and research in the geothermal energy industry.

The goal of the conference was to create awareness about sustainable energy production from geothermal resources which are abundant in Turkey. The conference hosted several presentations and forums featuring members of academic institutes, investors, and public & private sector experts.

The event was attended by Recep Ozgan, Metito Turkey Chemicals General Manager; Abdullah Uslu, Metito Turkey Chemical Sales Manager; Duygu Ergun, Metito Turkey Chemicals Senior Inspector - QA/QC; Ali Ulusahin, Metito Turkey Chemicals Territory Sales Manager; Altan Engin Yilmaz, Metito Turkey Chemicals Sales Representative.

World Utilities Summit

Rami Ghandour, Metito Managing Director, participated in a panel titled "Raising Capital for Power and Water Projects" at the World Utilities Congress hosted by TAQA Group in UAE. The panel included key industry experts and focused on strategies that can make power and water projects more attractive to investors. In addition, Rami highlighted how governments, with the evolving COVID-19 pandemic, are keen and more focused on increasing private sector participation in developing infrastructural projects, with efficiency, optimization, and sustainability in focus.

The World Utilities Congress, held under the patronage of HH Sheikh Khalid Bin Mohammed Bin Zayed Al Nahyan, created a platform for the global power and water industry to converge and discuss trends and technologies impacting future power and water demand. The event gathered key leaders to discuss the proactive measures for decarbonisation, curbing carbon emissions and attracting the long-term capital investment needed for a sustainable future.

Metito attends the Construction Week Leaders conference

Ahmed Farouk, Metito Africa Regional Commercial Manager, participated as a speaker at the Construction Week inaugural Leaders in Construction Egypt conference. Ahmed spoke at a panel titled "The Opportunities for Water Project" and shared in-depth knowledge on the water sector in Egypt and how Metito is contributing to developing it.

CFI.co interviews Talal Ghandour, Metito Chief Investment Officer

Talal Ghandour, Metito Chief Investment Officer, was interviewed by CFI.co on why water is a precious and profitable resource. Talal shared his views on the water industry's investment potential, how Metito responded to the pandemic and Metito's future goals to work towards global water security.

Careers Day at King Fahd University of Petroleum and Minerals in KSA



Metito participated in the Career Day organized by King Fahd University of Petroleum and Minerals and held under the patronage of His Royal Highness Prince Saud Bin Naif, Governor of Eastern Province.

The event offered Metito's Human Resources team led by Diala Bou Karim, Metito Senior Human Capital Manager, and Marwah Alsultan, Metito Saudi Human Capital specialist, an opportunity to meet with alums and graduating students to introduce the company and share relevant vacancies.

merito



Shahad Parli, Merito IT Analyst - Enterprise Sys; Arnab Debroy, Merito IT Bus Trans Manager; Wafic Ghanem, Merito Chief Financial Officer; Akram Daoud, Regional Financial Controller & Group IT; Abhinav Sharma, Merito IT Analyst - BI&BM; Shamoan Ali, Merito IT Analyst - Enterprise Bus

Industry Recognition

CIO50 and CIO Manufacturing Awards



Metito was awarded the CIO50 and CIO Manufacturing Awards in recognition of its innovative Information Technology (IT) solutions and systems and its various digital transformation initiatives.

The prestigious CIO50 award celebrates organizations' innovation, intelligence, and intuition demonstrated in the IT field, while the CIO Manufacturing award recognizes automation in manufacturing business areas.

Metito has been recognized by CIO50 in the past years, making this an annual recognition and a testament to our commitment to continuous innovation and digital transformation.

Retrofit Project of the Year – Construction Business News MEP Awards

Metito was awarded the Construction Business News Middle East (CBNME) MEP "Retrofit Project of the Year" Award for the Sharjah Sewage Treatment Plant (STP) Phase 4 and 5 project. This was in recognition of the sustainable impact the project has

made in terms of contributing to its surrounding community and the environment. The project achieved construction best practices and demonstrated how construction techniques and pioneering technology can secure optimum operations across different phases of developing the project.

The project aligns with the Sharjah Government's economic development and urban expansion strategy to address the growing demand for urban spaces. In addition, it demonstrates a commitment to developing sanitation and rainwater drainage projects and supports the UNs SDGs, Goal 6 – Clean Water and Sanitation and Goal 11 – Sustainable Cities and Communities.

On behalf of Metito, Moataz Hammamy, Merito General Manager - Operations; and Ahmed Hayajneh, Merito General Manager - Dubai, Northern Emirates and Oman attended to the award ceremony.



Workspace Transformation Award by the Future Workspace Summit & Awards



Metito was awarded the "Workspace Transformation Award" in the second edition of the Future Workspace Summit & Awards 2022. The awards celebrate outstanding companies leading the innovation and transformation of the workplace in the UAE.

Metito was recognized for its early adoption of the cloud and seamless migration of its user base to Office 365, enabling the onboarding of new users with ease and improving user experience. Metito was also applauded for its forward-thinking approach to connecting offices, customers, partners, and users by deploying the Secure Access Service Edge (SASE) technology, which helps consolidate multiple products and solutions such as Data, Networks, Web, Cloud access, and security under a single platform.

Golden Helmet Award by the Egyptian Ministry of Housing



Metito Egypt received the Golden Helmet Award from the Egyptian Ministry of Housing for its outstanding HSE performance at the "Senetit El Refaeen" wastewater treatment plant, with a capacity of 12,000m³/day.

The Egyptian Ministry of Housing launched the Sustainable Rural Sanitation Service Program (SRSSP) to promote strict adherence to the safety rules and regulations on sites and workplaces.

Metito successfully passed all the award's criteria, including HSE management standards, safety conditions at the workplace, the number of best HSE practices, PPE's workforce commitments, and general site conditions.

Digitalisation Champion by Siemens Industrial



Metito was awarded the "Digitalization Champion" award at the Siemens Industrial LLC (Digital Industries) Partner Awards Ceremony.

The award was in recognition of Metito's drive to incorporate the latest digital technologies on the control system side in the Dammam Independent Sewage Treatment Plant (ISTP) Project. The latest digital technologies provide clients and end-users with intelligent data collection and data analysis tools that can provide long-term benefits in performance and overall asset management.

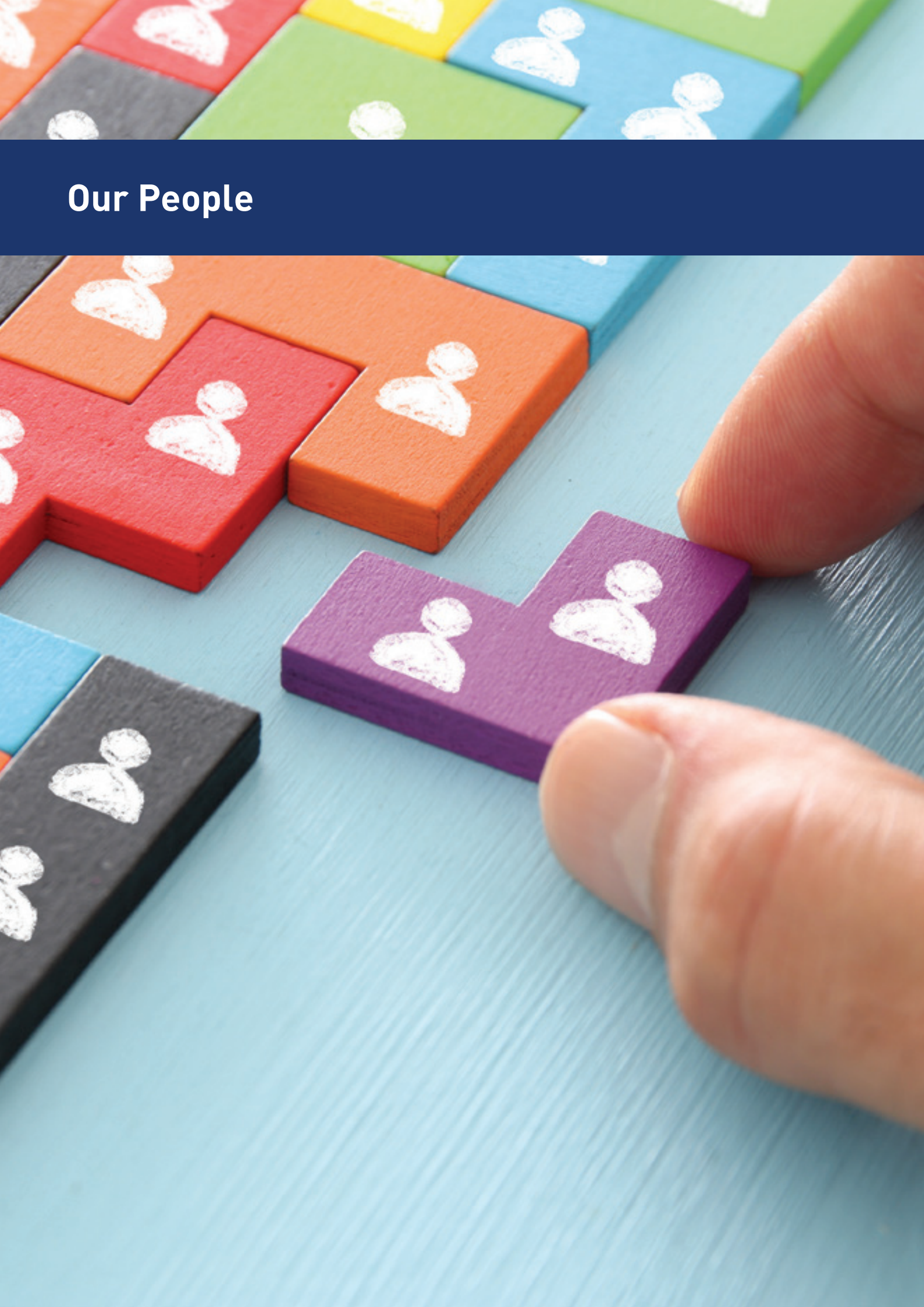
Dammam ISTP control system will be a state-of-the-art system using the next-gen Siemens DI Platform, providing features like Situational Awareness, Intelligent Alarm Reporting, Smart Information Management, Analytics via Machine Learning, and Artificial Intelligence techniques. These intelligent features will be visualized by an on-demand KPI dashboard for real-time Plant Performance Monitoring thus improving the flexibility, efficiency, and reliability of the plant.

Biomass Power Project of the year by Asian Power Awards

Metito Chemicals was awarded the prestigious Asian Power Award for successfully contributing to a comprehensive chemical treatment solution for the Biomass Plants of Absolute Clean Energy Company in Thailand.

Metito delivered a complete, tailor-made chemical treatment program to Absolute Clean Energy Public Company Limited to serve 14 biomass power plants in 14 different locations in Thailand. The scope included pretreatment, reverse osmosis systems, cooling tower and boiler systems, METITO 4 smart automation tool and monitoring. It also included control systems for the cooling tower to maintain consistency and quality of output during different seasons and/or operational conditions, on-site service support, and training for operators and management for optimized operations.

The award affirms Metito Chemicals' long-standing commitment to sustainable, intelligent, and customized solutions and to playing an active role in the optimization of water assets across the different industries in Southeast Asia and beyond.



Our People

Human capital

The last year has been one of transformation. Between mid-2021 and mid-2022, we added almost 18% of employees, further strengthening our most important resource, our people. We expanded our digital Human Capital capabilities to support our employees and management teams most efficiently and created a centralized candidate portal for job seekers interested in joining Metito.

Workforce diversity: Our diversity approach focuses on hiring, developing, and retaining the best people. A diverse workforce, supported by an inclusive and caring environment that respects and nurtures people, is a way to improve our safety and business performance. Metito currently has employees from 67 countries, showcasing our global know-how and reach.

With over 80% of our workforce under the age of 46 years old, Metito is focusing on future talent to enable our continuous growth.

Organizational development

Internships programs: Metito has partnered with King Fahad University of Petroleum and Minerals in the Kingdom of Saudi Arabia to develop a mechanism to provide job and internship opportunities to fresh engineer graduates by participating in their 'Career Day.' Metito also plans to partner with other prestigious institutions in the Kingdom to offer internship programs to suitable students.

Furthermore, we collaborated with The Higher Institute of Water and Power Technology (HIWPT), where a technical program tailored for the water desalination business is initiated to sponsor and qualify skilled Saudi graduates for the market requirements that cover various programs related to Reverse Osmosis, Process Plant Operations, Mechanical Engineering, Wastewater Management, and QHSE.

We believe both collaborations will positively affect our Saudization targets to comply with Government regulations and align Metito with the 2030 country's vision.

In Africa, Metito Utilities partnered with the IPRC Kigali (Integrated Polytechnic Regional College) for providing internship opportunities and input for the colleges curriculum to increase job opportunities for students.

In Qatar, Metito partnered with Ashghal to support the Qatari Placement Program with a duration of 3 months. Metito was happy to receive 3 Qatari nationals and they followed a 3-month training program covering all aspects of the Zonal Framework project. Ashghal expressed their appreciation of the program and knowledge shared and has agreed to continue the program with Metito.

Our office in Egypt was happy to restart their Summer Internship Program after being suspended in 2020 due to COVID19. Once again this was very well received by the students and Metito was praised providing this learning opportunity including a mix of classroom training and site visits.



Learning and development: Driven by Metito's Mission, Vision, and Values, the Human Capital department has been working closely with Management to develop initiatives to support employees' Empowerment, Development, and Career Progression for short and long-term business sustainability. We have developed customized competency-based programs that cover three main areas of Leadership Development, Core Skills, and Technical Sales Knowledge.

Worker welfare: We continued to take steps to improve our approach to worker welfare. We published Metito's Human Rights policy, which sets out our commitment to worker welfare and respecting the rights of people and communities. It describes how we integrate human rights and worker welfare into our policies and processes. Our approach is informed by the 10 principles set out in the Building Responsibly Worker Welfare Principles.

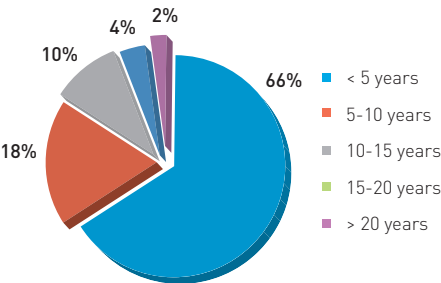
We audited the worker accommodation in the UAE and relocated a major accommodation facility that provides better facilities to the workers as per Metito policy and local regulations. We continue to audit workers' accommodation to maintain optimum living conditions.

Retention: Over the last 4 years, Metito's workforce has grown by over 85%. Of the employees who have been with Metito less than 5 years, 70% are new hires directly related to growth. We have also focused on providing a best-in-class health insurance for our employees, implementing health checkups and healthy living initiatives.

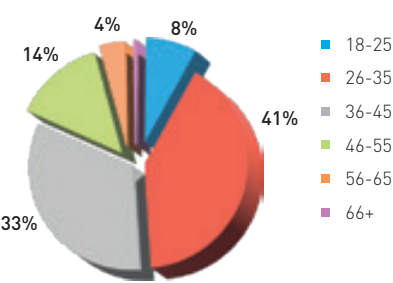
Statistics

Demographics

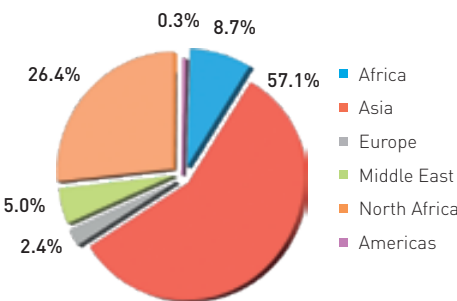
Employees by Length of Service



Employees by Age

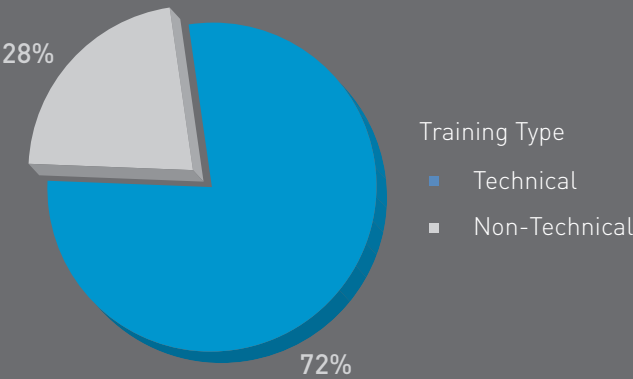


Employees by Ethnicity



Training

No. of Training Hours 39,798



QHSE

15,653,458

Safe Man-hours (without LTI)
June 2021 to May 2022

0.03

Frequency rate
June 2021 to May 2022

Quality, Health, Safety, Sustainability and Environment



Group Integrated Management System (IMS) Certification with DNV for ISO 9001, ISO 14001, ISO 45001: Metito has completed the Group IMS Certification process for 21 entities of Metito Business Units with DNV, an internationally accredited registrar and classification society headquartered in Høvik, Norway. The IMS includes the ISO Standards for quality (ISO 9001), environment and sustainability (ISO 14001), and occupational health and safety (ISO 45001).

With the Group certification, Metito can monitor the QHSSE performance of all Business Units centrally to ensure standardization of the processes. This allows for delivering world-class quality products and services that are uniform on a global company-wide scale and consistently conducting business operations in a sustainable, environmentally, and socially responsible manner, maintaining the occupational health and safety of all stakeholders (employees, clients, contractors, visitors, members of the public).

All our business units periodically review their IMS against the Corporate IMS Standard and are responsible for integrating QHSSE issues into day-to-day operations, project development, and decision-making, identifying areas for continual enhancement to improve the QHSSE performance further. Corporate QHSSE continuously assesses Metito QHSSE performance and conducts corporate audits for each Business Unit to evaluate the conformance against Corporate IMS Standards and documentation.

Custom-built Metito QHSSE Software developed by Benchmark ESG: With over 20 years of experience in the market working with international brands, Benchmark ESG|Gensuite was chosen by Metito to develop a QHSSE software as one of the digital tools that will be used by all

our stakeholders (employees/contractors/clients/visitors) to support the implementation and management of QHSSE reporting, in-line with the Group IMS Certification.

Standardizing processes requires standardization of the reported data, which will be achieved through the software.

For Phase 1, 50% of the modules have been implemented:

#	Module	Description	Status
1	QHSSE Observations & Suggestions	Quickly report QHSSE concerns, near misses, safe acts or observations and suggestions for follow-up	Go live Q2 - April
2	Action Tracking System	Enables management of corrective action items resulting from QHSSE O&S, inspections, audits, etc.	Go live Q2 - April
3	Incidents and Measurements	Logging of events, incidents, audits, and inspections	Planned for Q3
4	Forms and Records	Routine/non-routine forms, checklists, audits, inspections, and other paperless QHSSE records	Planned for Q3

Our people are our most valuable asset, and their suggestions and ideas can be logged through the QHSSE Observations & Suggestions app and can be considered for execution by Metito on many levels.

Objectives, targets and deadlines are set, tracked, and actioned through the Action Tracking System, along with any actions from audits or meetings that have been conducted to drive strong QHSSE performance.

All progress is tracked and reported to our Executive Leadership Team through auto generated emails, graphs and charts using internally integrated Tableau software.

Phase 2 of the software implementation includes ESG Module which allows for site level tracking, trending, and analysis of energy consumption, resource usage, Greenhouse Gas emissions (GHG) and other business-specific sustainability indicators (up-to 25 parameters) – this will help us efficiently collect operational sustainability data and report it seamlessly across various global frameworks and to multiple stakeholders such as IFC, World Bank, HSBC, CDC, ADB, DNV, and many more.



Employee Engagement and Knowledge Sharing

First salesperson conference



Metito hosted its first Chemicals Salesperson Conference in its Dubai office in April 2022. The 5-day event was attended by Metito's Chemicals department members from Turkey, Thailand, KSA, Qatar, Egypt, UAE, and other key markets. Various sessions highlighting tools, insights, and skills needed to become a successful salesperson were held. On the last day of the program, all attendees were awarded certificates of attendance.





Metito Indonesia leadership team visit to UAE



The Metito Indonesia Leadership Team visited Metito UAE for high level meetings, detailed discussions on the way forward, to align on focus areas, and how to leverage Metito Group global resources to increase market share and to target new industries in Indonesia.

The weeklong visit kicked off by a tour at Metito Dubai offices, followed by a series of meetings and presentations. Sessions were attended by Metito Chairman and CEO- Mutaz Ghandour, Managing Director- Rami Ghandour, Chief Investment Officer -Talal Ghandour, Managing Director- Fady Juez, Chief Financial Officer- Wafic Ghanem, Executive Director Chemicals- Mike Abba, Regional Financial Controller & Group IT- Akram Daoud, Senior Human Capital Manager-Diala Bou Karim, General Manager Metito Indonesia- Daddy Waluyo, Finance Manager- Joniwel Nelsonedy, and Human Capital Manager- Sari Yusrif .

Action points against timelines were agreed on, and follow-up meetings have already been scheduled to continue monitoring progress.

Metito Sharjah emergency first aider training certification



The Metito Sharjah office conducted an "Emergency First Aider Training" program for assigned Quality Health Safety Sustainability and Environment champions at the office to ensure employees react in a timely and efficient manner in case of an emergency. Following the training, attendees received a certification of completion for the "HABC Level 3 International Emergency First Aid at Work" from Marshal Fire Safety Training and Consultancy.



Metito health fair event



To ensure all Metito staff live to their best potential, the Metito Dubai office hosted a wellness day with insurance provider, AXA. A team of doctors conducted health screenings to identify the health risks and provide professional advice on a healthy diet and stress management to help employees take the necessary steps to stay in good health.

Metito Dubai hosted the chemical leadership team meeting



Metito UAE hosted the quarterly Chemical Leadership Team meeting in Dubai premises. The team consisted of the Chemical General Managers, Sales Managers and Key Functional Leaders. The core purpose of the two-full day meetings was to drive cross regional and functional collaboration to ensure the Chemical division maintains the strategic focus and alignment to tackle market and growth opportunities. The agenda for day 1 covered functional sessions with QHSE, Supply Chain, Technology, Finance, Marketing, and IT. On day 2, the sales leaders covered regional business updates, as well as, people planning and development sessions with Human Capital.



Metito Ramadan Gatherings

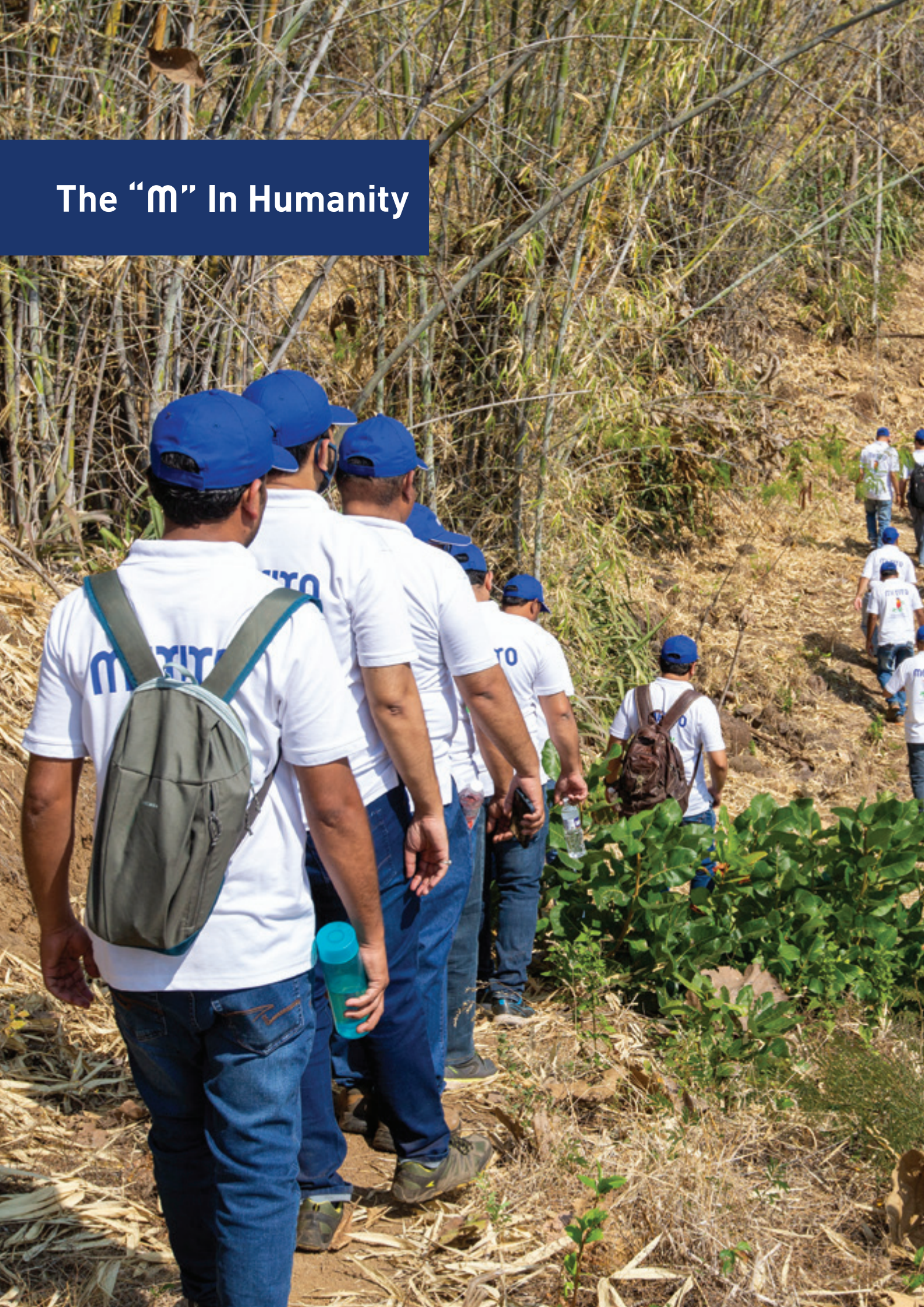


In the United Arab Emirates, volunteers from the Metito Dubai office led a drive to distribute essential grocery and hygiene products to a labor camp at the Dubai Investment Park. Over 300 bags were distributed to the community during the initiative.

In addition, several iftars were organized to gather employees to engage socially to further connect and elevate collaboration and teamwork by Metito Sharjah, Qatar and Oman.



The “m” In Humanity





Community Initiatives



Blood donation drive in Metito Qatar

Blood donation – Indonesia and Qatar



In line with Metito’s commitment and dedication to community engagement, the Metito offices in Qatar and Indonesia initiated blood donation campaigns.

The Metito Indonesia Team joined efforts with local partners (Red Cross Jakarta/Bekasi, Radio 8EH Social Generation, and Bekasi Communication Radio Community) to organize a blood donation drive every quarter. Through this initiative, the team successfully collected 2.84 tons from a total of 55 donors.

The Metito Qatar Team also hosted a blood drive in a joint effort with Hamad Medical Corporation in Doha, with over 112 team members participating in the drive.

Supporting children with special needs



Metito has been providing water treatment disinfectants to clean the water from any contamination for the swimming pool at Al Noor Training Centre for Persons with Disabilities.



Metito Chemicals team is at ICBA center, UAE

CSR in Action - Metito contributes to reforestation



As part of Metito's commitment to a cleaner environment, a tree planting event, "Give a Ghaf Tree", took place at the International Center for Biosaline Agriculture (ICBA)- Dubai, UAE.



The activity started with an introductory session about ICBA and about agriculture in the UAE. The program then continued with Metito volunteers planting multiple Ghaf Trees – the national tree for the UAE, and a tour at the Emirates Soil Museum. This activity stemmed from the keen interest showed by Metito Chemicals Team to take part in an environment-related community reach activity.

Community Support - Thailand



To support the community during the COVID-19 pandemic, Metito Thailand donated "care bags" to the less fortunate in neighboring villages.



The Thailand team donated essentials such as mattresses, blankets and fans to a temporary medical care center being set up for people infected with COVID-19.



Supporting One Million Tree Planting Initiative



Metito organized a tree planting initiative in support of Qatar's 2030 sustainable vision and commitment to planting one million trees before the FIFA World Cup Qatar 2022. The event was held at the Old Airport Park in the presence of H.E. Satoshi Maeda, the Ambassador of Japan to Qatar; Walid Oraby, Metito Executive Director; Shinya Shiotsuki, General Manager Mitsubishi Corporation – Doha Office, and Mohamed Ibrahim Al Sada, Assistant Director of Public Parks Department, alongside other senior managers from Metito.

Metito Thailand Village clean up initiative



Metito Thailand participated in a village clean up initiative to clean the community hall, gym and the surrounding area in the Moo, Mapkha, Nikhom Pattana and Rayong provinces.

Wildfires and flood support - Turkey

Metito Turkey united to support the communities affected by the wildfires and floods in Turkey by donating to AHBAP, a non-profit organization, deployed to help with the people, equipment space and resources.



McGill - HEC Montreal MBA students Dubai visit



Metito Dubai hosted an office and site visit for MBA students from McGill-HEC Montreal to discuss the water industry, highlighting the challenges and opportunities in this sector. The visit included a visit to Metito Dubai offices and to the GCC's first public-private partnership wastewater treatment and recycling project at Dubai Investment Park - a project developed and operated by Metito.

A corporate overview was presented to the delegation, followed by an open Q&A session. The students expressed great interest in the sector and shared their concerns about brine disposal and desalination and the need for more initiatives to further promote recycling and reuse of water – especially in the GCC.

School visit to Kigali Surface Bulk Water Plant



Kigali Water, hosted an informative site visit for students from Kigali International Community School (KICS) at the Kigali Bulk Water Treatment plant providing a demonstration on the water journey from treatment to delivery. The team took students through all the stages of treatment. This visit was in line with Metito's commitment to create an impact through imparting knowledge and spreading awareness of water-supply related challenges and opportunities, especially among younger generations.

International Women's Day 2022

Metito employees from all around the world shared a message on how we can work together to achieve UN SDG Goal 5– Gender Equality in celebration of International Women's Day on March 8th. The focus of the message was on how we can collectively continue to "Break the Bias" in line with the theme of the occasion.





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