

Top 40



Most Sustainable Companies in Middle East & North Africa

Methodology

Methodology - Top 40 Most Sustainable Companies in Middle East & North Africa

The list of Top 40 Most Sustainable Companies in the Middle East and North Africa (MENA) region is curated via a robust, research driven process that identifies companies headquartered in the MENA region that are deploying the most sustainable practices in the context of the MENA region's sustainability priorities.

Phase 1: Initial Identification and Screening

First, all companies headquartered in the Middle East and North Africa that feature in any of these 8 sources are included in our research universe - Forbes 2000 (2023), S&P Global Yearbook (2023), Forbes 100 Sustainable Companies (2023), Corporate Knights (2023), Sustainalytics Global List, Carbon Disclosure Project 2022, Science Based Targets initiative, as well as companies with publicly declared net zero targets.

Each of these companies are then assessed on 2 screening criteria - Uniquely demonstrated environmental responsibility; Social impact through business. Only companies that meet with both criteria are selected, including companies that demonstrate high sustainability performance for other reasons.

All the selected companies that meet with the 2 criteria, are then scrutinized for any legal cases against them in the past 3 years. Companies that are convicted by legal authorities are removed.

The remaining companies are then included in the research universe for the Top 40 Most Sustainable Companies in the Middle East and North Africa.

Phase 2: Evaluation Framework

The companies in the research universe undergo a detailed evaluation based on a framework of **17 Key Performance Indicators (KPIs), using company sourced data only** such as company annual report, company sustainability report, company website, company investor report, company CSR report. The 17 KPIs are designed to provide a holistic assessment of a company's sustainability practices across six key dimensions:

1. Resource Efficiency

This KPI examines how efficiently a company uses natural resources, such as energy, water, and raw materials. Companies are evaluated on their efforts to reduce consumption, increase energy efficiency, and integrate renewable resources into their operations.

2. Social Entrepreneurship

Companies are evaluated on their capacity to create positive social impact through their business models, products, services and philanthropic initiatives.

3. Financial Management

This KPI assesses a company's ability to maintain financial health, ensuring resilience in the face of economic challenges.

4. Employee Well-being

Companies are scored based on their commitment to employee well-being, including labor practices, diversity and inclusion efforts, and investments in employee health, safety, and professional development.

5. Clean Revenue

This KPI measures the proportion of revenue generated from socially and environmentally responsible products and services, as well as the volume of customer complaints and any ongoing legal cases.

6. Inclusive Supply Chain

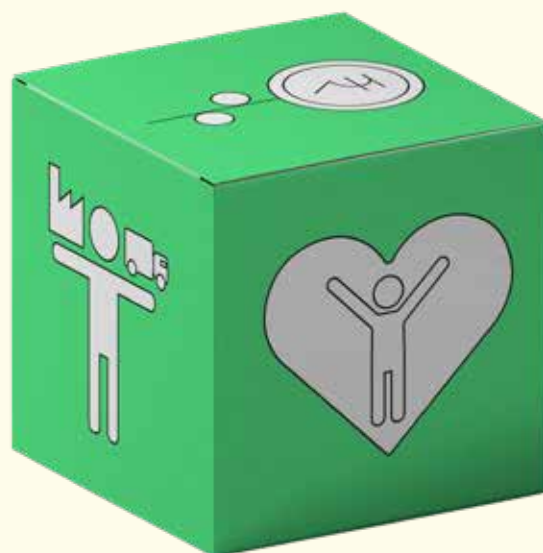
This aspect evaluates efforts to minimize environmental impact, enhance labor conditions, and promote ethical practices throughout the company's supply chain.

Scoring

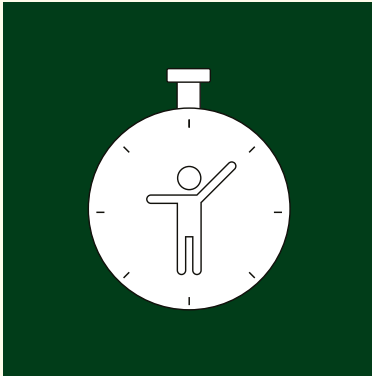
Each company is scored at 2 levels. In the first level, each company is scored as per their performance compared to their peer group of companies in their sector. KPIs that are not applicable for a sector are removed for the entire sector so that companies of the sector are not unduly penalized. At the second level, companies across all sectors are brought together and their scores are compared and assessed.

Each KPI is scored on a scale of 0 to 10. If there is no information for a KPI applicable to the company's sector, then there is negative scoring of -2.5. The total score for each company is calculated by summing the points across all applicable KPIs for the sector, divided by the total number of applicable KPIs.

Companies are then listed according to their scores, with the top 40 companies securing a place on the **Top 40 Most Sustainable Companies** list for the MENA region.



Key performance indicators

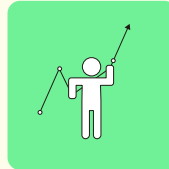


Resource Efficiency



Natural Resource

Demonstrated efficiency in the use of energy and water by the company



Human Resource

Demonstrated efficiency in the use of human resources



Innovation

Innovations, R&D by the company across business

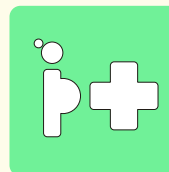


Employee Well-being



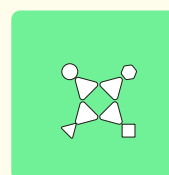
Fatalities & Injuries

Number of deaths and injuries occurred at the workplace.



HR Policies

Company HR policies & HR policy implementation



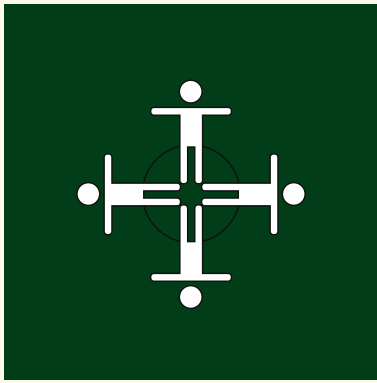
Diversity at Workplace

Diversity across gender, age, abilities, differently abled persons, in the light of sector constraints.



Employee Satisfaction

Degree of employee satisfaction at workplace

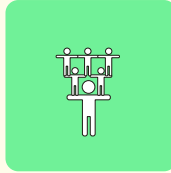


Social Entrepreneurship



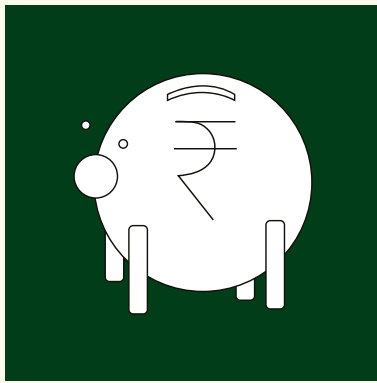
Lives Impacted by Business

Number of lives positively impacted as a result of business



Philanthropic Activity

Number of lives positively impacted via CSR or philanthropy



Financial Management



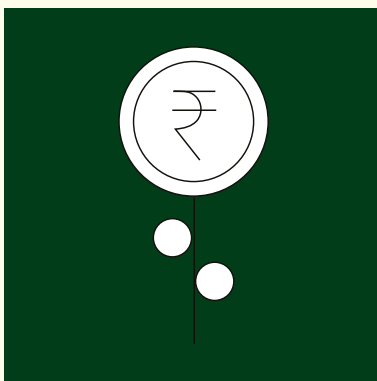
Reporting & Transparency

Quality of business and sustainability disclosures

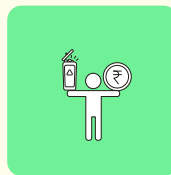


Climate Resilience

Resilience built by company to avert climate risks within the company and on society

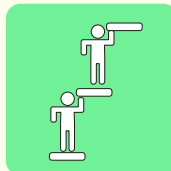


Clean Revenue



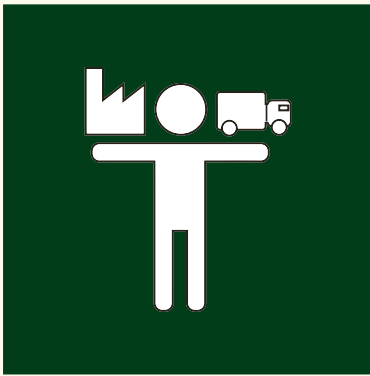
Waste to Wealth Practices

Assessment of waste to wealth practices such as circularity, re-use, re-purpose.



Shared Platforms

Presence of the company on local and international collaborative platforms.

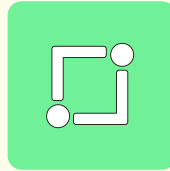


Inclusive Supply Chain



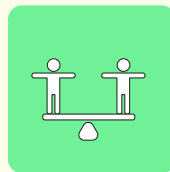
Pollution

Check company's role in reduction of pollution by vendors, distributors and other members of supply chain



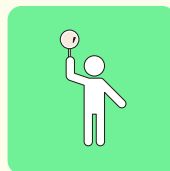
Integration

Assessment of integration of the feedback mechanisms from and to vendors, distributors and other members of supply chain



Social contribution

Check for how the company measures and improves the social contribution of the supply chain



Transparency

Assessment of company's fair procurement process