



SUSTAINABILITY REPORT

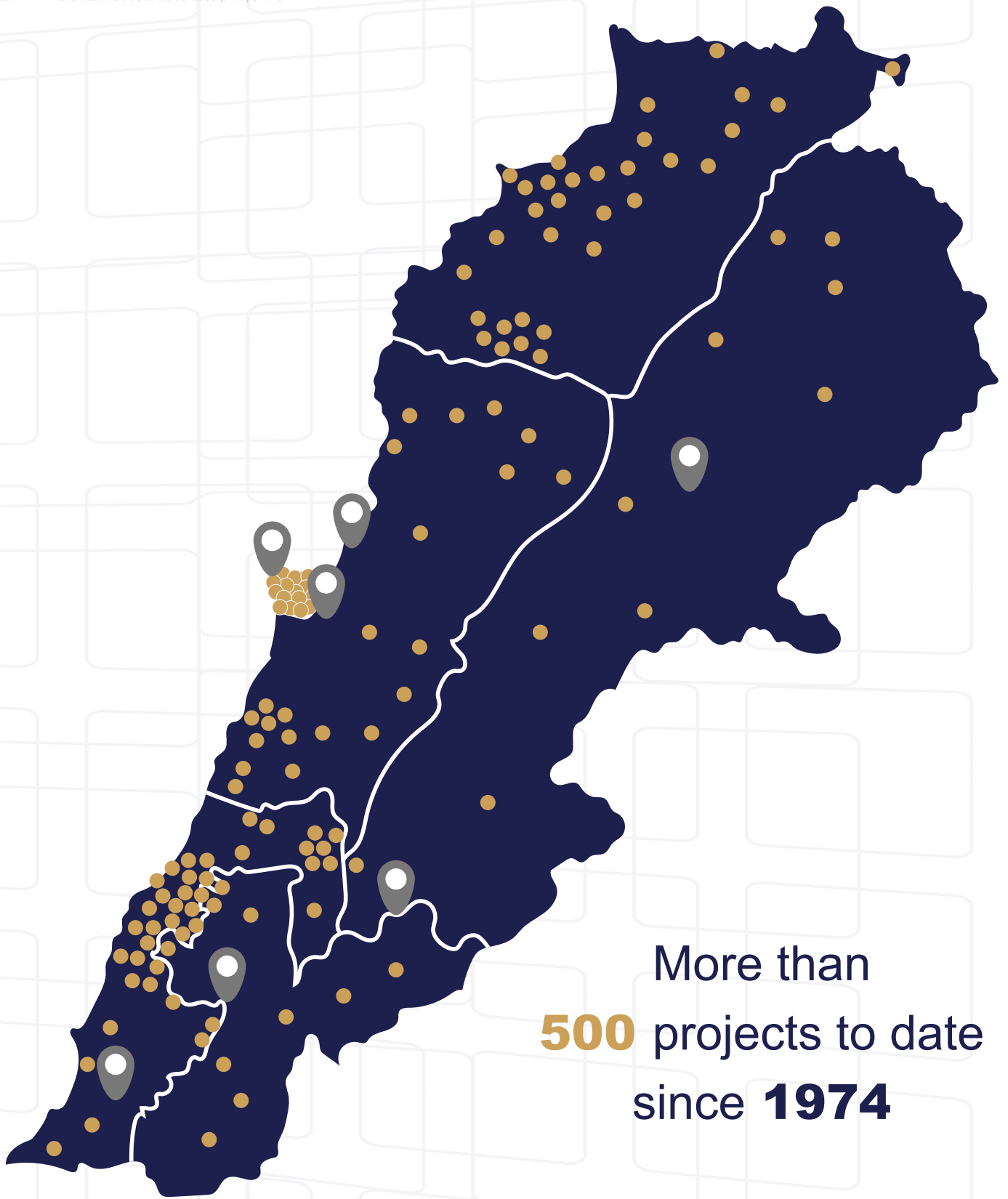
Building today for a
sustainable tomorrow

2026

50 YEARS
OF ENGINEERING EXCELLENCE.
COMMITTED TO A BETTER FUTURE.



www.ebcobitar.com



More than
500 projects to date
since **1974**

-  Current Projects
-  Executed Projects



**EBCO (BITAR):
THE COMPANY:**

MESSAGE FROM OUR CEO

In 2026, we proudly celebrate 50 years of Engineering & Building Co. EBCO (BITAR). What began as a small team with big dreams has grown into a respected name in the construction industry, built on hard work, resilience, and strong values. When I started this company, my goal was simple: to build with purpose, integrity, and excellence. With just a few hands and tools, we laid the foundation for something lasting. Today, we're not only constructing buildings, but we're also building trust, futures, and legacies.

This milestone would not have been possible without the dedication of our people. To our employees, past and present, you are the backbone of EBCO. To our clients, partners, suppliers, and consultants, your trust and collaboration have brought our shared visions to life. We take great pride in having built homes, commercial spaces, public infrastructure, and iconic landmarks with excellence. As we look ahead, we remain focused on innovation, sustainability, and responsible growth. Here's to the next 50 years of building with impact. Thank you for being part of our journey.

Thank you,
Eng. Jalal Bitar
CEO at EBCO (BITAR)



**The legacy we leave
behind is responsible,
respectful of the
environment, and
dedicated to serving
the communities we
help shape.**

OUR VISION, MISSION

VISION:

EBCO (BITAR) will expand its efforts to grow profitably in meeting customer needs today and in the future by continuing to build strong partnerships with our suppliers while fostering employee engagement toward a sustainable future.



MISSION:

EBCO (BITAR) is committed to building lasting relationships based on integrity, performance, value and customer satisfaction. Our pledge is to meet the changing needs of our clients with our quality services delivered by the most qualified people.



VALUES

SAFETY:

We prioritize the safety and well-being of our employees, subcontractors, clients, and the public above all else. Safety is an indispensable component of our business operations, seamlessly integrated with our quality standards. Through diligent practices and a steadfast commitment, we foster a secure work environment for all.

COLLABORATION AND TEAMWORK:

We believe our greatest asset is our people. By fostering a collaborative and empowering environment, we cultivate a high-performing team dedicated to achieving exceptional results. We build strong partnerships with clients and suppliers, founded on mutual respect and shared goals. Together, we unlock potential and drive success.

CUSTOMER FOCUS:

We put our clients first at EBCO (BITAR), tailoring solutions to meet their needs and build lasting partnerships. We are keen to offer the highest standards of service, quality, and personal attention to clients. We constantly challenge ourselves to be the best.

LEADERSHIP:

Our leadership team is committed to inspiring and empowering our employees to achieve extraordinary results. We foster a culture of respect, collaboration, and continuous growth, driving our company forward.

COMMUNICATION:

Clear and open communication is fundamental to our success. We foster an environment of transparency and collaboration, ensuring efficient project execution and strong relationships with clients and partners.



SERVICES

PRE-CONSTRUCTION SERVICES

Overall project success relies heavily upon the decisions made at the initial stages. We ensure a good foundation for the project to deliver client's objectives from the earliest point in the development process.

Our pre-construction services include feasibility studies, site analysis, design studies and landscaping, value engineering, cost control and scheduling, procurement, constructability reviews and permit application.

GENERAL CONTRACTING

General contracting has been the essence of EBCO (BITAR)'s business since 1975. With our private and public sector projects, our pledge to our clients is to provide general construction services at the highest levels of integrity, safety and quality.

Our areas of expertise comprise:

- Cultural & Educational Residential
- Commercial Health Care
- Archaeological Telecommunication Infrastructure

CONSTRUCTION MANAGEMENT

Construction projects involve subcontractors and suppliers, daily workers, materials, equipment, and services. Managing such operations from start to finish requires expertise in construction management, from handling the big process and negotiating contracts, materials management and warehousing, to field administration and maintenance of operations.



EBCO (BITAR)
United Nations Global Compact

ALWAYS COMMITTED FROM THE HEART

EBCO (BITAR) has been recognized as an active member of the United Nations Global Compact initiative since 2011, making it the first Lebanese construction company and among the first 20 participants in Lebanon to be committed to the UNGC 10 principles in the areas of human rights, labor, environment and anti-corruption.

Global Compact Network Lebanon (GCNL) was launched in September 2015. EBCO (BITAR) is proudly among the founders of this network. Our Managing Partner, Mrs. Nour Bitar, serves as a founding member.

GCNL is one of the 68 Local Networks around the world. GCNL is an independent and self-managed entity. Today, the network includes more than 227 members. More than 140 businesses and 87 non-businesses embrace, support and enact the 17 Sustainable Development Goals in the areas of human rights, labor, environment, and anti-corruption.



NETWORK LEBANON
WE SUPPORT



SUSTAINABLE DEVELOPMENT GOALS

03

GOOD HEALTH
AND WELL-BEING



04

QUALITY EDUCATION



05

GENDER EQUALITY



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AFFORDABLE
AND CLEAN ENERGY



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DECENT WORK AND
ECONOMIC GROWTH



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INDUSTRY, INNOVATION
AND INFRASTRUCTURE



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REDUCED
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SUSTAINABLE CITIES
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PEACE, JUSTICE AND
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PARTNERSHIPS
FOR THE GOALS





Employee Well-being & Socioeconomic Security

Reflecting its institutional commitment to holistic workforce well-being and social protection, EBCO (BITAR) organized a specialized financial literacy and corporate wellness workshop for its employees during the 2025 reporting period.

03

GOOD HEALTH
AND WELL-BEING



01

NO POVERTY



08

DECENT WORK AND
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The educational session focused comprehensively on the strategic role of life, disability, and critical illness insurance in mitigating personal risk and establishing long-term financial security for employees and their families. By actively empowering its workforce with the knowledge to navigate unexpected health and life events, this initiative directly advances **SDG 3 (Good Health and Well-being)** through the promotion of mental well-being and quality of life. Additionally, by providing the tools necessary to safeguard households against sudden medical or disability-related income shocks, the program contributes to **SDG 1 (No Poverty)** and **SDG 8 (Decent Work and Economic Growth)**, reinforcing social protection floors and strengthening the socioeconomic resilience of the company's human capital.

Supporting the UN Sustainable Development Goals (SDGs)

Our occupational health and safety practices contribute directly to several United Nations Sustainable Development Goals:

- **SDG 3 – Good Health and Well-being:** By promoting a safe and healthy workplace, addressing both physical and mental health needs.
- **SDG 8 – Decent Work and Economic Growth:** By ensuring compliance with labor standards and maintaining secure working conditions.
- **SDG 9 – Industry, Innovation and Infrastructure:** Through the application of globally recognized safety systems and innovations in operational risk management.
- **SDG 12 – Responsible Consumption and Production:** By integrating safety and sustainability into all stages of the production and construction lifecycle.



Alignment with UN Global Compact Principles

EBCO (BITAR)'s occupational health and safety policies are guided by several core principles of the **UN Global Compact**, including:

- Principle 1: Support and respect the protection of internationally proclaimed human rights.
- Principle 2: Ensure that the company is not complicit in human rights abuses.
- Principle 6: Uphold the elimination of discrimination in respect of employment and occupation.

By embedding these principles within our ISO 45001-certified management system, EBCO (BITAR) ensures that its health and safety culture is inclusive, rights-based, and equitable across all levels of the organization.

As we continue to elevate our sustainability performance, EBCO (BITAR) remains steadfast in its commitment to health and safety as a core business priority. Our focus will be on maintaining ISO 45001:2018 certification through ongoing training, employee engagement, hazard mitigation, and strategic enhancements to our management system. We are determined to foster a workplace culture where every team member is equipped, informed, and empowered to contribute to a safe and sustainable future.



Community Engagement & Educational Awareness Initiative

As part of EBCO (BITAR)'s commitment to sustainability and community engagement, the company welcomed pre-school students from International College through the EBCO (BITAR) Training Program for an educational site visit to the company's American University of Beirut projects.

The initiative aimed to introduce children to the role of engineers and the importance of the construction sector in developing communities and infrastructure. During the visit, each student received a personalized safety vest, while the EBCO (BITAR) team explained the importance of workplace safety measures and safe site practices in an engaging and age-appropriate manner.

This initiative reflects EBCO (BITAR)'s contribution toward supporting the United Nations, particularly:

- SDG 4 – Quality Education**
- SDG 9 – Industry, Innovation and Infrastructure**
- SDG 11 – Sustainable Cities and Communities**
- SDG 17 – Partnerships for the Goals**



Through such community-oriented activities, EBCO (BITAR) continues to promote educational awareness, safety culture, and positive community impact among future generations.

Bridging Theory and Practice: AUB Engineering Students Conduct Site Visit

Believing that the future of resilient engineering relies on strong industry-academic partnerships (**SDG 17**), EBCO (BITAR) recently hosted a technical site visit for engineering students from the American University of Beirut (AUB). Led by Eng. Tarek Maarouf, this experiential learning initiative provided students with hands-on exposure to complex, real-world construction phases and live field-safety protocols. By translating classroom theory into practical operational insights, EBCO (BITAR) actively supports the professional development and upskilling of the region's future engineering workforce, directly contributing to the advancement of quality education (**SDG 4**) and long-term industry standards (**SDG 8**).



Academic Governance & Private-Sector Strategic Alliances

During the 2025 reporting period, EBCO (BITAR) forged a significant cross-sector alliance with higher education through the appointment of its Managing Partner, Mrs. Nour Bitar, to the newly inaugurated Advisory Board of the Adnan Kassar School of Business (AKSOB) at the Lebanese American University (LAU). Serving alongside prominent regional executives, Mrs. Bitar will directly support the implementation of AKSOB's Strategic Vision 2025–2030, guiding institutional initiatives in curriculum innovation, governance, and global collaboration. By institutionalizing a direct link between private-sector leadership and tertiary education, this appointment advances **SDG 4 (Quality Education)** by ensuring academic frameworks remain aligned with sustainable business practices and evolving market realities. Furthermore, this high-level placement visibly elevates female executive representation in regional leadership

structures, championing **SDG 5 (Gender Equality)** and **SDG 10 (Reduced Inequalities)**. Executed as a long-term partnership to cultivate a resilient, future-ready workforce, this ongoing collaboration serves as an impactful benchmark for **SDG 17 (Partnerships for the Goals)** and **SDG 8 (Decent Work and Economic Growth)**.



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GENDER EQUALITY



08

DECENT WORK AND
ECONOMIC GROWTH

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REDUCED
INEQUALITIES

Institutionalizing Gender Diversity & Equitable Workplace Governance

Demonstrating its commitment to building an inclusive corporate culture and advancing women's empowerment within the construction sector, EBCO (BITAR) actively participated in the UN Global Compact Network Lebanon (UNGCLN) Peer Learning Group on Gender Equality during the 2025 reporting period.

Organized with the support of The Coral Oil Company Limited and in collaboration with I engineering SAL, this collaborative platform brought together forward-thinking organizations to share institutional best practices, engage in strategic dialogue, and develop actionable frameworks for workplace equity. By actively engaging in capacity-building focused on removing systemic barriers and fostering equal opportunities for professional growth, this initiative directly advances **SDG 5 (Gender Equality)**.

Furthermore, by embedding diversity and inclusion principles into its operational governance, EBCO (BITAR) reinforces **SDG 8 (Decent Work and Economic Growth)** and **SDG 10 (Reduced Inequalities)**, ensuring a safe, equitable, and progressive professional environment that optimizes human capital and drives sustainable corporate success.



Strategic Engagement in Women's Leadership and Sectoral Diversity

Furthering its strategic mandate to advance female leadership and address gender disparities within the historically male-dominated construction and engineering sector, EBCO (BITAR) actively participated in the Women Leaders Association (WLA) Ana Lubnaniya Arabia event during the 2025 reporting period.

This targeted external engagement serves as a reinforcement of the company's internal operational policies aimed at cultivating an inclusive corporate ecosystem where women are systematically empowered to lead, innovate, and drive project success.

By publicly aligning with national and regional networks dedicated to female professional advancement, this initiative directly champions **SDG 5 (Gender Equality)** through the promotion of women's full and effective participation in leadership and decision-making roles.



Additionally, EBCO (BITAR)'s proactive advocacy for systemic inclusivity within the industrial workforce drives progress toward **SDG 8 (Decent Work and Economic Growth)** and **SDG 10 (Reduced Inequalities)**, positioning corporate diversity not only as a social imperative but as a core driver of sustainable organizational performance and institutional resilience.

AFFORDABLE AND CLEAN ENERGY



SDG 7

Sustainable Development

SDG7 calls for “affordable, reliable, sustainable and modern energy for all” by 2030.

It's three core targets)are the foundation for our work:

- Ensure universal access to affordable, reliable and modern energy services.
- Increase substantially the share of renewable energy in the global energy mix.
- Double the global rate of improvement in energy efficiency.



Renewable Energy System

For several years, EBCO (BITAR) has been committed to promoting sustainable practices by incorporating solar panel systems into its projects. These projects span a wide range, encompassing public schools, private buildings, and agricultural endeavors. EBCO (BITAR) is not only contributing to environmental sustainability but also empowering communities and fostering economic growth.

The implementation of solar panel systems in public schools serves as a testament to EBCO (BITAR)'s dedication to enhancing educational facilities while minimizing their environmental impact. By generating clean, renewable energy, these systems reduce the schools' reliance on fossil fuels, thereby lowering their carbon footprint and promoting a cleaner environment for future generations.

In addition to public schools, EBCO (BITAR) has also extended its solar panel initiatives to private buildings, demonstrating its commitment to encouraging sustainable practices across the private sector. By adopting solar energy solutions, businesses can reduce their operating costs, enhance their energy independence, and project a positive image as environmentally responsible organizations.



Furthermore, EBCO (BITAR) has recognized the potential of solar energy to transform agricultural practices, leading to the introduction of solar panel systems in agricultural projects. Solar-powered irrigation systems, for instance, offer a sustainable and cost-effective solution for farmers, enabling them to optimize water usage and reduce their reliance on traditional energy sources.

EBCO (BITAR)'s commitment to integrating solar panel systems into its diverse projects highlights its unwavering dedication to promoting sustainable development. By embracing renewable energy solutions, the company is actively contributing to a more environmentally conscious future while fostering economic growth and empowering communities.



SELECTION OF OUR PROJECTS

Koucha
Anfeh
Bazdena
Azee-Zgharta
Danniyeh
Ehden

Habbouch
Deir El Zahrani
Marwanieh
Hasbaiyya
Qlayaa
Marjaayoun

Aaramoun
Bchamoun
Beirut
Naameh
Chehime
Bourj Hammoud

Baalbek
Nahle
Chmistar
Mdoukha
Tripoli Port



08

DECENT WORK AND ECONOMIC GROWTH



Corporate Governance Capacity Building

EBCO (BITAR) partnered with the Institute for Finance and Governance, the UN Global Compact Network Lebanon, and ESA Business School to undergo an intensive three-day corporate governance training program. Led by experts Badri El Meouchi and Shawki Alwash, the initiative focused on embedding ethical leadership, risk management, transparency, and robust internal control systems into our operational framework.





HUMAN CAPITAL DEVELOPMENT & SUSTAINABLE CONSTRUCTION PRACTICES

Impact & Strategic Value

The practical insights gained from this training have directly strengthened EBCO (BITAR)'s decision-making and compliance mechanisms. By formalizing these governance structures, the company reinforces its internal accountability, mitigates institutional risk, and builds a resilient foundation for long-term, sustainable economic growth.

UN SDG Alignment

SDG 8: Decent Work & Economic Growth – By institutionalizing best practices in corporate governance, fostering a culture of integrity, and securing organizational resilience.

SDG 16: Peace, Justice & Strong Institutions – By actively upgrading internal control frameworks, advancing transparency, and reducing corporate compliance risks.

SDG 17: Partnerships for the Goals – By collaborating with local academic institutions, specialized governance bodies, and the UNGC Network Lebanon to drive capacity building.

To ensure high-quality project delivery and institutionalize sustainable construction practices, EBCO (BITAR) invested in specialized technical upskilling during the 2025 reporting period. Members of the technical team participated in an advanced waterproofing training program hosted by the Construction Material Chemical (CMC) company, focusing on innovative materials, application techniques, and industry best practices. By proactively equipping its workforce with specialized competencies in structural durability, this initiative directly advances **SDG 8 (Decent Work and Economic Growth)** through continuous professional development and human capital investment. Furthermore, the adoption of advanced waterproofing technologies directly supports **SDG 9 (Industry, Innovation, and Infrastructure)** and **SDG 11 (Sustainable Cities and Communities)** by enhancing the climate resilience, longevity, and resource efficiency of built infrastructure. Executed in collaboration with leading industry experts, this technical knowledge exchange underscores EBCO (BITAR)'s commitment to **SDG 17 (Partnerships for the Goals)**, leveraging strategic sector partnerships to drive sustainable development and operational excellence within the local construction industry.



HUMAN CAPITAL ADVANCEMENT & SUSTAINABLE RESOURCE INNOVATION

In line with its institutional strategy for continuous professional development and operational excellence, EBCO (BITAR) invested in specialized technical upskilling during the 2025 reporting period through an advanced wood technology training session hosted by Douaihy Pour Le Bois. The program focused on upgrading the technical competencies of the workforce, facilitating cross-sector knowledge sharing, and integrating the latest construction industry innovations regarding material efficiency and best practices. By systematically enhancing employee skill sets and fostering a culture of lifelong learning, this initiative directly supports **SDG 8 (Decent Work and Economic Growth)** through proactive human capital investment. Additionally, equipping technical teams with advanced knowledge on wood applications and industry innovations drives progress toward **SDG 9 (Industry, Innovation, and Infrastructure)** and **SDG 12 (Responsible Consumption and Production)** by promoting sustainable material utilization, structural durability, and high-quality, resource-efficient project delivery. This collaborative training framework further exemplifies **SDG 17 (Partnerships for the Goals)**, demonstrating how strategic private-sector alliances can effectively elevate technical standards and sustainable practices within the local built environment.

Fostering Workplace Well-Being, Social Cohesion, and Inclusivity

In alignment with **SDG 3 (Good Health and Well-Being)**, **SDG 5 (Gender Equality)**, and **SDG 8 (Decent Work and Economic Growth)**, EBCO (BITAR) remains dedicated to cultivating an inclusive, motivating, and supportive workplace culture. To recognize and appreciate the collective efforts of our human capital, the company hosted a festive holiday gathering for the entire team. This initiative served as a key touchpoint for strengthening social cohesion, promoting employee well-being, and fostering cross-departmental collaboration within an environment that champions equal opportunity and mutual respect for all team members. By actively investing in corporate culture, gender-inclusive engagement, and employee appreciation, EBCO (BITAR) reinforces its commitment to promoting a positive working environment that drives organizational resilience and long-term sustainable growth.



03

GOOD HEALTH
AND WELL-BEING



08

DECENT WORK AND
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REDUCED
INEQUALITIES



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RESPONSIBLE
CONSUMPTION AND
PRODUCTION



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SUSTAINABLE CITIES
AND COMMUNITIES



SDG 11 SUSTAINABLE CITIES AND COMMUNITIES

As per the goal #11 of the agenda, we aim to provide safe and a sustainable cities through road safety with a focus on sustainable urbanization and environmental impact.

17

PARTNERSHIPS
FOR THE GOALS





سوق البلد SOUK EL BALAD

BY ASSOCIATION FOR RURAL DEVELOPMENT AND NATIONAL AID (ARDNA)

Souk El Balad takes place every Wednesday from 9:00 AM to 3:00 PM at Gefinor Center, and every Saturday from 10:00 AM to 4:00 PM at Made by Nature in Antelias, featuring more than 30 producers from various industries, thereby directly supporting **SDG 8 (Decent Work and Economic Growth)** by providing consistent market access for local entrepreneurs.

Local Economic Development and Urban Revitalization

During the 2025 reporting period, EBCO (BITAR) advanced its commitment to localized socioeconomic sustainability through its strategic sponsorship of the Layali Beirut Ramadan event, held daily from March 5 to March 29 in Downtown Beirut.

By transforming the urban public infrastructure of Uruguay and Argentina Streets into an active, safe, and inclusive nighttime marketplace, the initiative directly addressed **SDG 11 (Sustainable Cities and Communities)** through the preservation of cultural heritage and the revitalization of civic spaces.

Crucially, the platform provided immediate market access and commercial visibility to more than 60 independent Lebanese micro-entrepreneurs, artisans, and small-scale producers. This targeted private-sector backing bypassed traditional market barriers during a peak seasonal period, directly driving domestic trade and supporting local livelihood preservation in alignment with **SDG 8 (Decent Work and Economic Growth)** and **SDG 10 (Reduced Inequalities)**.

Executed as a coordinated cross-sector mobilization, this initiative serves as a tangible benchmark for **SDG 17 (Partnerships for the Goals)**, illustrating how corporate citizenship can successfully intersect with municipal space and civil society to build long-term community economic resilience.



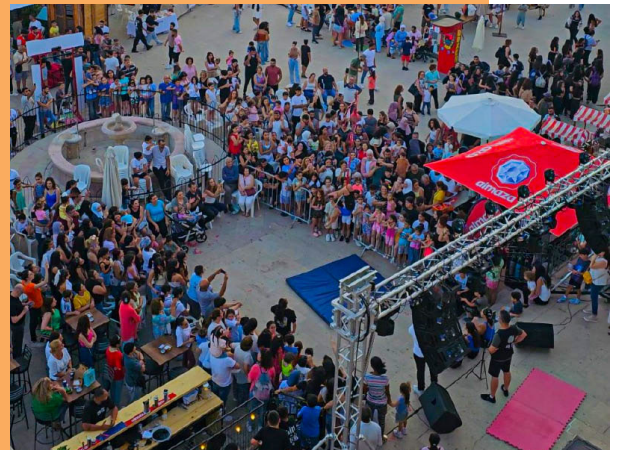
Ramadan - Layali Beirut

During Ramadan, Souk El Balad partnered with SMS to highlight over 56 small-scale producers from March 5 to March 29, offering them meaningful visibility in alignment with **(SDG 8 Decent Work and Economic Growth)**. By bringing together growers, artisans, craftsmen, and mouneh makers under a unified mission, the event successfully attracted over 20,000 visitors in its final days.



Deir El Amar ع درب القمر 7

Souk El Balad partnered with Siraj El Deir to host the annual '3a Droub Qamar' summer market on July 12 and 13. The event shows over 37 local producers from the Chouf region alongside Souk El Balad's regular vendors. This initiative supports **SDG (11 Sustainable Cities and Communities)** by revitalizing local heritage and engaging the regional community through special shows and activities that drew a large footfall.



Ramadan – Beirut Digital District

Souk El Balad partnered with BDD to highlight over 20 small-scale producers, providing them with valuable exposure and fostering economic resilience, a key target of **SDG 8 (Decent Work and Economic Growth)**. Our community of food makers and artisans gathered at BDD 1277 Piazza on March 27, 2025, welcoming employees, regular visitors, and professionals to engage with local production.



AUBMC Cancer Awareness

In collaboration with AUBMC and the Naef Basile Cancer Institute, Souk El Balad organized 'The Anti-Cancer Market' on October 15, 2025, followed by the 'She Shines Market' at the ACC, directly contributing to **SDG 3 (Good Health and Well-being)** by creating a supportive, inclusive space for patients, students, and medical staff. The event featured food offerings alongside arts and crafts, bringing together more than 23 producers per edition from the Souk El Balad network.

AUB Reunion 2025

Souk El Balad took part in two nights at AUB on June 19 and 20, 2025, held at the Green Oval, where the market featured food stations and beverage offerings, fostering community spirit in line with **SDG 11 (Sustainable Cities and Communities)**. These gatherings also included ceremonies featuring Alecco and his band, alongside Nancy Ajram, celebrating cultural and social vibrancy.

Christmas at ABC

Seven SEB producers took part in the Christmas market at ABC, held from December 18 to 24, 2025, promoting local artisanal goods and sustainable shopping habits as part of **SDG 12 (Responsible Consumption and Production)**.

Marche de Noel 2025 at USJ

Fourteen SEB producers participated in the Christmas event from December 3 to 5, 2025, at USJ's Campus des sciences humaines (CSH). Featuring over 50 artisanal and food stands, the event was filled with Christmas carols, live concerts, and a joyful atmosphere, demonstrating the power of community gatherings and supporting local trade under **SDG 12 (Responsible Consumption and Production)**.



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RESPONSIBLE CONSUMPTION AND PRODUCTION



SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

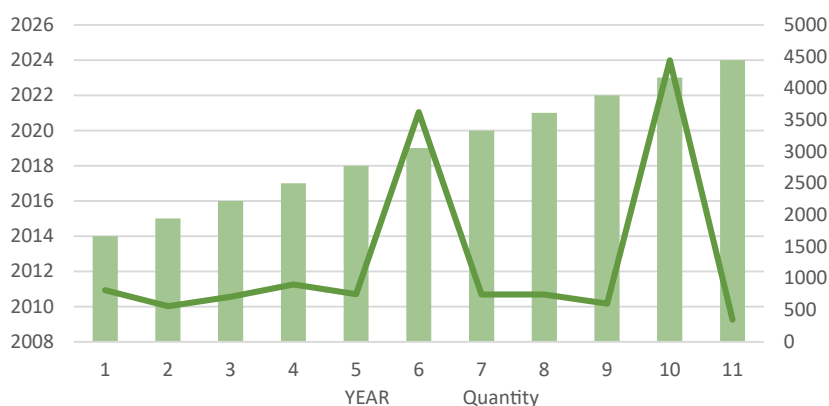
Striving towards making part of the achievement of the 12th SDG involves the efficient management of natural resources and the reduction of waste pollutant production.

Recycling is our Routine

Recycling is the process of converting waste materials into new materials and objectives. Noticing throughout the years that we have a huge usage of papers, we decided to adopt a recycling program. All EBCO (BITAR) sites have implemented paper recycling since 2013. All used papers are sent monthly to Association TERRE Liban responsible in recycling.

The table below shows the amount of papers we have recycled. In fact, we saved 142 trees since 2013! We are regularly encouraging our employees to reduce paper usage and turnout system to a digital one.

Chart Title



CERTIFICATE OF APPRECIATION

T.E.R.R.E. Liban Congratulates

EBCO BITAR

For Recycling 350 Kgs of paper and saving 6 trees
2024 - 2025





Institutionalizing Corporate Core Values and Workforce Collaboration

Recognizing effective communication as a foundational pillar for corporate efficiency, institutional trust, and successful project delivery, EBCO (BITAR) executed a specialized Communication Skills Training program during the 2025 reporting period. The professional development initiative focused on strengthening essential competencies in verbal and non-verbal communication, active listening, constructive feedback mechanisms, and conflict resolution techniques. By utilizing interactive, scenario-based methodologies to elevate workplace interactions and bolster employee confidence, this program directly advances **SDG 8 (Decent Work and Economic Growth)** through purposeful investment in soft skills training and human capital development. Furthermore, by fostering an inclusive, respectful, and transparent corporate culture, the initiative supports **SDG 16 (Peace, Justice, and Strong Institutions)**, reinforcing internal organizational governance, reducing operational friction, and cultivating an equitable workplace environment built on mutual trust and collaboration.

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PEACE, JUSTICE AND
STRONG INSTITUTIONS



08

DECENT WORK AND
ECONOMIC GROWTH



Active Engagement in the UN Global Compact Network Lebanon (GCNL)

17 PARTNERSHIPS FOR THE GOALS



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DECENT WORK AND
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09
INDUSTRY, INNOVATION
AND INFRASTRUCTURE



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PEACE, JUSTICE AND
STRONG INSTITUTIONS



Overview & Action

Demonstrating its ongoing commitment to regional sustainable development, EBCO (BITAR) actively participated in the UN Global Compact Network Lebanon (GCNL) Extraordinary and Annual General Assembly. Held on April 10th at the Malia Group headquarters in Amaret Chalhoub, the assembly served as a pivotal platform for driving collaborative climate action, ethical business strategies, and localized sustainable development pathways.

Impact & Strategic Value

By contributing to the General Assembly's governance and strategic dialogues, EBCO (BITAR) reinforces its alignment with international corporate sustainability benchmarks. This active engagement allows the company to co-shape the collective agenda for responsible corporate citizenship in Lebanon, ensuring that internal business goals directly mirror broader national and global socio-environmental priorities.



UN SDG Alignment

SDG 16: Peace, Justice & Strong Institutions – By contributing to the accountable governance, participatory decision-making, and transparent institutional dialogue hosted by the UN GCNL.

SDG 17: Partnerships for the Goals – By leveraging cross-sector networking and collaborative governance assemblies to collectively accelerate the implementation of the 2030 Agenda in Lebanon.

Multi-Stakeholder Collaboration & Institutional Sustainability Governance

To actively accelerate its integration of sustainable practices and contribute to national sustainable development frameworks, EBCO (BITAR) actively participated in the United Nations Global Compact Network Lebanon (UNGCL) Peer Learning Group during the 2025 reporting period. Hosted in collaboration with IPT Group Holding SAL and the American University of Beirut (AUB), this cross-sectoral platform brought together diverse representatives from the private sector, government, civil society, and academia. The initiative focused on analyzing the macroeconomic impacts of the green transition on corporate value chains, cost structures, workforce dynamics, and capital investment planning across various domestic industries.

By engaging in this institutional knowledge exchange and adopting cross-industry best practices, EBCO (BITAR) directly advances **SDG 17 (Partnerships for the Goals)**



through high-level multi-stakeholder dialogue and public-private-academic alliances. Furthermore, this strategic capacity-building initiative aligns with **SDG 8 (Decent Work and Economic Growth)** and **SDG 9 (Industry, Innovation, and Infrastructure)**, strengthening the company's organizational governance, operational resilience, and strategic alignment with global corporate sustainability benchmarks during a critical economic transition.





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