SODIC

2024
Sustainability
Report

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Introduction

At SODIC, we are driven by a bold vision to shape a better tomorrow, one where enduring partnerships fuel innovation, and vibrant, inclusive communities flourish. Through every project, we strive to leave a lasting, positive impact that goes beyond buildings and toward the creation of nurturing environments where people can truly thrive.

About This **Report**

Our fourth Sustainability Report details our sustainability efforts over the past year. It presents our 2024 achievements and emphasizes our dedication to steady, responsible, and diversified growth while working closely with our valued stakeholders.

Scope and Boundaries

This Report covers the activities of SODIC Group, including its subsidiaries, Edara for Facilities Management and SODIC Clubs. The reporting period spans from January 1, 2024, to December 31, 2024. Disclosures that fall outside this timeframe are included only when pertinent to the context of the Report, and any omissions or exclusions are explicitly stated herein.

Reporting Frameworks and Standards

This report has been prepared in accordance with the GRI 2021 Universal Standards. It also follows the SASB Standards (applicable to Real Estate Services), adheres to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and incorporates the ten principles of the UN Global Compact (UNGC).

Assurance

Masader Environmental and Energy Services S.A.E. has provided a limited assurance statement on the Report content per the AA1000AS v3 (2020) standard. We invite you to refer to the Limited Assurance Statement for more information.

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Terms used in this Report, unless otherwise specified:

"SODIC Group" and "The Group" refer to SODIC and its fully owned subsidiaries (Edara Property Management and SODIC Clubs).

"SODIC", "The Company", "we", "us", and "our" refer to SODIC on a standalone basis.

Strengthening Our
Foundations

Dear Stakeholders,

Success for SODIC goes beyond developing and delivering homes. It is the lasting value we bring to our communities, the economy, the environment, and everyone we engage with, enabling people to grow and creating spaces where communities can thrive.

This year, we deepened our commitment to excellence by strengthening our foundations. We streamlined operations and enhanced our financial agility, which enabled us to adapt with confidence in a changing landscape. Through thoughtful capital deployment and disciplined cost management, we achieved strong financial outcomes—reflected in healthier margins, solid cash flow, and a resilient balance sheet.

Sustainability continues to guide our every step. In 2024, we focused on energy and water efficiency, addressed climate challenges, and improved our supply chain. Our work in green construction and circular practices helped reduce our environmental footprint while enhancing quality of life in our communities.

Innovation and sustainability are not separate from our financial resilience, they are part of it. This integrated approach allows us to keep pushing boundaries and striving for a better future.

Our people remain at the heart of everything we do. We've built a workplace that values diversity, inclusion, and continuous growth. By fostering creativity and collaboration, we're not only meeting our sustainability goals, we're also supporting the well-being and development of our teams.

In 2024, we expanded our hospitality and retail footprint, creating spaces that bring people together in meaningful ways. A number of key milestones were achieved on that front, including the opening of Eastown District New Cairo (EDNC), our flagship commercial destination in East Cairo. We are also very proud of the agreements and partnerships that we have forged with leading global hospitality brands, such as Nobu and Marriott International. In just nine months, we've managed to sign five properties, bringing our total key count to over 550.

From solar-powered infrastructure and eco-conscious design to programs in education, rehabilitation, and equal opportunity, our ESG strategy is rooted in creating lasting value. Guided by global ESG frameworks, we continue to reduce our carbon footprint, uplift communities, and lead with integrity.

Sincerely,

Ayman Amer
General Manager **SODIC**

Developing with
Purpose

At SODIC, development begins with a deep commitment to people and places. We believe in creating communities that are not only livable today but resilient and relevant for generations to come. Our work is rooted in thoughtful placemaking, shaping environments that reflect the needs, aspirations, and rhythms of the people who inhabit them.

This year, we brought Ogami, our newest North Coast development, to market. Designed by the internationally renowned architecture firm, DLR Group, Ogami will be home to Egypt's first Nobu residences, hotel, and restaurant in Egypt. The project is just the latest example of how SODIC brings much thought and care to the idea of placemaking, not just with our new developments but also within our finished projects. At CAESAR in Ras El Hekma, our first North Coast development, we are continuing to enhance

services for our residents with new additions like serviced apartments and new food outlets at Matcha, the commercial and entertainment hub at CAESAR.

Because we understand that sports and leisure activities are integral to building strong communities, SODIC recently opened the first phase of SODIC East Sports Club in New Heliopolis. With world-class facilities across a broad range of sports, it is set to become the largest sports club in East Cairo.

We continue to grow our impact by engaging more deeply with the communities we serve and the talent that drives us forward. SODIC launched its first internal hackathon as a platform for our people to solve real challenges from within. The result: three promising startups born from the ideas of our own team members.

We also partnered with The American University in Cairo (AUC) Innovation Hub to explore emerging technologies and open up space for dialogue through design sprints, roundtables, and collaborative workshops on sustainability, digital transformation, and the evolving role of AI in our industry. These conversations are helping us shape more thoughtful, future-oriented strategies.

Sincerely,

Ahmed El-Halawany
Chief Development Officer

Building Greener
Communities

Every project that we embark on reflects our commitment to building thoughtful, sustainable communities that stand the test of time. This year, we made significant progress across our developments, with The Estates leading the way as the first project delivered in New Zayed City, where we have already completed and handed over 77% of the units.

At SODIC East, construction continues at full speed. Residents are already living in six vibrant neighborhoods, and more finished homes are being regularly delivered. Adding to this momentum, a new club has started operating in Villette, further enriching our communities with top-tier sports, wellness, and leisure facilities.

Sustainable development is embedded in everything we do and our investment in clean energy continues to grow. In fact, we have proudly integrated solar solutions into 15% of our projects, and that is just the beginning. SODIC East Club now hosts a 499 kWp solar farm designed to reduce electricity consumption by up to 50%, and an expanded rooftop solar system at VYE adds 1 MWp of clean energy capacity that will reduce electricity consumption by 30–40%. At Westown Hub the solar panels installed in the parking area generated 136,630 kWh of clean energy in the past year. All of these initiatives, as well as ongoing water efficiency measures and detailed simulations and usage evaluations, are driving smarter resource management across all our projects.

At the same time, we have successfully reduced our emissions, proving that growth can be achieved while maintaining environmental responsibility.

Every year brings new challenges and opportunities, but we remain committed to delivering efficiency sustainability at the highest quality.

Sincerely,

Yasser El Said
Chief Projects Officer

Reinforcing Our Commitment to **Sustainability**

Sustainability drives our corporate strategy; it is the foundation for growing and creating lasting value. At SODIC, we recognize that real impact comes from integrating responsible practices into every aspect of our business, from designing and building to engaging with our people, clients, and communities.

This year, we reinforced our commitment to climate action, maintaining our position as Egypt's first GRESB participant and disclosing for the second consecutive year. Our efforts have led to a notable improvement in our GRESB rating, rising six points from last year to 55. Our efforts were further recognized with an S&P Global ESG score of 37, a three-point increase from last year, reflecting the measurable progress we are making. Energy and water efficiency remain priorities, with ongoing initiatives driving smarter resource management across our developments.

In an effort to manage our water resources more efficiently, we awarded a contract for the construction of the Allegria Sewage Treatment Plant (STP), which is set to be completed within two years—further reinforcing our investment in resilient, environmentally responsible infrastructure. As the number of EV's in Egypt continues to rise, we're looking to address the demand for charging stations within our developments.

From pioneering energy-efficient buildings to integrating native landscaping, we continue to transform spaces with sustainability at the core. At the heart of any sustainable business is its people. At SODIC we fully recognize this and, as such, we have expanded our learning and development programs and increased our number of training hours. Our Diversity and Inclusion Policy ensures that we remain an inclusive, forward-thinking employer as we grow.

Because our communities are central to everything we do, we continue to invest in the SODIC Relief Program, which channels in-kind donations to those most in need and engages our employees, allowing them to also contribute to the wider community.

At SODIC, we have always placed our clients first. We renew this commitment every day through meaningful engagement, responsive service, and a deep understanding of what matters most to the people we serve. This dedication is reflected in our rising Net Promoter Score (NPS), which increased to 61 this year from 58 the year before. This upward trend is a strong indicator of growing trust, satisfaction, and loyalty among our clients, proof that our efforts to build lasting relationships are making a real impact.

Strong governance and proactive risk management continue to be foundational to our long-term success. In an environment defined by rapid change and increasing complexity, we remain vigilant in identifying and addressing potential risks. This year, we updated and rigorously reviewed our sustainability risk register to ensure it reflects emerging challenges and evolving stakeholder expectations. This ongoing process strengthens our resilience and reinforces our ability to adapt, respond, and lead responsibly in a dynamic world.

We view sustainability as an evolving responsibility, one that demands continuous learning, innovation, and accountability. Our focus is on measurable progress: reducing environmental impact, enhancing the quality of our developments, and fostering inclusive, resilient communities. It's not just about building better—it's about building with intention, for the long term.

Sincerely,

Nadine Okasha
Chief Strategy, Brand, and Sustainability Officer

About **SODIC**

SODIC is one of Egypt's leading real estate developers, with a distinguished history spanning more than **28 years**. Our name has become synonymous with placemaking, innovative design, sustainable development, and vibrant communities. Today, more than 30,000 residents call SODIC developments home, where they enjoy an exceptional quality of life with access to renowned amenities and world-class hospitality concepts.

SODIC has a diverse portfolio of award-winning residential, commercial, and retail projects throughout West and East Cairo and the North Coast. Our developments highlight the company's focus on creating dynamic, mixed-use environments where thoughtful design supports how people live, work, and thrive today.

SODIC's Geographic Reach

03 NORTH COAST

01 WEST CAIRO

02 EAST CAIRO
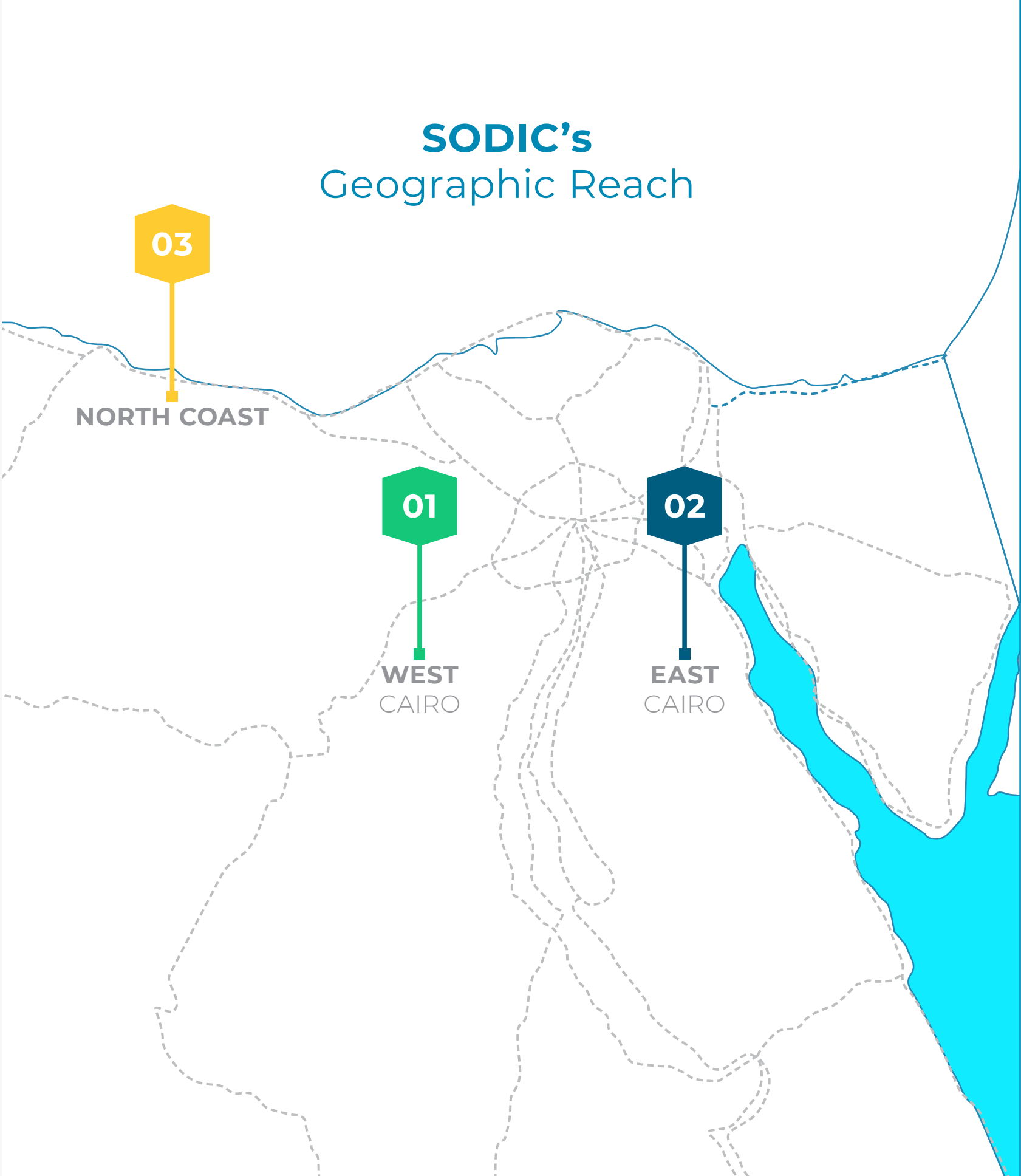
Edara

As a market-leading facility management service provider with over 14 years of experience, Edara focuses on providing a wide range of services for the operational management of SODIC's communities. Edara, in alignment with SODIC's vision for sustainable development, is committed to continuing sustainability practices in all its operations. Focusing on customer experience and the implementation of state-of-the-art technologies, Edara is able to efficiently maintain and operate thousands of residential, commercial, and administrative properties throughout SODIC's developments.

With certifications such as ISO 14001 for environmental responsibility, ISO 9001 for quality management, and ISO 45001 for occupational health and safety, Edara continues to set benchmarks for operational excellence.

SODIC Clubs

SODIC Clubs are a cornerstone of SODIC's community-focused vision. SODIC operates a growing network of private sports and social clubs that support active, healthy lifestyles while enhancing social bonds. All SODIC Clubs offer state-of-the-art facilities, varied wellness programs, and conscious living through green operations. The recent opening of two additional clubs—Villette in New Cairo and SODIC East—expands our presence across East Cairo, further reinforcing our mission to create vibrant, community-centered destinations. From cutting-edge sports academies and gyms to golf courses, diverse food outlets, spas, and social events, every detail is crafted to deliver exceptional experiences. Notably, the Allegria 18-hole signature Golf Course, designed by Greg Norman, has earned recognition as Egypt's top-ranked course and is featured among the Top 100 Golf Courses in the World Awards in 2023.

01
VYE   Karmell   OCTOBER PLAZA
THE ESTATES NEW ZAYED   SODIC WEST
THE ESTATES RESIDENCES

02
KATTAMEYA PLAZA   VILLETTE NEW CAIRO
SODIC EAST NEW HELIOPOLIS   EASTOWN NEW CAIRO

03
june.   caesar   ogami

Business Model

SODIC's core business activities focus on value creation through effective management, innovative development, and efficient operation, ensuring sustainable growth at every stage.

LAND ACQUISITION

DEVELOPMENT MANAGEMENT
Plan, design, procure, market, sell, and handover of SODIC's owned developments

THIRD-PARTY MANAGEMENT
Brief, advise, and manage third-party suppliers

DIVEST & REINVEST
Recycle capital to support the growth strategy and targeted portfolio allocation

VALUE CREATION
Increase the value of SODIC investments and third-party assets to yield sustainable returns

DEVELOP & ACQUIRE
Grow and diversify portfolio organically and inorganically, including investments and expansion

FINANCE

SUSTAINABILITY

STRATEGY

AUDIT

PEOPLE & CAPABILITIES

LEGAL

2024 at a **Glance**

SODIC marked 2024 with notable developments that reflect our focus on balanced growth, progress, and strong market presence.

The successful North Coast launch of Ogami in Ras El Hekma achieved EGP 24.5 billion in new sales, reinforcing our position as a leader in the market. The 440-acre project offers stunning beachfront properties and Nobu Hotel, Restaurant, and Residences all located in the heart of Ras El Hekma, one of the fastest-growing luxury destinations in the area.

The opening of **EDNC's** retail facilities marked a significant milestone in our commercial portfolio, bringing a vibrant mix of dining, shopping and lifestyle experiences to Eastown, New Cairo. As a key component of our integrated development strategy, EDNC retail enhances the live-work-play dynamic at the heart of our communities.

We introduced Matcha on the North Coast as a curated lifestyle concept that enriches our retail and hospitality ecosystem, offering residents and visitors a refined social and culinary experience that aligns with our vision of integrated, community-centric living.

Construction progressed steadily across all SODIC projects, each designed to elevate the residential experience through thoughtful urban planning, sustainable infrastructure, and diverse housing options.

These advancements represent the materialization of our long-term growth strategy, underpinned by robust financial performance and a commitment to delivering value to our stakeholders.

A year of great milestones and outstanding achievements across our portfolio as a **mixed-use** developer

Retail   Hospitality   Latest Launches
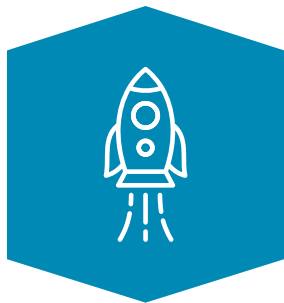
Strategic Collaborations & Partnerships

TRIBUTE PORTFOLIO   **NOBU**

Our 2024 portfolio grew through strategic partnerships in both hospitality and retail. Our collaboration with Marriott International will bring two Tribute Portfolio hotels to Egypt, one at Forty West in SODIC West and another in June on the North Coast, for a total of 550-plus hotel rooms. In addition to signing an agreement in 2023 to establish Nobu Hotel, Restaurant, and Residences in Ogami on the North Coast and in the Estates Residences in West Cairo, we expanded our relationship with Nobu Hospitality in 2024 with an additional Nobu Hotel and Restaurant that will open at EDNC in New Cairo.

Operational

50.3 EGP BN
Gross Contracted Sales
(66% YoY Increase)

15 EGP BN
Net Cash Collections

1,045
Delivered Units

Financial

5.41 EGP BN
Gross Profit (52% YoY Increase)

9.8 EGP BN
Revenues

2.53 EGP BN
Net Profit (84% YoY increase)

Navigating Sustainability

Sustainability is central to our approach, influencing how we grow, build, and contribute to our communities.

2024 Key ESG **Highlights**

Supporting Low-Carbon Transition
Environment

81,848 MWh
Total Energy Consumption

5,970,949 m²
Total Water Withdrawal

475,016 tonnes
Total Solid Waste

5,908 mtCO$_2$e
Scope 1 Emissions

26,356 mtCO$_2$e
Scope 2 Emissions

9.6%
Reduction in Carbon Intensity per Revenue from 2023

6
New Electric Vehicle Charging Stations Installed across SODIC's Developments

+13 MN
Views of SODIC's Ramadan Food Waste Awareness Campaign
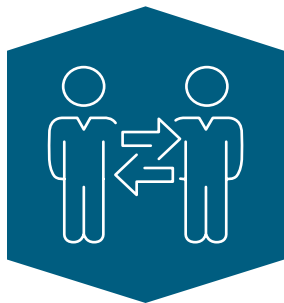
Empowering Sustainable Communities
Society

61 NPS
Three-Point Increase from 2023

+8.7 EGP MN
Funded to Charitable Causes

2
New Clubs Started Operating

Launch
of SODIC's New Mobile Application

GRESB

S&P Global

Upholding a Responsible Business
Governance

22%
Independent Members on the Board

+200
New Developed Processes

+7
New Developed Policies

22%
Female Members on the Board

4
Sustainability Forum Meetings Conducted

0
Incidents of Leakage, Thefts, or Loss of Customer Data

Egypt's 1st GRESB
Participant – 55 Global ESG Score, a 6-Point Increase from 2023

37 S&P Global
ESG Score, a Three-Point Increase from 2023

Ensuring **Materiality**

Our sustainability strategy for 2023–2030 is built on stakeholder engagement. We engage regularly with stakeholders to understand what matters most socially, environmentally, and economically. These conversations shape our ESG priorities and help us make decisions that are both responsible and relevant.

In 2024, we revisited our progress, using insights from the previous year to deepen our understanding of the ESG factors that influence real estate development. We looked closely at regulatory shifts, stakeholder expectations, and the realities of our industry.

Each business unit contributed directly, ensuring our material assessment reflects the day-to-day challenges and opportunities across our operations. Our framework is designed to deliver measurable outcomes, across governance, economic, social, and environmental dimensions, with clear, property-specific standards guiding our work.

Mapping, Reassessment, and Reporting

We refine our material topics by staying close to the people who know our work best. Through ongoing conversations with department heads and executive leadership, we continuously update our assessment framework to reflect emerging challenges and structural shifts. This collaborative approach keeps our sustainability efforts grounded, responsive, and aligned with real-world dynamics.

Ensuring Relevance

Our materiality process evolves alongside our organization and the real estate landscape. As we navigate industry shifts and internal developments, we reassess how these changes intersect with our operations. This allows us to realign our sustainability priorities, addressing specific market needs while staying true to global standards.

GRI

Reporting Alignment
We continue to align our reporting with the Global Reporting Initiative (GRI) Standards, ensuring transparency and relevance. The 2024 Sustainability Report reflects updates to our material topics, offering clear metrics that show how our practices influence both business performance and local communities. This approach gives stakeholders a direct view into the outcomes of our sustainability efforts.

Our analysis identified 17 key sustainability themes, each assessed for its tangible impact on operations and stakeholder priorities. These themes were reviewed and validated by management, forming the structure of this report and guiding how we present our data in line with GRI principles.

Progressing Toward Our Material Topics

Low-Carbon Transition

- Energy Management
- Water Management
- Climate Action
- Biodiversity Preservation
- Smart and Resource-Efficient Design
- Circularity and Waste Management
- Innovations and Opportunities in Green Building

Sustainable Communities

- Talent Acquisition and Retention
- Learning and Development
- Employee Well-being and Health and Safety
- Workforce Diversity and Inclusion
- Inclusive and Impactful Community Relations
- Distinguished Customer Experience

Responsible Business

- Governance, Ethics, and Transparency
- Digital Transformation and Cybersecurity
- Responsible Supply Chain Management
- Responsible Investment and Diversified Growth

Materiality Matrix

	Low	Medium	High

Most Important to **Stakeholders**

- Governance, Ethics, & Transparency
- Climate Action
- Responsible Investment & Diversified Growth
- Employee Well-being, Health, & Safety
- Biodiversity Preservation
- Energy Management
- Inclusive & Impactful Community Relations
- Water Management
- Customer Experience
- Circularity & Waste Management
- Digital Transformation & Cybersecurity
- Innovation and Opportunities in Green Building
- Learning & Development
- Responsible Supply Chain Management
- Smart & Resource-Efficient Design
- Talent Acquisition & Retention
- Workforce Diversity & Inclusion

High
Medium
Low

Most Important to **SODIC**

Vertical movement refers to an impact increase on the economy, society, and environment.

Horizontal movement refers to an impact increase on SODIC's business strategy direction.

Economy   Environment   Social   Governance

Topics Dynamics
Position Change from 2023

Fostering Stakeholder **Engagement**

The interests and perspectives of those affected by our operations shape our decision-making and guide our value-creation process.

Key Stakeholders

	Clients	Employees	Shareholders and Investors	Government and Regulators	Local Communities	Suppliers and Contractors	Banks and Lenders
SODIC Engages with	Valued Clients and Residents	Dedicated Team and Talent	Financial Growth Partners	Regulatory and Policy Partners	Community and Social Impact Partners	Trusted Supply Chain Partners	Financial Strength Partners

Engagement Methods

Through	Portal, Call Center, Website, Social Media, Newsletters, and Mobile App	Portal, Open Communication, a Whistleblower System, Training Opportunities, Surveys, and Focus Groups	Quarterly and Annual Presentations, Annual General Meeting, Regular Shareholder Meetings, and Financial and Non-Financial Disclosures	Audits, On-Site Meetings, and Financial and Non-Financial Disclosures	Development Initiatives, Social Impact Projects, Surveys, Events, and Newsletters	Assessment Forms, Procurement E-Portal, and Regular Communication Via Emails, Calls, and On-Site Meetings	Quarterly and Annual Financial and Non-Financial Disclosures, along with Regular Meetings to Discuss Financial Performance

Needs and Expectations

To Achieve	Exceptional Customer Service, High-Quality Sustainable Products, Improving Local Amenities, and Transparent and Customer-Focused Approach	Work-Life Balance and a Supportive Culture, Professional Growth Opportunities, Safe Work Environment, Acknowledgment and Rewards, Equal Opportunities, Non-Discrimination, and Fair Pay	Detailed Business Performance Insights, Ensuring Sustainable and Profitable Investments, Emphasizing Growth, Profitability, and Long-Term Value	Collaborating Constructively, Supporting National Sustainability, Ensuring Legal Compliance, and Promoting Transparency	Supporting Social and Cultural Ventures, Improving Local Spaces, Lessening Environmental Footprint, and Positive Social and Environmental Influence	Just and Clear Procurement Practices, Building Partnerships for Mutual Gain, Prompt Payments and Explicit Contract Terms, and Secure Workplace	Sustaining Transparent Financial Reporting, Abiding by Loan Terms and Financial Commitments, Timely Repayment of Loans and Interest, and Financial Steadiness and Transparency

Supporting Low-Carbon Transition

Climate change is reshaping the responsibilities of developers, owners, and property managers. At SODIC, we're responding with focused environmental initiatives, anchored in measurable goals and designed to deliver practical, real-world solutions.

Carbon Management **Progress**

As part of our continued effort to understand and reduce our environmental footprint, we're sharing the latest data on our greenhouse gas (GHG) emissions. From January 1 to December 31, 2024, we measured emissions across Scope 1, Scope 2, and key Scope 3 categories. This data helps us benchmark our impact within the real estate sector and informs the steps we take toward more sustainable operations.

Tracking Our Carbon Emissions

Our emissions assessment follows internationally recognized standards for carbon accounting and reporting. We conducted our analysis using the Greenhouse Gas Protocol Guidelines, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories (including the 2019 Refinement), and the ISO 14064-1:2018 standard.

To improve data accuracy, we recalculated the "use of sold products" figures from the 2023 reporting year. This adjustment ensures consistency in our methodology and strengthens the reliability of year-over-year comparisons, an essential step in shaping effective emission reduction strategies.

The scope of this assessment includes SODIC's core business units: residential developments; non-residential assets, such as offices, retail, and commercial spaces; and our sports facilities and active construction sites.

Scope 1 direct emissions have steadily increased over the reporting period. Compared to the 2022 base year (3,644 $mtCO_2e$), Scope 1 emissions rose by 62.1%, reaching 5,908 $mtCO_2e$ in 2024. This includes a 15.3% increase from 2023, mainly driven by higher operational activity and fuel use.

On the other hand, Scope 2 emissions from purchased electricity showed improvement. After reaching a high of 32,712 $mtCO_2e$ in 2023, they dropped by 19.4% in 2024 to 26,356 $mtCO_2e$, although they are still 5.5% higher than the 2022 level of 24,991 $mtCO_2e$.
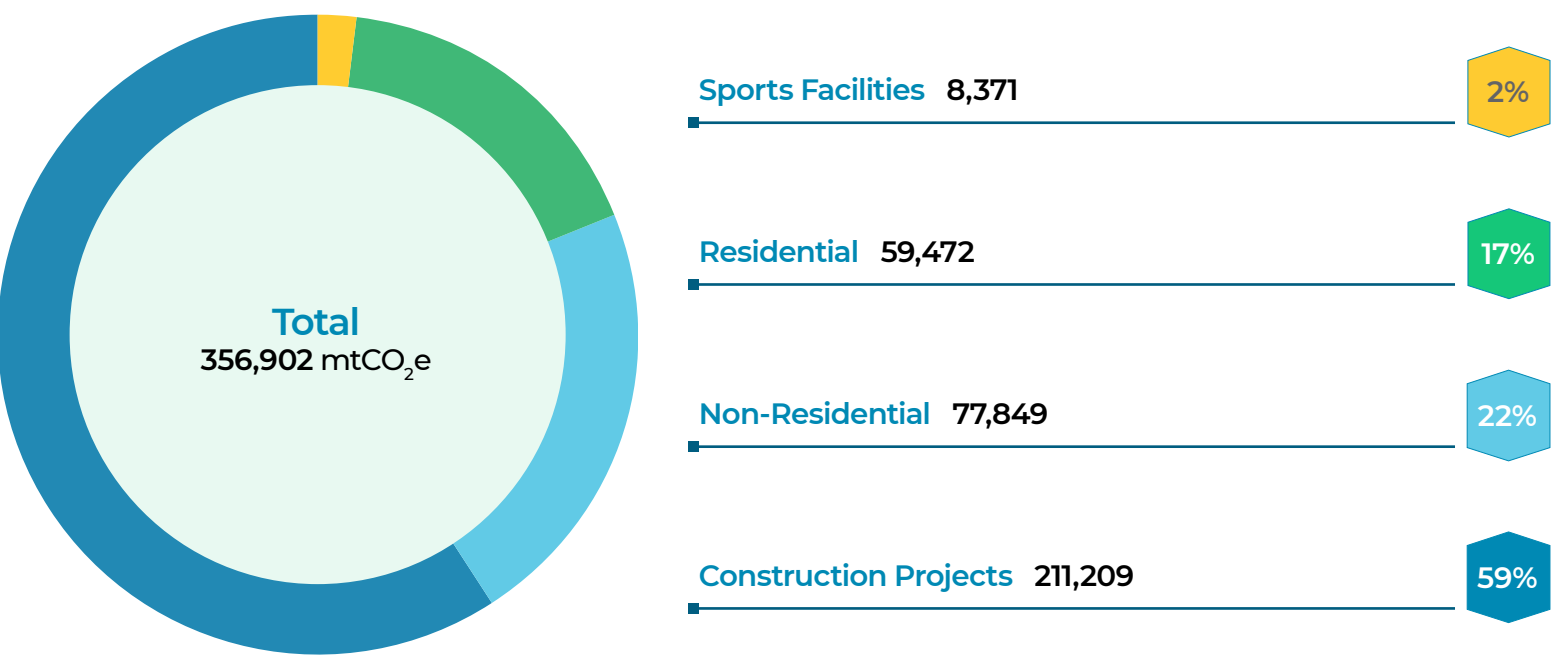
Looking at the combined Scope 1 and 2 emissions, there was an overall increase of 12.7% compared to 2022, rising from 28,635 $mtCO_2e$ to 32,265 $mtCO_2e$. However, there was a 14.7% decrease from the 2023 peak of 37,838 $mtCO_2e$.

Total Absolute Emissions by Scope, 2024 ($mtCO_2e$)

Total
356,902 $mtCO_2e$

Scope 1	5,908	2%
Scope 2	26,356	7%
Scope 3	324,637	91%
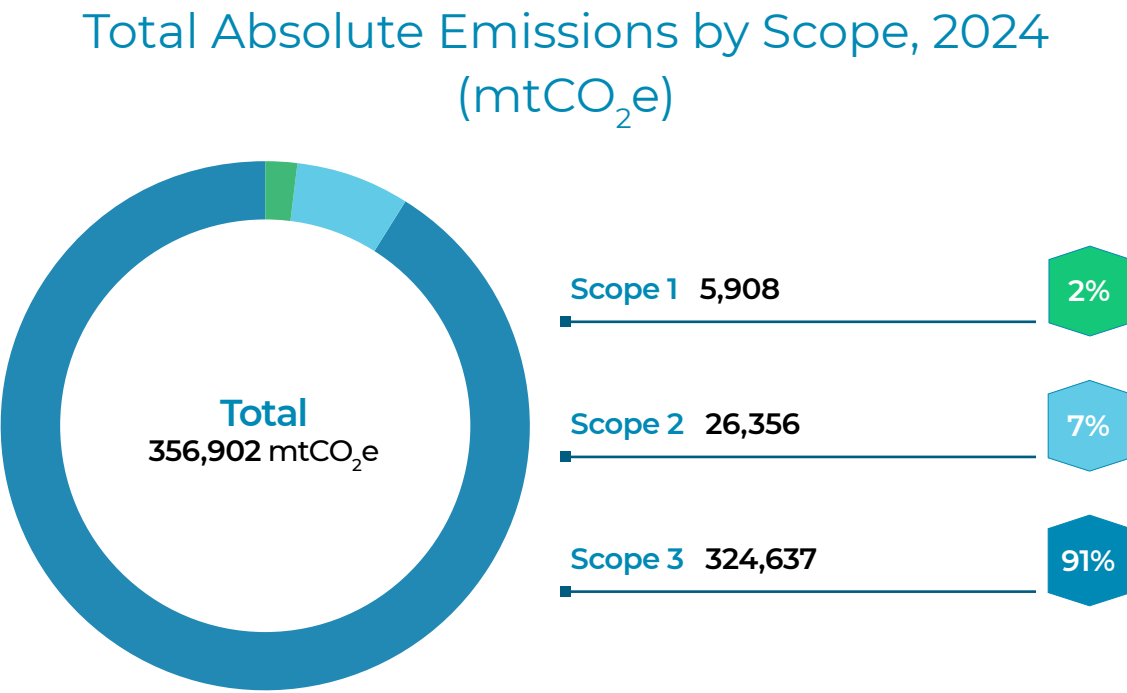
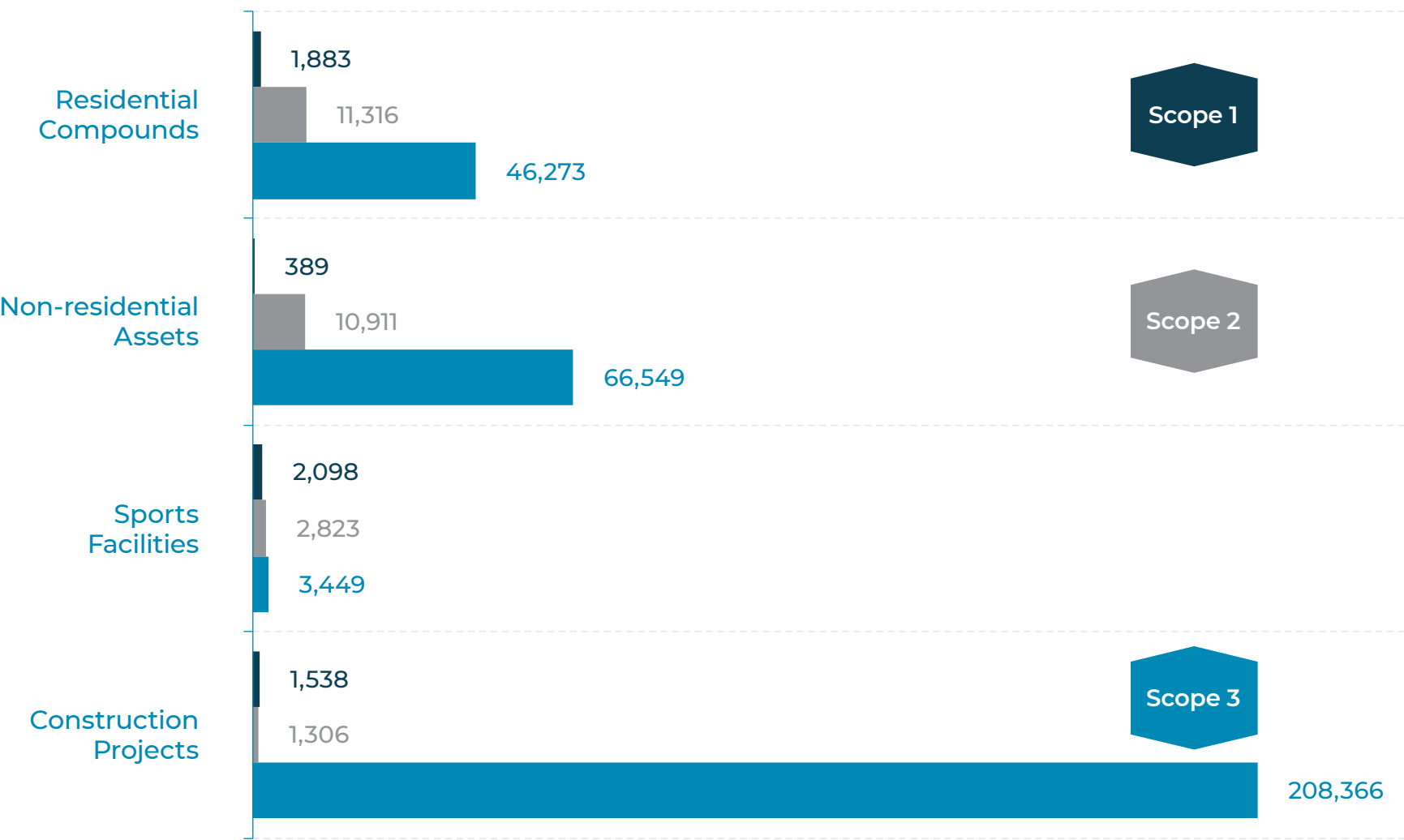|	Covers direct emissions from sources owned or controlled by SODIC, including emissions from company vehicles and on-site energy generation.
Scope 1 Direct Emissions	Covers direct emissions from sources owned or controlled by SODIC, including emissions from company vehicles and on-site energy generation.
Scope 2 Indirect Emissions	Includes indirect emissions from purchased electricity, heating, and cooling consumed by SODIC.
Scope 3 Indirect Emissions	Accounts for additional indirect emissions primarily associated with the company's value chain, including tenant energy use, supply chain activities (e.g., construction and material procurement), contractor energy use at sites, water consumption, employee commuting, and business travel.

	Base Year 2022	Previous Year 2023	Reporting Year 2024	Comparison	
Scope 1 emissions ($mtCO_2e$)	3,644	5,126	5,908	↑ 62.1% increase	from 2022 BY
				↑ 15.3% increase	from 2023
Scope 2 emissions ($mtCO_2e$)	24,991	32,712	26,356	↑ 5.5% increase	from 2022 BY
				↓ 19.4% decrease	from 2023
Scope 1 + 2 emissions ($mtCO_2e$)	28,635	37,838	32,265	↑ 12.7% increase	from 2022 BY
				↓ 14.7% decrease	from 2023

Total Absolute Emissions (Scope 1,2,3) by Business Unit, 2024 (mtCO$_2$e)

Total 356,902 mtCO$_2$e

Business Unit	Value	%
Sports Facilities	8,371	2%
Residential	59,472	17%
Non-Residential	77,849	22%
Construction Projects	211,209	59%

Absolute Emissions by Scope per Boundary (mtCO$_2$e), 2024

Residential Compounds
- Scope 1: 1,883
- Scope 2: 11,316
- Scope 3: 46,273

Non-residential Assets
- Scope 1: 389
- Scope 2: 10,911
- Scope 3: 66,549

Sports Facilities
- Scope 1: 2,098
- Scope 2: 2,823
- Scope 3: 3,449

Construction Projects
- Scope 1: 1,538
- Scope 2: 1,306
- Scope 3: 208,366

Absolute Emissions by Scope per Activity (mtCO$_2$e), 2022–2024

Scope 1

Activity	2022	2023	2024
Stationary combustion	2,367	3,904	4,622
Mobile combustion	862	906	737
Fugitive emissions	245	125	334
Agricultural emissions	170	191	215

Scope 2

Activity	2022	2023	2024
Purchased electricity	24,991	32,712	26,356

Scope 3

Activity	2022	2023	2024
Purchased goods and services	83,060	225,314	129,544
Capital goods	223	75	33
Fuel and energy-related activities (not included in Scope 1 or 2)	622	3,326	2,887
Waste generated in operations	8,078	9,216	9,704
Business travel	998	33	34
Employee commuting	11,406	11,047	10,236
Use of sold products	N/A[1]	378,913[2]	172,198

Legend: 2022 | 2023 | 2024

1   2022 data has been excluded from comparative analysis as it cannot be recalculated under the new methodology due to insufficient historical records.

2   2023 emissions have been recalculated using a more accurate and business-representative methodology, which was then consistently applied to the 2024 reporting year.

Scope Emissions (mtCO₂e) / Intensity (mtCO₂e/Million EGP of revenue)

	2022 Base Year	2023 Previous Year	2024 Reporting Year
Scope 1	3,644	5,126	5,908
Scope 2	24,991	32,712	26,356
Scope 3	104,387	627,925	324,637
Intensity	3.67	3.66	3.31

Legend: Scope 1 · Scope 2 · Scope 3 · Intensity
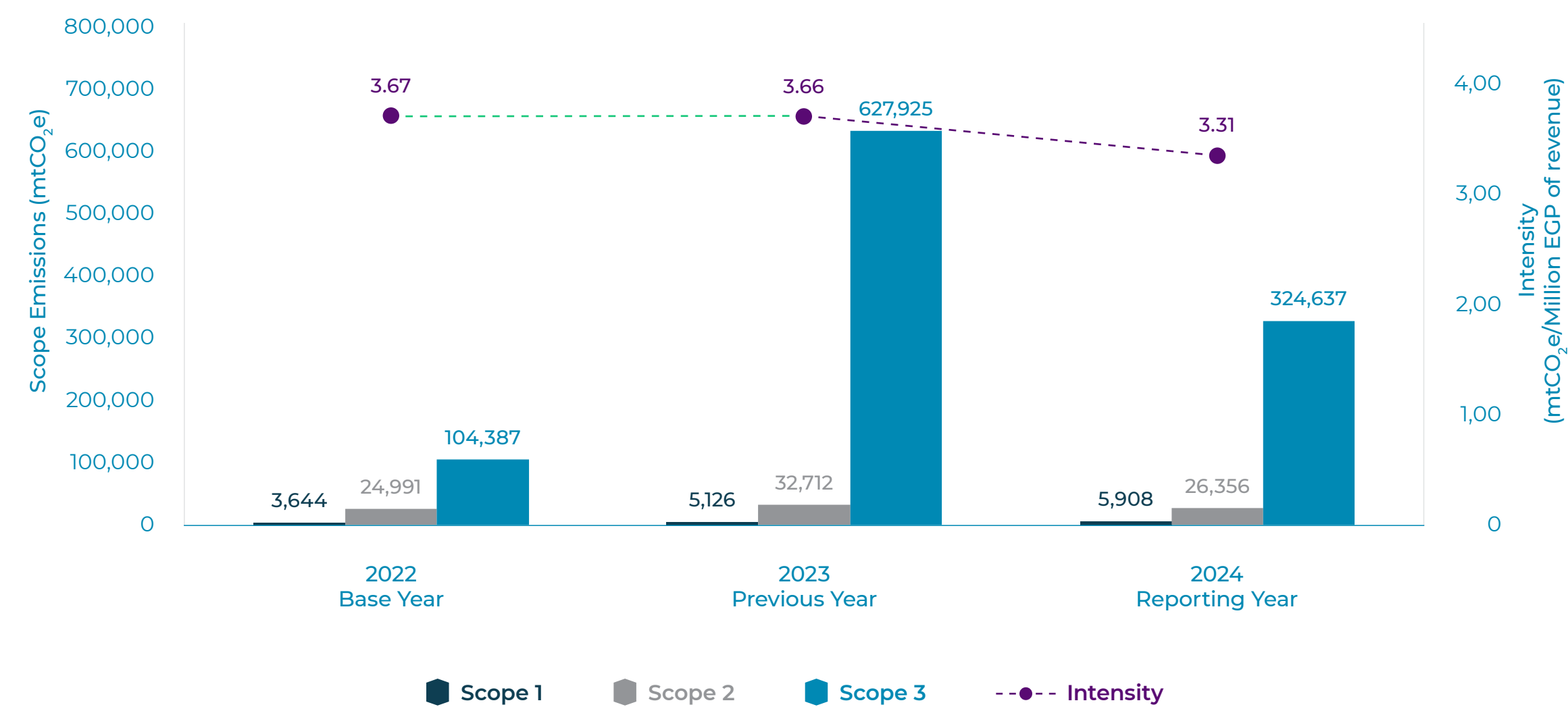
Carbon intensity measures how much GHG emissions are produced for each EGP million of revenue. It helps show if business growth is becoming less harmful to the environment. In 2024, SODIC recorded a carbon intensity of 3.31 mtCO₂e per EGP million for combined Scope 1 and 2 emissions. This marks a 9.8% reduction compared to the base year and a 9.6% drop from 2023.

Carbon Intensity		Base Year 2022	Previous Year 2023	Reporting Year 2024	Comparison	
	Revenue (mtCO$_2$e/ Million EGP revenue)	3.67	3.66	3.31	↓ 9.8% decrease	from 2022 BY
					↓ 9.6% decrease	from 2023
	Residential Developments (kgCO$_2$e/m^2)	8.26	7.09	3.49	↓ 57.7% decrease	from 2022 BY
					↓ 50.8% decrease	from 2023
	Non-Residential Assets (kgCO$_2$e/m^2)	14.66	34.76[3]	39.01	↑ 166.1% increase	from 2022 BY
					↑ 12.3% increase	from 2023
	Sports Clubs (kgCO$_2$e/m^2)	272.79[4]	261.11[5]	272.44	↓ 0.13% decrease	from 2022 BY
					↑ 4.3% increase	from 2023

3   Reported values have been updated to correct prior inaccuracies.

4,5   Recalculated carbon intensity using built-up area rather than total site area. This methodological refinement better reflects the actual operational footprint.

For more details on the carbon footprint assessment results and methodologies, please refer to SODIC's 2024 ***Carbon Footprint Report****.*

Advancing **Decarbonization**

Business Activities

Environmental Impact

Stakeholder Engagement

Our decarbonization strategy is woven into how we operate: day to day and long term. By reducing carbon emissions and resource use in measurable ways, we track our progress against clear targets. Open, ongoing dialogue with stakeholders helps us adapt our approach to meet shared environmental challenges.

At the core of our strategy are three focus areas: **water, energy, and materials**. These pillars guide our efforts to reduce environmental impact, improve resource efficiency, and drive innovation in sustainable development.

Our 2024 results show meaningful progress. Looking ahead, upcoming projects are designed to build on this momentum and reinforce SODIC's role in shaping a more responsible real estate sector.

Water

We prioritize water conservation through efficient irrigation systems, wastewater recycling, and smart water management technologies. These measures reduce consumption and promote sustainable water use across our developments.

Energy

Our buildings and operations incorporate renewable energy sources, high-efficiency equipment, and low-carbon technologies. This energy strategy reduces GHG emissions and improves energy performance.

Materials

SODIC is committed to responsible material sourcing and sustainable construction practices. We use sustainable materials, promote circular economy principles, and minimize construction waste to lower our environmental footprint.

Providing Sustainable Guidelines for Tenants

SODIC promotes environmentally responsible operations by embedding green practices into tenant manuals. This helps retailers and tenants actively contribute to sustainability across our developments.

The guidelines offer practical recommendations on energy efficiency, waste management, water conservation, sustainable materials, and transportation. Retailers are encouraged to adopt LED lighting, zoning controls, and smart air-conditioning schedules to reduce energy use. Waste separation and recycling are emphasized to minimize landfill impact, while water-saving fixtures and appliances support conservation efforts.

We also promote the use of low-impact, non-toxic materials and encourage sustainable transportation options, like carpooling and public transit. These principles not only reduce environmental impact, they also help create a more sustainable and resilient commercial environment within SODIC communities.

Resource **Efficiency**

At SODIC, the efficient use of resources is a core part of how we build and operate. Our standards apply across all developments, with specific measures in place for water use in landscaping, irrigation systems, and building operations, as well as precise energy controls.

We approach sustainability through design, integrating energy efficiency, water conservation, and waste management from the start. This helps us reduce environmental impact while creating spaces that are both functional and future-ready.

Integrating Sustainable Design

We integrate sustainable design principles into our projects by focusing on energy efficiency, water conservation, and waste management. This approach reduces environmental impact while encouraging tenants and retailers to adopt responsible practices. Through these efforts, SODIC aligns with industry standards and maintains a thoughtful balance between development, environmental sustainability, and community well-being.

ISO 14001:2015

EDARA's

ISO 14001 certification verifies our environmental commitment.

Monitoring Energy Use

We use an energy monitoring system to track consumption across both SODIC's operations and those of our external partners. Internal assessments help identify opportunities to improve efficiency within our business units, while external monitoring sets performance benchmarks for contractors and partners. This dual approach supports our goal of reducing overall energy use and minimizing our environmental footprint.

Energy Consumption within the Organization

During the reporting period, SODIC's total purchased fuel and electricity consumption reached 81,848 MWh. Electricity consumption made up the largest share at 70% (57,460 MWh), making it the main energy source. Natural gas came next at 19% (15,575 MWh), followed by diesel at 9% (7,056 MWh) and petrol at 2% (1,607 MWh). Renewable energy contributed 0.2% (151 MWh), indicating that there is room for the future expansion of renewables.

Residential units were the largest consumers of energy at 39% (31,703 MWh), followed by non-residential assets at 31% (25,542 MWh) and sports facilities at 20% (15,996 MWh). Construction projects consumed the least energy at 11% (8,607 MWh).

Total
81,848 (MWh)

Residential	31,703	39%
Non-Residential	25,542	31%
Sport Facilities	15,996	20%
Construction Projects	8,607	10%
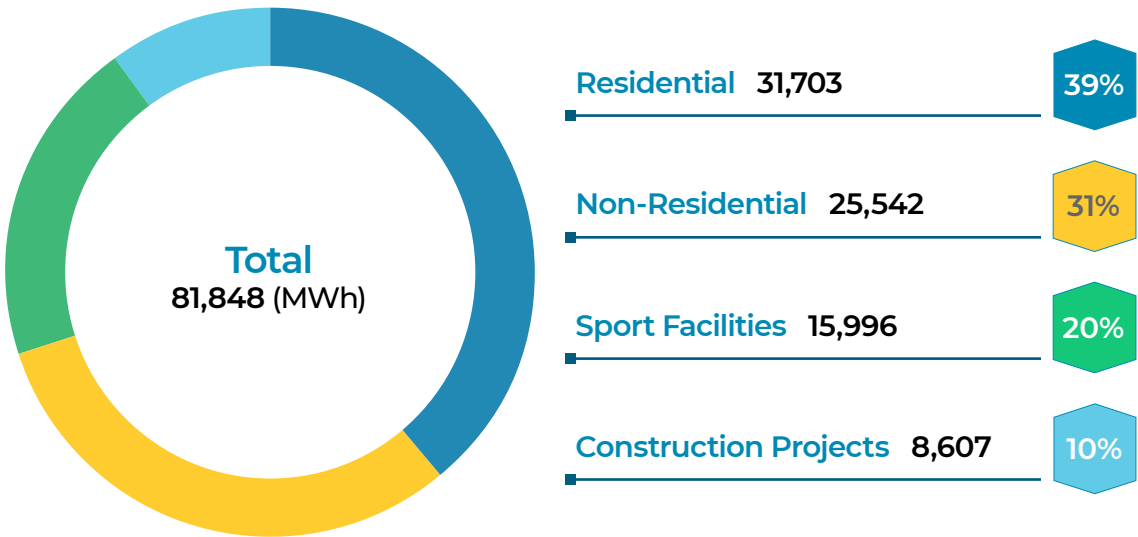
Total Energy Consumption by Business, 2024 (MWh)

Total
81,848 (MWh)

Purchased Electricity	57,460	70%
Natural Gas	15,575	19%
Diesel	7,056	9%
Petrol	1,607	2%
Renewable Energy	151	0.2%
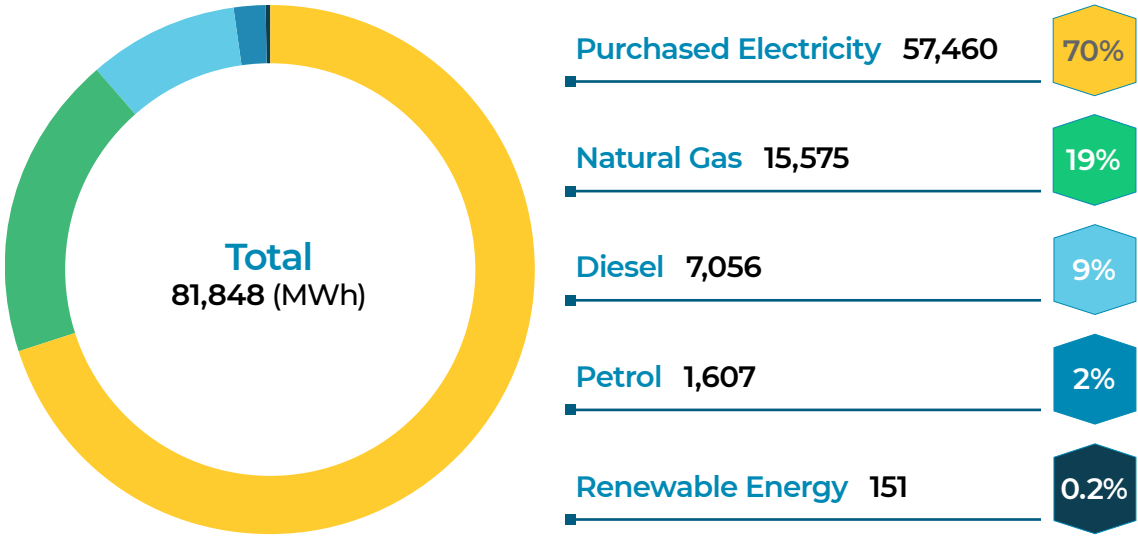
Total Energy Consumption by Source, 2024 (MWh)

Advancing Green Mobility

In 2024, SODIC partnered with INFINITY to expand its EV charging infrastructure, adding six new charging stations. EV chargers are now available at Westown HUB in SODIC West and Villette. Additional stations are planned for 2025 at the Polygon, Courtyards, October Plaza, Eastown, EDNC, and Caesar.

By integrating EV charging into its communities, SODIC is advancing green mobility, providing its residents with convenience, and ultimately contributing to a cleaner, more energy-efficient future.

Operational in 2024	
WESTOWN HUB	VILLETTE NEW CAIRO
2 Chargers	1 Charger

Completed and Set to Launch			
EASTOWN NEW CAIRO EDNC	caesar	The Polygon / THE COURTYARDS WESTOWN	OCTOBER PLAZA EXCLUSIVE APARTMENTS
6 Chargers	1 Charger	5 Chargers	1 Charger

WESTOWN HUB   **The Strip**

Improving Energy Efficiency

In 2024, SODIC continued to reduce energy consumption across its developments. At Westown HUB, electricity use dropped by 19% year on year, driven by improvements in cooling tower operations and optimized lighting schedules. A new refrigerant management plan was also introduced, supported by a structured maintenance program for air conditioning systems. Meanwhile, The Strip I recorded a 3% reduction in electricity use, contributing to lower overall energy demand and emissions.

ASHRAE

Advancing Energy Efficiency in SODIC's New Design Projects

In 2024, SODIC took significant steps to enhance energy efficiency across its new developments through comprehensive energy simulations. These assessments ensured compliance with ASHRAE 90.1-2007 for building projects and ASHRAE 90.2-2007 for housing projects, leading to substantial improvements in energy performance. In SODIC East's single-family homes, optimized designs achieved 37% actual annual energy savings, with projections indicating up to 42.8% improvements in efficiency and GHG emissions reduction with further enhancements. Similarly, VYE's single-family prototype demonstrated 35% energy savings through the integration of solar PV panels. Meanwhile, VYE multifamily prototype recorded 20% actual energy savings, with proposed enhancements targeting a 25% reduction in energy consumption and carbon footprint. By embedding sustainability-driven innovation into its developments, SODIC continues to reduce environmental impact while delivering energy-efficient, future-ready homes.

طاقتك

Clean Energy Solutions

SODIC continued its collaboration with clean energy startup Taqatak to advance sustainable solutions across its developments. In Villette, a solar-powered pergola now supplies energy to a customer phone charging station, offering a practical example of renewable energy in everyday use.

At the Club S football court in Westown, upgraded LED lighting has significantly reduced electricity consumption. These initiatives reflect our broader commitment to improving energy efficiency and exploring new applications for clean energy across our communities.

Marking Earth Hour 2024

SODIC marked Earth Hour 2024 by switching off non-essential lighting across its developments, reaffirming its commitment to global energy conservation. This collective action resulted in energy savings of over 1,012 kWh in shared spaces. By involving employees, residents, and partners, SODIC continues to promote responsible energy use while raising awareness of broader environmental challenges.

Expanding Solar Energy Use

SODIC is expanding the use of solar and photovoltaic technologies across its developments as part of a broader shift toward cleaner energy. Today, solar solutions are integrated into 15% of our projects, marking a steady move toward lower carbon emissions and more efficient energy use. This work is ongoing. As we continue to scale on-site renewable energy, we're not only reducing our footprint, we're also helping shape a more sustainable future for real estate.

Solar Farm at SODIC East Club

SODIC East Club now hosts a 499-kWp solar farm designed to reduce electricity consumption by up to 50%. This on-site renewable energy system not only lowers operational costs but also significantly cuts carbon emissions. It's a step forward in our ongoing effort to embed sustainability and energy efficiency into every aspect of our developments.

Solar Power at VYE

The rooftop solar expansion at SODIC's VYE development adds 1 MWp of clean energy capacity, aiming to reduce electricity consumption by 30–40%. This initiative not only supports lower energy costs for clients but also strengthens our broader sustainability goals. By scaling renewable energy on-site, we continue to reduce our environmental impact while offering more efficient, future-ready solutions across our communities.

Solar Energy Generation at Westown HUB

SODIC's solar shades in the Westown HUB parking area generated 136,630 kWh of clean energy over the year, helping reduce reliance on grid electricity and lower carbon emissions. The project reflects SODIC's ongoing commitment to integrating sustainable energy solutions across its developments.

SWITCH OFF YOUR LIGHTS
EARTH HOUR

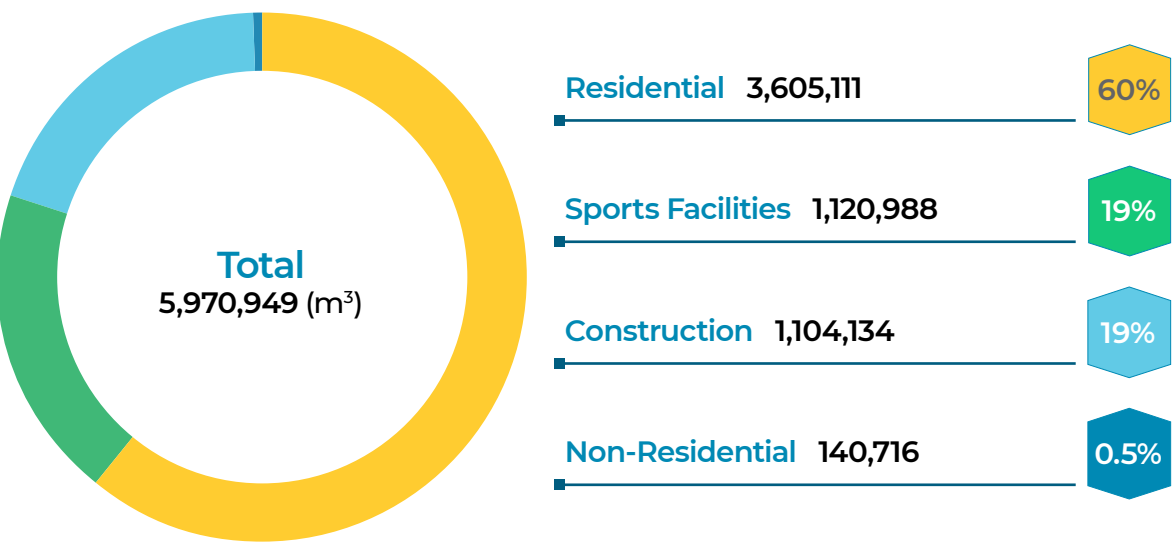SATURDAY, MARCH 23rd

FROM 8:30 PM TO 9:30 PM

OFF

Reducing Water Consumption

At SODIC, we understand the urgency of water scarcity in our region and the responsibility we carry to manage this essential resource wisely. We are committed to optimizing water use by closely tracking consumption and applying technologies and practices that support conservation.

Across our properties, we monitor both usage and disposal to reduce overall consumption and limit environmental impact. Our efforts extend to landscaping, irrigation systems, and architectural design, where we continuously seek ways to minimize water waste.

We've invested in innovative solutions to reduce and reuse irrigation water, and we continue to expand our sewage treatment capacity. Looking ahead, we are focused on deepening our impact by extending these efforts to more areas and communities.

Wastewater Treatment Plants

As part of its commitment to sustainable water management across its projects, SODIC operates wastewater treatment plants as needed. The CAESAR 400 m³/day plant, which began operations in 2018, has produced 20,000 m³ of treated water, while the 2021 plant, which has the same capacity, has produced 41,500 m³ of treated water. The Villette Phase 1 plant, with a 1,200 m³/day capacity, began operations in 2024, producing 32,500 m³ of treated water. Phase 2 of the Villette plant, with a 1,200 m³/day capacity, is expected to begin operations in 2025. A Sewage Treatment Plant at SODIC West, launched in 2024 and set for completion by 2026, serves the Allegria community and Golf Course irrigation systems, contributing to additional water conservation in West Cairo.

Total Water Withdrawals by Business Type (m³)

Total 5,970,949 (m³)	Residential 3,605,111	60%
	Sports Facilities 1,120,988	19%
	Construction 1,104,134	19%
	Non-Residential 140,716	0.5%

WESTOWN HUB   The Strip

Water Efficiency Improvements

In 2024, SODIC achieved notable reductions in water consumption across several assets. Westown HUB recorded a 22% decrease, while The Strip Mall II saw a 29% reduction year on year. These improvements not only help lower operational costs but also ease pressure on local water resources, reinforcing our commitment to responsible resource management.

Water Efficiency Innovations in SODIC's New Design Projects

LEED

In 2024, SODIC deepened its commitment to sustainable design by conducting detailed water usage evaluations across new residential developments. These assessments benchmarked consumption against the LEED v4 baseline to identify opportunities for greater efficiency.

The results were significant. Optimized designs for single-family homes in SODIC East led to a 28% reduction in water use. At VYE, the single-family prototype achieved an even higher reduction of 34%. By integrating smart water management strategies into its planning and design processes, SODIC ensures that its communities benefit from responsible resource use without compromising quality of life.

Prioritizing and Nurturing **Biodiversity**

SODIC designs its communities with nature in mind, weaving green spaces and natural ecosystems into the fabric of each project. Site plans prioritize the preservation of existing habitats while introducing new landscaped areas that support local biodiversity and promote sustainable development.

Every land acquisition begins with habitat surveys and species identification. These assessments inform a risk analysis that considers ecosystem connectivity, pollution prevention, and environmental protection.

Our Biodiversity Policy guides this work, focusing on habitat preservation, soil health, waste management, and the use of native plant species. Construction plans incorporate sustainable materials and nature-based solutions to support climate resilience. Throughout all phases of development, we collaborate with environmental partners to monitor and protect the ecosystems we work within.

Land Use

SODIC carefully evaluates land use at every stage of development starting with land acquisition. We assess existing habitats and species to ensure that our projects minimize disruption to local ecosystems. We aim to mitigate habitat loss, pollution, and other environmental impacts through thoughtful land planning and development.

Landscaping

SODIC integrates sustainable landscaping practices to enhance biodiversity and create visually appealing environments. By incorporating native plants and green spaces, we protect local ecosystems and promote the health of surrounding flora and fauna. This approach helps in carbon sequestration, water filtration, and improving air quality.

Green Spaces

Green spaces are a core element of SODIC's developments, offering both aesthetic value and ecological benefits. We prioritize the preservation and creation of green areas that support local biodiversity, improve climate resilience, and provide valuable recreational spaces for communities. Our projects foster a balance between urban development and nature conservation.

Utilizing Circular **Solutions**

SODIC is committed to using materials more efficiently and making responsible choices across all operations. Our goal is to reduce landfill waste, raise awareness around sustainability, and apply effective waste management practices at every stage of development.

Key initiatives include conducting risk assessments, designing systems that recover and reuse resources, tracking waste data to guide improvements, and partnering with suppliers who share our environmental values. These efforts help us build more responsibly while supporting a circular approach to material use.

Waste Management

At SODIC, we see waste management as a vital part of our responsibility to the environment. It's embedded in every stage of our operations, from construction sites to project delivery.

We follow the waste hierarchy, focusing first on reducing waste at the source, then reusing and recycling materials wherever it's technically and economically feasible.

The safety of our people is a top priority. We ensure that all waste, including hazardous materials, is handled, stored, and transported with care. Our teams are equipped with the right protective gear, and we carry out regular inspections and maintain robust reporting systems to meet global standards.

In 2024, our operations generated 475,016 tonnes of waste. The construction sector contributed 465,810 tonnes, accounting for nearly 98% of the total volume. These figures highlight the scale of our work and the importance of continuing to evolve our approach to waste management.

Total Waste Generated across Business Units, 2024 (Tonnes)

Total
475,016 (tonnes)

Residential   6,641

Sports Facilities   1,035

Construction   465,808

Non-Residential   1,532
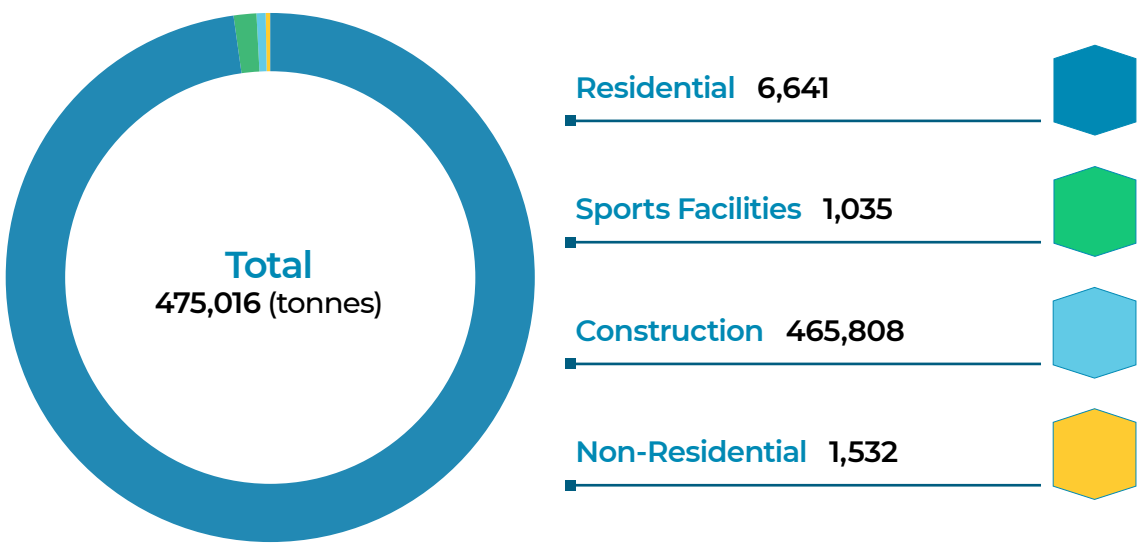
Total Waste Generated by Type of Waste (%)

Total
475,016 (tonnes)

Construction   98%

Plastics   0.05%

Paper and Cardboard   0.10%

Metals   0.003%

Refuse   1.8%

Other   0.001%
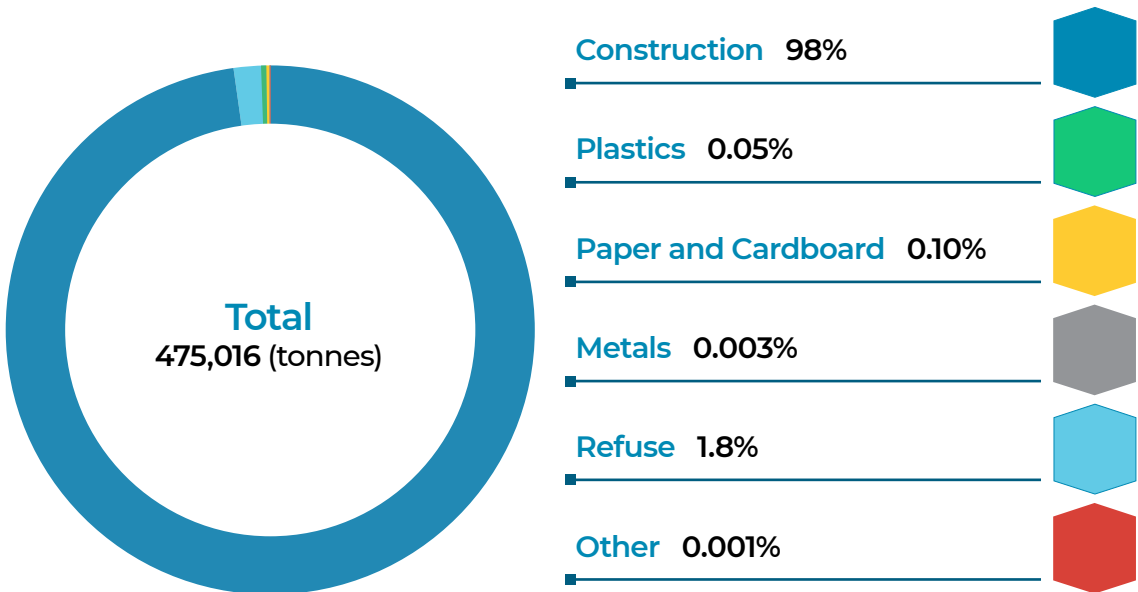
TILE Green

Collaborating with TileGreen at SODIC West

SODIC has launched a pilot project in collaboration with TileGreen at SODIC West, aiming to introduce sustainable paving solutions to Westown Hub and The Portal projects. TileGreen produces high-performance interlocking tiles made from recycled plastic waste, offering a durable and eco-conscious alternative to conventional paving materials.

By integrating these innovative tiles, we're taking meaningful steps toward reducing our environmental footprint and supporting circular economy practices. This pilot project marks the beginning of a broader journey—one that explores the potential of recycled materials and reimagines how we build for the future.

LAYN

Laying the Foundation for Innovation

SODIC is partnering with Layn, a construction-tech startup pioneering 3D concrete printing, to explore new frontiers in sustainable design and construction. Layn's technology is tailored for mid-size and large-scale applications, from landscape seating to single-family homes.

In early 2025, SODIC will launch its first pilot project at EDNC, introducing a 3D-printed seating area using Layn's innovative approach. This collaboration reflects our ongoing commitment to embracing forward-thinking solutions that push the boundaries of what's possible in the built environment.

Egyptian Food Bank

SODIC's Food Waste Awareness Campaign in Ramadan

SODIC launched a dedicated campaign to spotlight the issue of food waste and inspire more mindful consumption during the month of Ramadan. Over the course of three weeks, the campaign delivered engaging and thought-provoking content, including a series of episodes featuring celebrity guests. At its core the campaign included a practical tool—the "Food Waste Calculator"—designed to help individuals track and reduce their food waste throughout the month.

The response was powerful. Just four pieces of content garnered more than 13 million views and sparked more than 23,000 interactions across likes, shares, comments, and saves. This initiative marked a meaningful step in encouraging sustainable habits and fostering a culture of conscious consumption within the community.
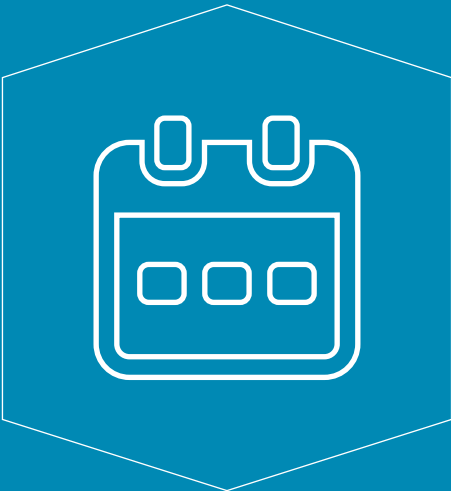
| 3 Weeks | 4 Pieces of Content | + 13 Mn Views |

*For more insights and episodes, please visit our **YouTube channel**.*

Empowering Sustainable Communities

We aim to positively impact the communities we serve through meaningful initiatives and engagement.
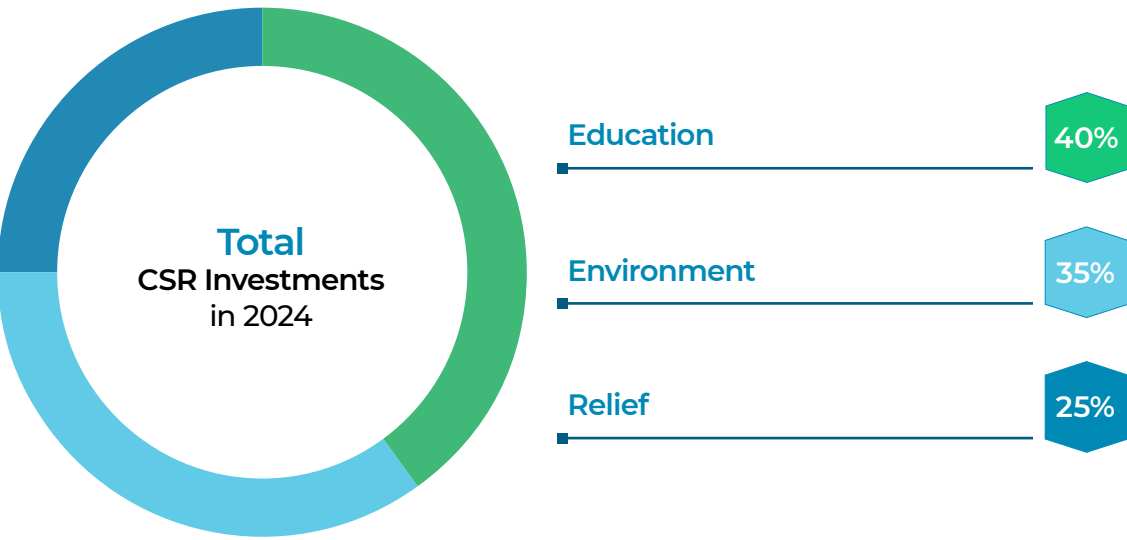
Building Thriving **Communities**

Great developments begin with a blueprint, but building a thriving community takes more than concrete and design—it requires vision, a deep sense of responsibility, and a commitment to shared prosperity. At SODIC, we shape spaces where social connections grow stronger and economic opportunities take root.

In 2024, we continued to prioritize social responsibility, focusing on **education, environmental sustainability, and community support**. Through strategic partnerships and thoughtful resource allocation, we're helping build resilient communities and create a lasting, positive impact.

Amount spent on social projects, including corporate social responsibility (CSR) initiatives (EGP) per category

Total CSR Investments in 2024

Education 40%

Environment 35%

Relief 25%

+9,000
Annually Impacted Lives Through Our CSR Initiatives

+8.7 EGP MN
Invested in CSR in 2024

Empowering Minds, Enriching Communities

Education is at the core of SODIC's vision for lasting impact. We believe that thriving communities are built from within by empowering individuals with the tools to grow, lead, and shape their futures. Through our support for educational initiatives, we aim to create meaningful opportunities that unlock potential and drive long-term progress.

Our programs are designed to open doors for local talent while strengthening the social fabric that connects generations. By investing in education, we're investing in people and in the future of the communities we serve.

Empowering Minds, Enriching Communities

Since 2011, SODIC's partnership with Tawasol Egypt has helped transform the educational landscape for over 10,000 children and families in Ezbet Khairallah. At the heart of this collaboration is Tawasol's state-of-the-art school—a vibrant space that redefines education by blending academic learning with vocational training and artistic expression.

More than just a school, it serves as a community hub where local artisans craft handmade products, creating sustainable income and strengthening the local economy. With SODIC's continued support, Tawasol has expanded its reach and deepened its impact.

Today, the school supports over 314 students, with 240 enrolled in vocational training and more than 205 engaged in performing arts. Together, SODIC and Tawasol are opening doors to opportunity, nurturing talent, and helping build a future where every child has the chance to thrive.

+10,000 BENEFICIARIES
+10 years
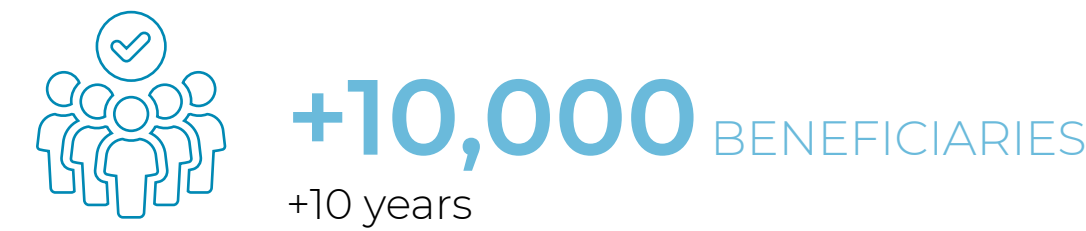
Partnership with Man Ahyaha

Our partnership with Man Ahyaha Association through Alfanar remains a cornerstone of our commitment to education, ensuring that children in underserved communities receive quality learning opportunities. We continue to make a lasting impact through accredited community schools, innovative teaching methods, and holistic development programs. In 2024, this collaboration expanded with the opening of a new school in Sohag, further extending our reach and deepening our impact on both educators and students.

3 Key Areas of Impact

Educational Access

More than **420 children** (ages 6–14) are enrolled across three community schools in Behbeit, Baharwa, and Sohag, benefiting from a holistic curriculum that integrates active learning, arts, health education, and physical fitness.
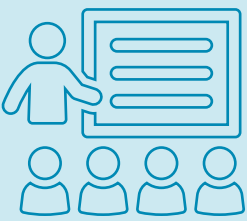
+420 CHILDREN
Enrolled across three community schools

Teaching Capacity

A total of **95 teachers** received theoretical and practical training, while **70 teachers and workers** participated in summer workshops and mentorship programs to enhance their educational expertise, strengthening the foundation of quality education.

95 TEACHERS
Received theoretical and practical training

Economic Opportunities

Over **150 young women** are empowered annually through teacher training programs that equip them with essential skills, increasing their employability and ensuring their economic independence.
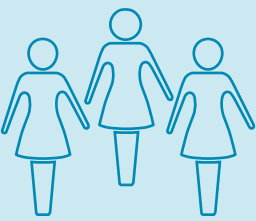
+150 YOUNG WOMEN
Empowered annually through teacher training programs

Supporting Egyptian Athletes

At SODIC, we believe in the power of youth and the strength of diversity. These values guide the way we engage with our communities. By nurturing potential and creating inclusive opportunities for Egyptian athletes, we aim to inspire the next generation of champions to compete in the global arena and to represent Egypt with confidence and purpose.

Through our partnerships with exceptional athletes, we celebrate excellence and resilience—qualities that motivate young people to dream bigger and push further.

Eslam Abu Ali
Para-Athlete and SODIC Team Member

Eslam Abu Ali is a SODIC HR partner and an extraordinary para-athlete who has won multiple national and international titles over the years. Eslam is the **first Egyptian para-athlete to conquer the IRONMAN 70.3 race and is globally recognized for securing the 5th place in the 100m Breaststroke at the World Para-Swimming Championships in Mexico in 2017.** In 2024, he also triumphed in the Para Triathlon Africa Cup and Pan-Arab Cup in Sharm El Sheikh, showcasing his unparalleled determination and inspiring others with his extraordinary feats as an adaptive athlete.

Ali Farag
A Four-Time Squash World Champion

SODIC is proud to support Ali Farag, a Harvard University graduate whose exceptional blend of intellect and athleticism has propelled him to the pinnacle of squash. Ali has **won 41 PSA World Tour titles as the world's top-ranked player**. Ali's success on and off the court makes him a remarkable role model, showcasing the power of dedication and excellence.

Hania El Hammamy
Professional Squash Player

SODIC has had a three-year partnership with top squash player Hania El Hammamy. **Currently ranked 3rd in the PSA global squash rankings**, Hania has seen remarkable growth in her career, notably winning the 2020 CIB Black Ball Women's Squash Open at the age of just 19. In 2024, her career trajectory continued to move upwards, with a semi-finals spot at the PSA Women's World Squash Championship. Hania also helped Egypt claim its fourth consecutive title at the 2024 Women's World Team Squash Championships.

Supporting Impactful Environmental Initiatives

At SODIC, sustainability is a responsibility we embrace through innovation and collaboration. We are committed to addressing pressing environmental challenges while creating meaningful opportunities for marginalized communities.

Our approach to environmental responsibility is deeply connected to our belief in community-driven growth. By supporting local initiatives that serve both people and the planet, we're building a future where progress is shared and sustainable.

Delta Oil
دلتا أويل

SODIC and Delta Oil

SODIC's partnership with Delta Oil, a waste oil management startup, is helping shape a more sustainable future for the biodiesel industry. Launched in 2023 as part of Alfanar's SUSTAIN portfolio, this collaboration supports Delta Oil with management guidance, training, and funding, enabling the startup to grow responsibly and expand its impact.

Delta Oil empowers disadvantaged communities to collect used cooking oil, which is then converted into biodiesel. This model not only reduces environmental harm but also creates meaningful economic opportunities for vulnerable groups.

alfanar الفنار

SODIC and Alfanar: Seed Cycle Expansion

SODIC and Alfanar are proud to continue their collaboration on the Environmental Social Enterprise Seed Cycle, now entering its second year since its launch in 2023. This pioneering program supports early-stage social enterprises tackling environmental challenges while also empowering marginalized women and youth.

Over a six-month journey, participants undergo a rigorous selection process followed by tailored capacity-building through Alfanar's Sustainable Social Enterprise Training (ASSET). This year, the selected enterprises shared regular progress update reports marking their growth.

Looking ahead to 2025, SODIC is exploring opportunities for long-term investment to ensure sustained support for these high-impact initiatives, amplifying their reach and reinforcing our shared commitment to inclusive, sustainable development.

In 2024, Delta Oil achieved a major milestone by exporting 1,500 metric tonnes of used cooking oil. The company expanded operations into Giza and began exploring new markets in the UAE and Algeria. The environmental benefits have been significant, with 690,570 liters of green fuel generated, 767 million liters of water conserved, and an environmental benefit equivalent to planting 1,589 trees.

1,589
Trees Planted

767 MN
Liters of Water Saved

690,570
Liters of Green Fuel Generated

Amplifying Our Outreach and Support

SODIC strives to focus on initiatives that uplift, empower, and create lasting change in communities. By fostering resilience, providing vital resources, and uniting people for a common cause, we are continuously working to broaden our reach.

SODIC's Relief Program: Supporting Families in Need

SODIC's Relief Program is a reflection of our enduring commitment to supporting those most in need. Through donation drives, blanket distributions, and food-packing initiatives, we've worked to ensure that essential resources reach families facing hardship.

To date, the program has touched the lives of over 10,000 families—offering not just aid, but a sense of solidarity and hope. Each effort is a step toward building a stronger, more resilient community.

Running Strong, Reaching Goals

The annual "Run from the Heart" Charity Run has become a cherished tradition at SODIC that reflects our deep commitment to community. In partnership with the Magdi Yacoub Heart Foundation and organized by The TriFactory, the 2024 event brought together people of all ages at SODIC West to celebrate unity, wellness, and purpose.

This year's run supported the completion of the Magdi Yacoub Global Heart Centre in Cairo, a facility that serves 120,000 people annually and enables 12,000 life-saving procedures each year, many of which are for children in need.

More than just a race, "Run from the Heart" is a movement. It's about coming together to make a difference, one step at a time.

Staying Close to Our Customer **Base**

Engage	Discover	Explore
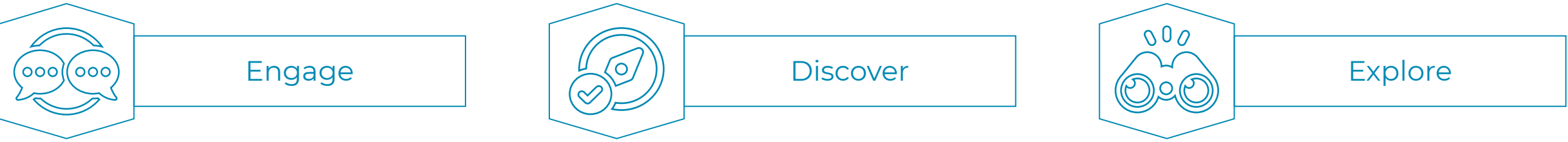
Delivering a distinguished customer experience is at the core of who we are. Every interaction is an opportunity to reflect our commitment to excellence and to deliver a seamless, thoughtful experience at every stage of the journey.

We engage closely with our clients, using surveys and research to understand their needs and expectations. Such insight helps us continuously improve and tailor our services to ensure they align with our values and standards.

Our teams are proactive in resolving client inquiries, working across departments to provide timely, effective solutions. We offer clear communication, personalized support, and consistent follow-up to ensure every concern is addressed with care and attention.

In 2024, these efforts led to meaningful improvements in customer satisfaction across the organization. More importantly, they reinforced the trust our clients place in us.

A Thriving Community that Keeps Growing

As SODIC continues to grow, its developments evolve into vibrant, dynamic communities—places where life extends far beyond the home.

At the heart of this growth is a deep commitment to community engagement. Initiatives like the Coffee Break sessions create space for open dialogue with residents, allowing us to listen, respond, and build stronger relationships. Events such as the Back-to-School Bazaar, Ramadan Suhoor, and Mawlid Al Nabi celebrations bring people together, fostering a sense of belonging and shared identity.

These moments of connection are part of a broader vision to create thriving, inclusive communities where residents feel heard, valued, and at home. With every conversation and celebration, SODIC reaffirms its dedication to enriching lives and strengthening the bonds that make our neighborhoods flourish.

Creating spaces where communities can thrive.

9,841
Total client cases received, of which **96%** were closed

85%
Of the total closed cases were resolved within SLA

Staying Connected through the SODIC App

The new SODIC mobile app offers residents streamlined access to community services and events. Features include digital service booking and community updates. By December 2024, the platform had connected 6,471 property owners, 4,715 mates, and 3,055 guests.
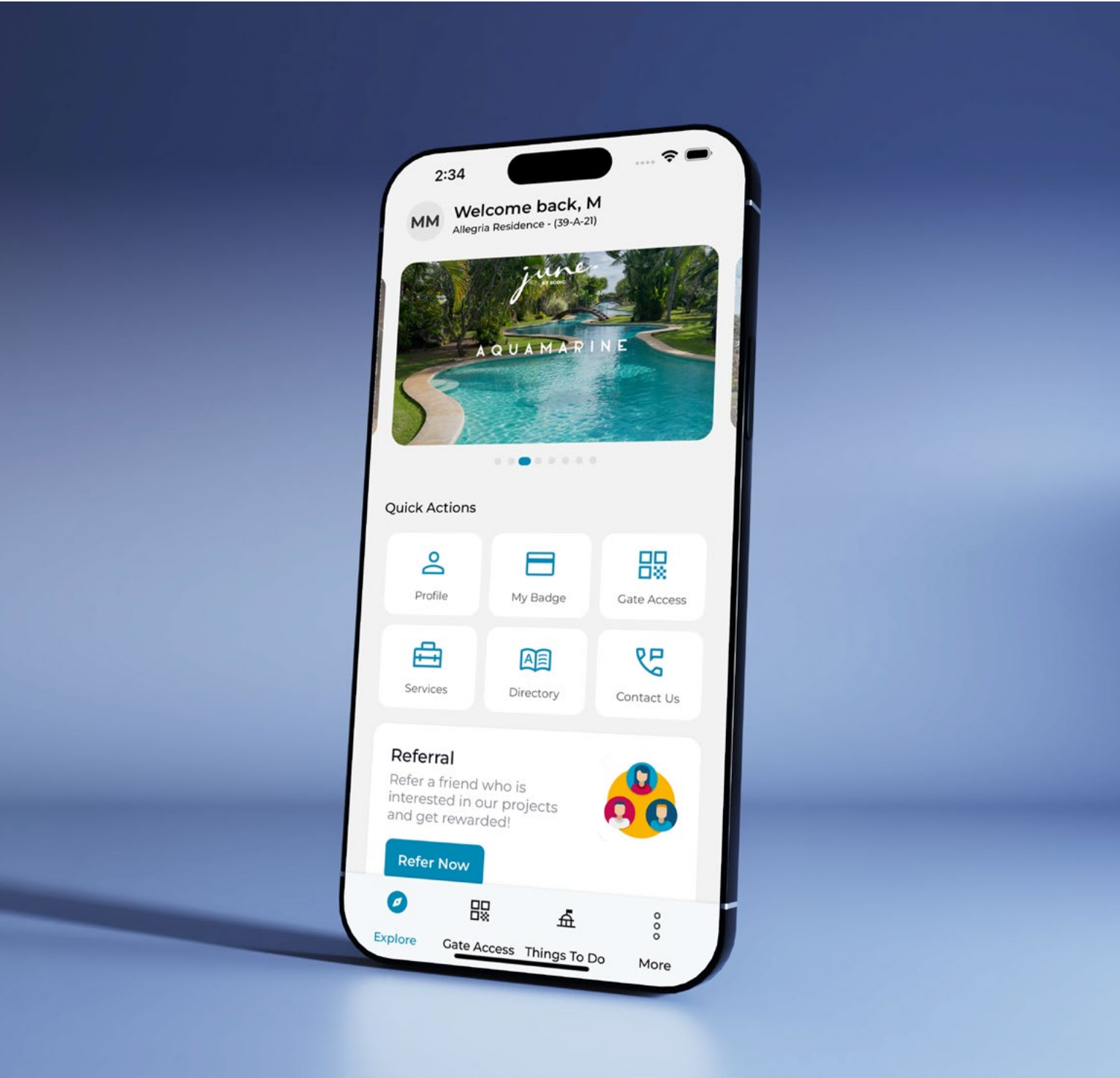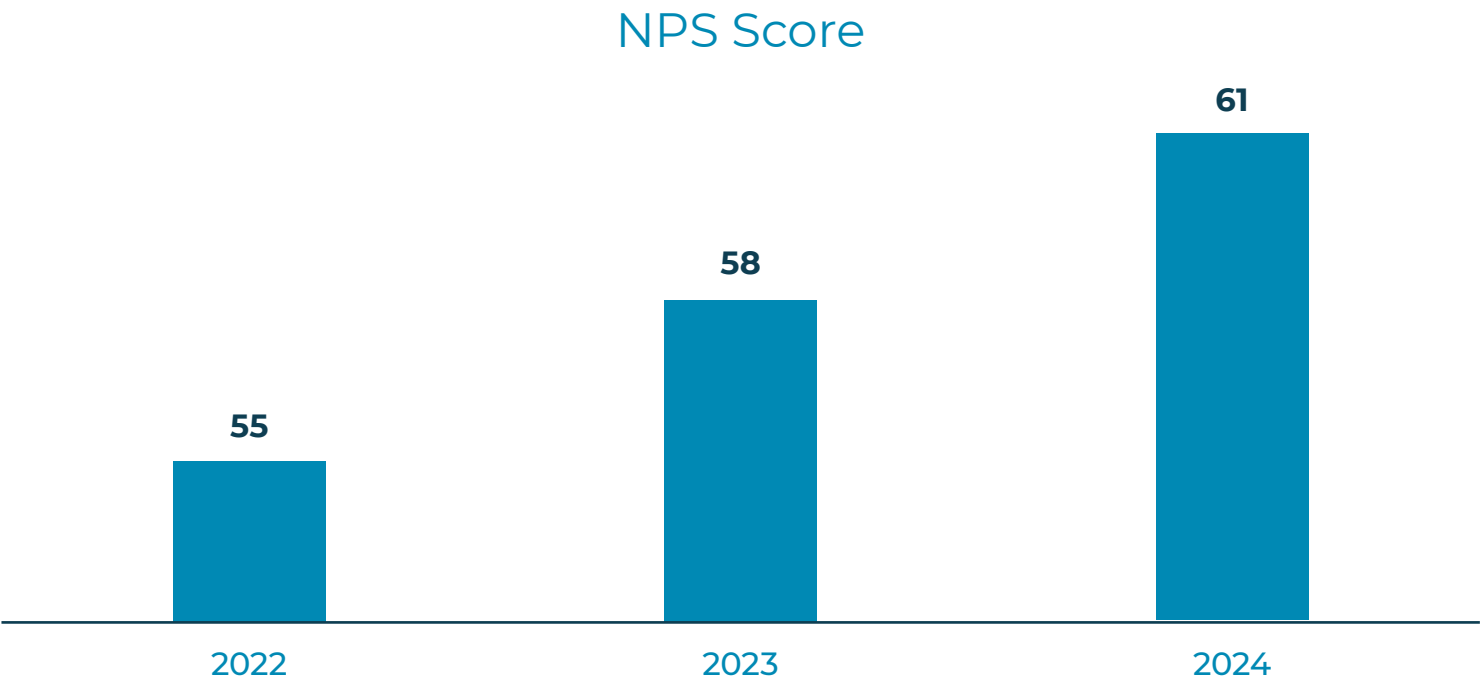

Market-Leading Customer Loyalty Score

At SODIC, listening to our customers is central to how we grow and improve, and the biggest measure of our success is the simple fact that 43% of our sales in 2024 were generated from repeat customers.

We use Qualtrics to gather feedback across key touchpoints, including the Contact Centre, Sales, Handover, Utilities, Edara Add-on Services, and Clubs. These insights help us better understand our clients' needs and expectations.

In 2024, we expanded our efforts by introducing quarterly surveys for Community Living. These surveys focused on Community Management and Facility Services, alongside continued feedback collection for our operating clubs.

This approach has led to measurable progress. SODIC achieved an NPS of 61 in 2024, up from 58 in 2023. This improvement reflects our ongoing efforts to enhance the customer journey and deliver consistently high standards of service.

By actively listening to our clients and acting on their feedback, we continue to strengthen satisfaction and ensure that every interaction reflects our commitment to excellence.

NPS Score

2022	2023	2024
55	58	61

Market-Leading Customer Loyalty Score

| Create More |
| Experience More |

SODIC Noire, an exclusive concierge service delivered by Quintessentially, has created a community that thrives on meaningful connections and shared experiences. Through the Noire mobile app, members can browse exclusively curated perks and benefits from a selection of Egypt's top luxury providers, including dining, nightlight, travel, and retail. In 2024, select members were invited to a trip to Santorini as an expression of our gratitude for their loyalty.

Security Enhancement

SODIC remains committed to ensuring the safety and well-being of its residents through continuous improvements in security infrastructure and policies. In 2024, the Community Security Enhancement Program saw the installation of additional CCTV cameras in high-traffic areas, significantly enhancing surveillance and reducing security incidents.

These measures have fostered a stronger sense of safety and trust among residents, reinforcing the overall sense of belonging and encouraging greater engagement in neighborhood activities. The visible presence of improved security infrastructure has not only deterred potential threats but also reassured families, making SODIC communities a preferred choice for secure and peaceful living.

Matcha, SODIC's Newest North Coast Commercial Hub

Matcha is SODIC's newest commercial destination on the North Coast. Designed with care and intention, Matcha reflects our commitment to excellence in every detail—from architecture to experiences.

This vibrant destination brings together a curated mix of retail, dining, and hospitality, all tailored to serve the evolving needs of our Caesar community on the North Coast. At its heart is the exclusive Good Days Boutique Hotel, offering a level of comfort and service that feels both personal and exceptional.

The Grand Opening of EDNC

2024 marked the remarkable grand opening of EDNC, SODIC's flagship retail destination in East Cairo. Strategically located on Road 90, adjacent to The American University in Cairo (AUC), EDNC stands as a transformative hub featuring specialty dining, artisanal products, innovative local concepts, and unique entertainment venues, including the highly anticipated Nobu restaurant and hotel marking Nobu's first location in Cairo. EDNC's modern architecture designed sustainably has attracted a diverse range of Class-A retail partners, making EDNC a well-rounded and enjoyable destination for all visitors.

The exclusive EDNC opening event offered guests an immersive look into the one-of-a-kind venue that also includes an EDGE-certified business park, which stands out for its sustainable design and commitment to energy efficiency, merging sustainability with innovation.

Pet-Friendly Policies and Facilities

SODIC has introduced pet-friendly policies and facilities to enrich the living experience of our pet-owning residents while maintaining cleanliness and safety in shared spaces. Dedicated parks with designated play areas offer a safe environment for pets to socialize, while waste disposal stations have helped reduce pet-related concerns. These efforts support responsible pet care and contribute to a more inclusive community experience.

Upholding a Responsible Business

We are committed to ethical practices, empowering communities, and creating value.

Creative and Engaging **Workplace**

We believe that a strong organization begins with a clear sense of purpose, rooted in our people, systems, and values. A truly sustainable business is one that evolves with intention, staying true to its core while embracing change.

Our management approach is built on principles that foster resilience, encourage innovation, and uphold responsibility. These foundations guide how we lead, grow, and create lasting value.

| 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 11 SUSTAINABLE CITIES AND COMMUNITIES | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS |

Expanding Our Team

In 2024, our team grew to 4,186 employees, marking a 21% increase. This growth reflects our commitment to building strong, capable teams that support the delivery of impactful community development projects. By attracting targeted talent and investing in professional development, we continue to strengthen our capabilities in project delivery and community planning. Our talent strategy is focused on nurturing skills that drive progress and create lasting value across every aspect of our work.

Employee Distribution Across SODIC's Subsidiaries

4,186 Employees

- Edara Property Management — 68%
- SODIC Corporate Offices — 17%
- SODIC Clubs — 15%
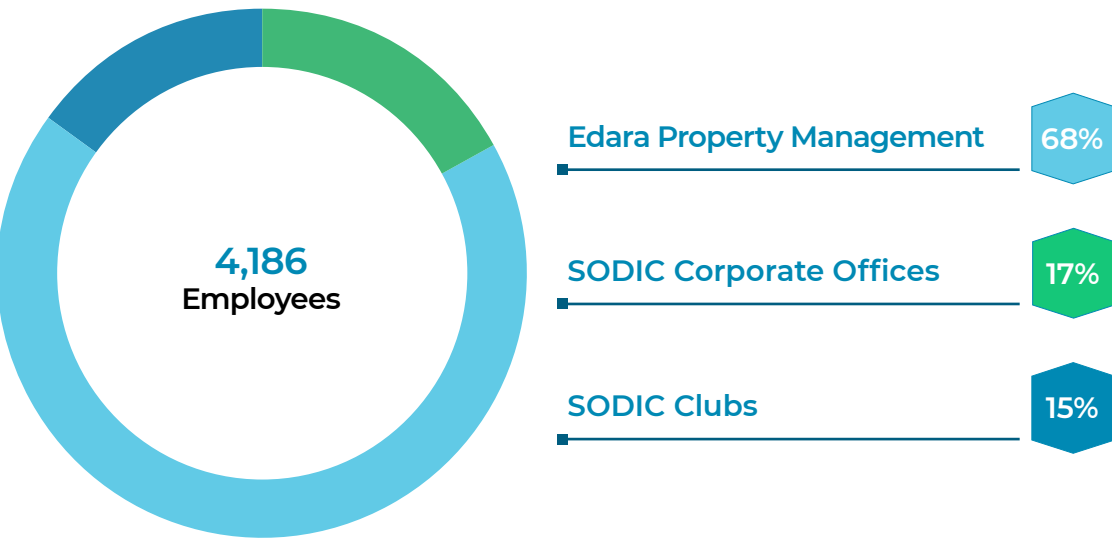
21% Increase in Our Workforce from 2023

For more information about our workforce, please refer to the
Social Performance Indicators.

Fostering Diversity

At SODIC, our management approach brings together operational excellence and integrity. We set clear performance standards and implement structured protocols for collaboration and continuous improvement. This allows us to stay agile, respond to market shifts, and seize new opportunities with confidence.

Policies that Reflect Our Values

Our Diversity and Inclusion Policy is a reflection of our core values. It provides actionable guidelines that align with both international best practices and local regulations. These policies ensure fairness in hiring and advancement, supporting a workplace where everyone has the opportunity to grow and contribute meaningfully.

Inclusive Growth

As part of our inclusive hiring efforts, SODIC expanded its workforce in 2024 with a focus on accessibility and opportunity. Our People of Determination (POD) team grew to 37 members, supported by workplace enhancements that ensure accessibility and tailored professional development programs that empower every individual to thrive.

Embracing Fresh Talents

In 2024, SODIC welcomed 803 new team members, further strengthening our diverse and growing workforce. Notably, 45% of these hires were under the age of 30, bringing fresh energy, new ideas, and a forward-looking mindset to our organization.

This focus on youth employment reflects our belief in nurturing the next generation of talent. By creating opportunities for young professionals to grow and lead, we're investing in a future shaped by innovation, inclusivity, and shared success.

Gender Equity

In 2024, women made up 12.4% of our total workforce across all subsidiaries, with a stronger presence of 28% in our office-based roles. This year, 19% of new hires were women—an encouraging 6% increase from the previous year.

We are also seeing meaningful progress in leadership representation. Women now hold 26% of management positions, reflecting our ongoing efforts to create a more inclusive and balanced workplace where everyone has the opportunity to lead and thrive.

45%
New Hires Below 30

803
New Hires

26%
Females in Management Across SODIC
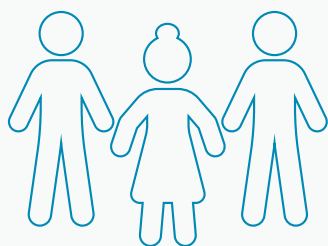
19%
of Our New Hires Are Women

Diversity of SODIC Offices Employees by Employee Category (%)

Category	Female
Entry Level	32%
Ancillary Jobs	2%
Juniors and Coordinators	27%
Supervisors, Senior Specialists, and Specialists	32%
Senior Managers and Managers	31%
Executive Directors, Senior Directors, and Directors	21%
Chief Executive Officers	22%

■ Male ■ Female
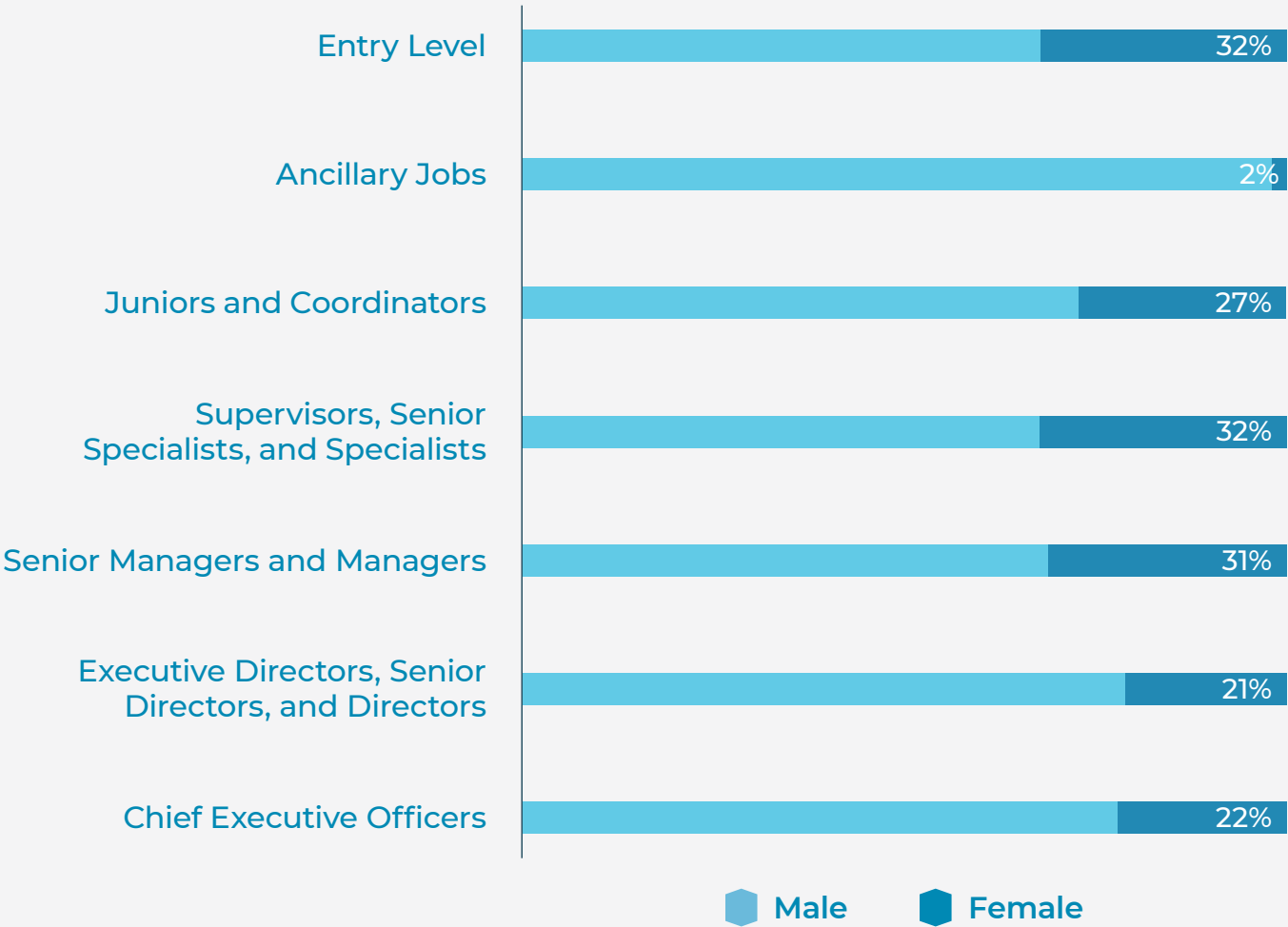
Diversity of Edara Employees by Employee Category (%)

Category	Female
Workers and Technicians	8%
Blue Collars and Supervisory Jobs	3%
Administrative, Operational, and Engineering Jobs	15%
Top Management and Department Managers	17%

■ Male ■ Female
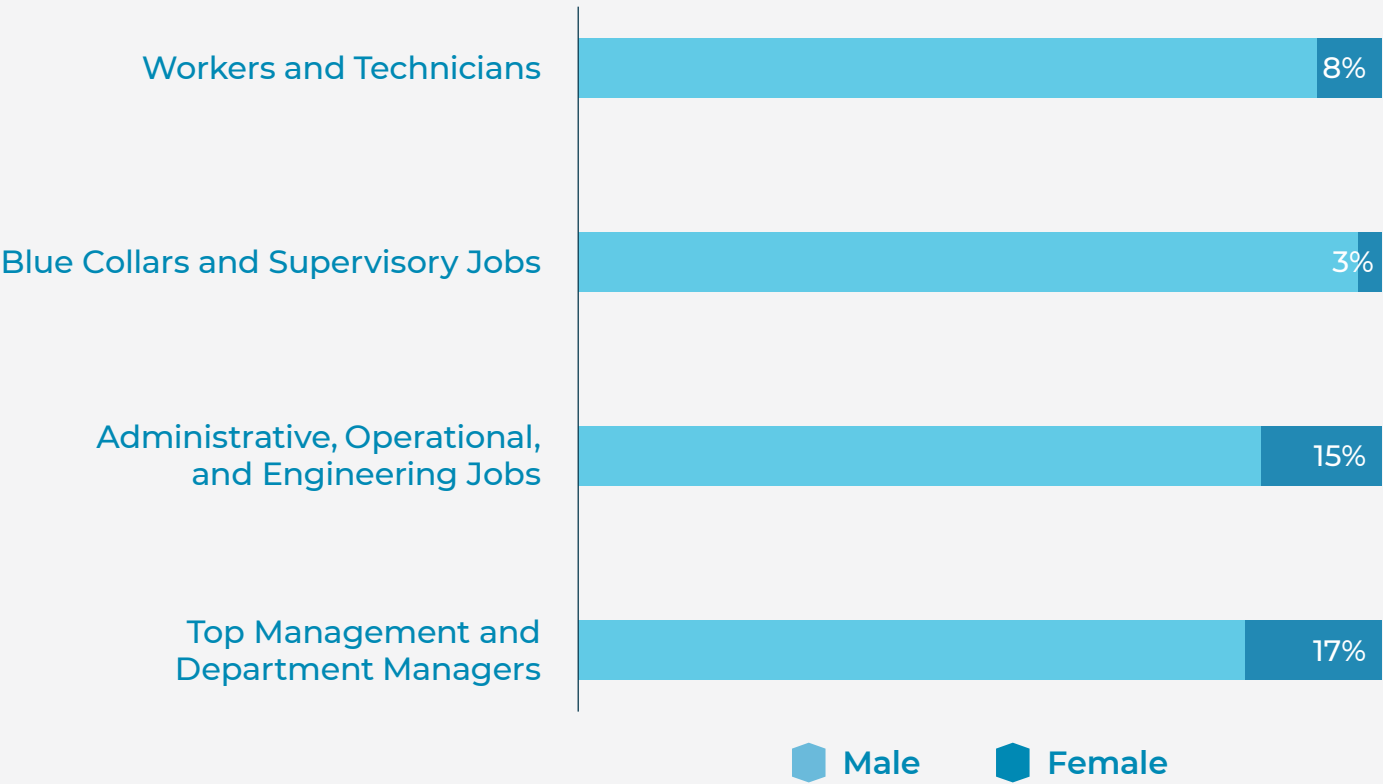
Building Workplace Culture

A strong workplace culture is part of our foundation at SODIC. We see engagement as an ongoing process that builds trust, connects personal purpose with shared goals, and helps us grow together. Through meaningful, practical initiatives, we make sure every contribution is linked to a larger vision.

Recognizing Excellence
We acknowledge outstanding work through targeted recognition programs that highlight specific achievements and contributions of team members.

Driving Social Impact Together
Employees take part in our CSR initiatives through volunteer work and charitable programs, which are communicated through our internal communications channels and company events.

Strengthening Team Bonds
Our sports initiatives unite employees through physical activity, combining team building with physical health benefits. Encouraging participation in athletic events builds a dynamic workplace that values well-being and collaboration.

Policy Updates
Regular policy reviews keep our guidelines current with labor laws and ethical standards. They also help maintain a transparent, fair, and supportive work environment.

In 2024, we conducted an internal, company-wide survey to assess employee satisfaction, resulting in an **Employee Net Promoter Score (eNPS) of 14**, reflecting the level of engagement and satisfaction within our workforce. We remain committed to continuously enhancing our workplace culture by actively listening to employee feedback and implementing meaningful improvements.

Driving Innovation

Innovation is how we shape the future of real estate. Our Innovation Program has played a central role in this journey for the past five years, helping us develop solutions that respond to real needs while supporting our sustainability goals.

We draw on the knowledge of our teams and the realities of the market to create ideas that make a difference. Innovation here isn't limited to brainstorming; we test, refine, and apply new construction technologies, making sure they work in practice. By combining internal expertise with external partnerships, we keep pushing boundaries and bringing new ideas to life, for our clients and for the communities we're part of.

Laying the Foundation for Future Innovation

We're enhancing our innovation pipeline to increase efficiency and support faster, more effective implementation. As part of this, SODIC is refining plans for an innovation gateway system that will streamline pilot projects and support a clear path from concept to execution.

This system is designed to help us move with agility, apply fresh thinking, and stay focused on progress, ensuring we continue to lead with purpose and deliver meaningful results.

Sakneen

Led by our Sales team, this project provides a SAAS model to digitalize the sales experience in our sales centers, offering a faster and more seamless customer experience. The platform generated 5,565 combined offers for SODIC East and June, with 86 active users. By generating offers digitally, Sakneen has reduced paper usage and saved 1,855 hours, significantly improving efficiency.

Diversity Ride

Our community team in Eastown introduced a project that aims to provide internal transportation solutions for the community by offering a fleet of golf carts as a convenient, sustainable transportation option for residents. The service provided 77 rides. To ensure safety and efficiency, the project was monitored by camera systems.

Nawy Shares

Nawy Shares offers a fractional ownership model, providing employees with a new investment opportunity in SODIC properties. This initiative introduces a new investment solution for employees, supporting their financial well-being. It also offers an exclusive opportunity for our employees in one of SODIC's units in the Estates, exploring new market segments for potential future offerings.

JRNY–

SODIC's First Hackathon

In 2024, SODIC launched its first hackathon—a defining step in our innovation journey. Co-facilitated with JRNY, the three-day workshop brought together 40 employees to explore new ways of thinking and working. Using the Design Sprint methodology, participants tackled five real-world challenges and gained hands-on experience with generative AI tools. The experience encouraged creative problem-solving, rapid prototyping, and deeper collaboration across teams.

3 Days	5 Problem Statements	40 Employees

Learning and **Development**

At SODIC, we believe that ongoing learning is the cornerstone of both personal and organizational growth. Our learning and development initiatives are designed to empower employees with the knowledge, skills, and tools they need to thrive in a rapidly evolving industry.

In 2024, we focused on delivering various internal and external training programs that addressed both technical and soft skills. These programs were thoughtfully tailored to build employee capabilities, equipping them to tackle more challenging assignments and enhancing their performance.
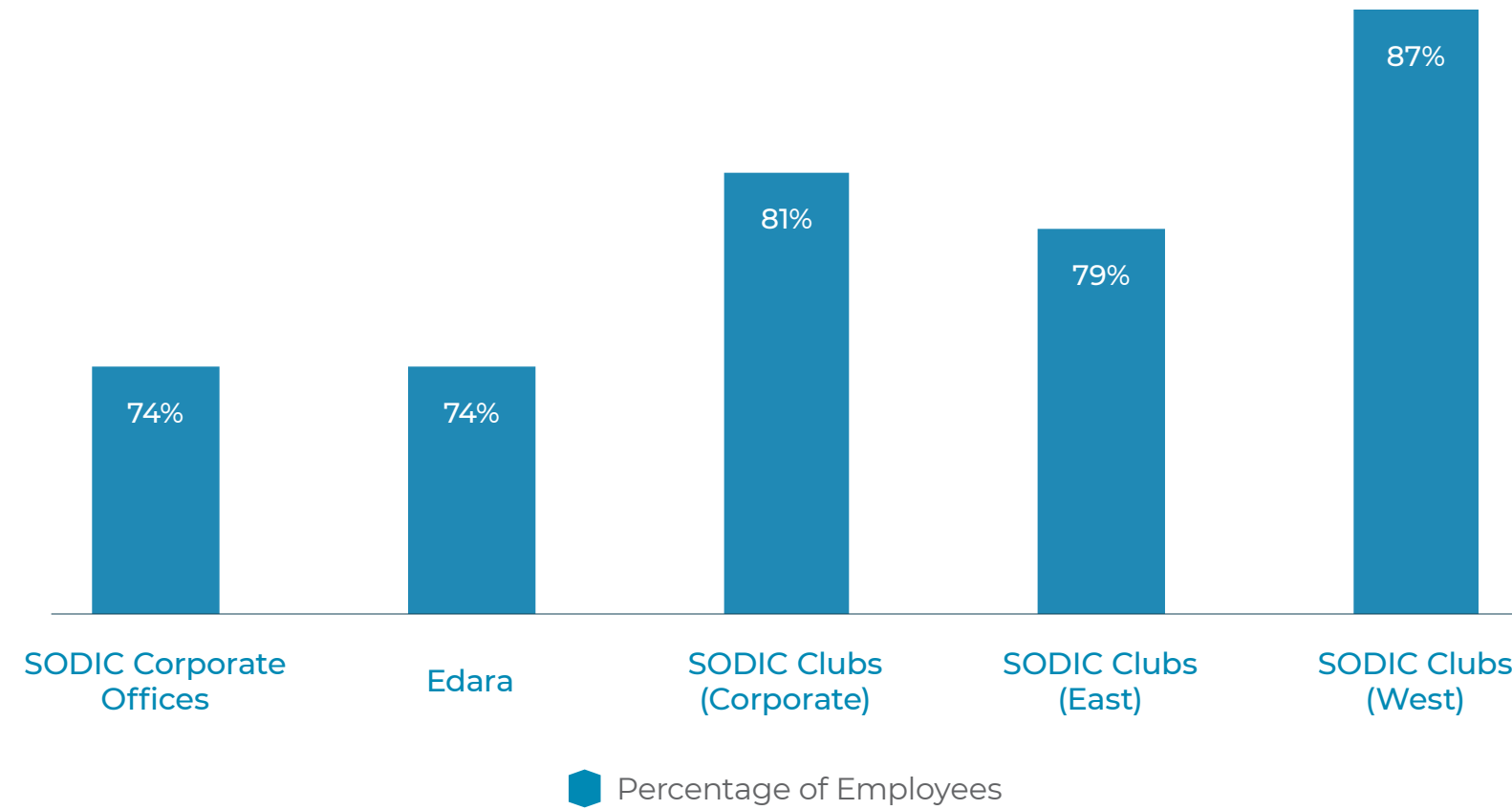
Performance Enhancement

To provide employees with better opportunities to refine their skills and improve performance, we have enhanced our Performance Improvement Plan (PIP). Employees who do not meet expectations on their annual evaluations will be placed on either a three- or six-month improvement plan. During that time, the line manager and the employee will agree on a set of KPIs / SMART objectives to be achieved within the specified period. Line managers, along with HR personnel, will closely monitor progress during the PIP to determine whether the expected performance levels are met. The updated framework, with a clearly documented process, ensures that both employees and managers are aware of and understand what is expected of them. The additional clarity and levels of engagement foster a supportive environment, empowering employees to address challenges and build competencies effectively.

Employees Who Received Performance and Career Reviews in 2024

Category	Percentage
SODIC Corporate Offices	74%
Edara	74%
SODIC Clubs (Corporate)	81%
SODIC Clubs (East)	79%
SODIC Clubs (West)	87%

■ Percentage of Employees

Total Training and Learning Hours

Year	Hours
2023	3,295
2024	7,291
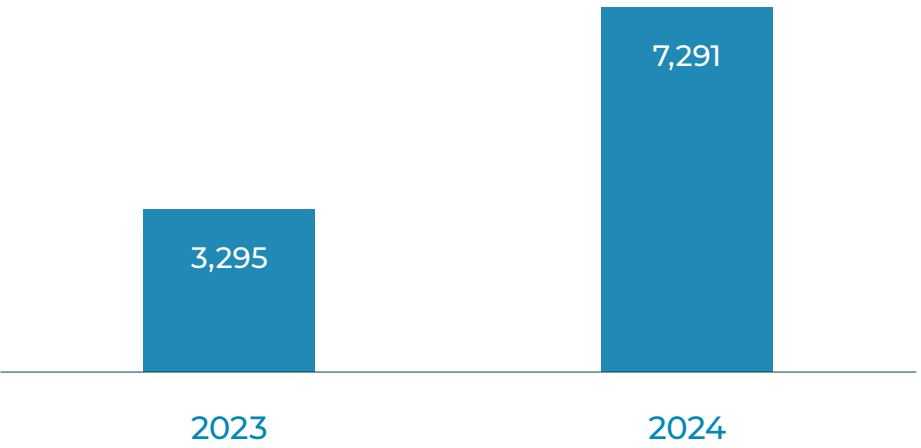
Embracing AI

SODIC hosted a "Generative AI 101" workshop for teams across the organization. The session introduced key generative AI tools and focused on building practical skills in prompt engineering, with an emphasis on real-world use cases and ethical considerations. By integrating these technologies into daily workflows, participants learned how to work more efficiently and creatively. The workshop reflects SODIC's commitment to equipping employees with the tools and knowledge needed to navigate and lead in a rapidly evolving digital landscape.

Safety, Health, and **Well-being**

In real estate, where operational excellence and customer trust go hand in hand, health, safety, and well-being remain central to how we work. At SODIC, we recognize that leadership goes beyond delivering quality to creating safe environments, supporting our people, and building a culture shaped by care and accountability. These values are embedded in our daily operations, helping us grow responsibly while protecting the well-being of our teams and the communities we serve.

Our Approach to Safe Operations

SODIC's integrated Health, Safety, and Environment (HSE) Management System is central to how we manage risk across all projects, construction sites, and facilities. It provides a structured approach to identifying and mitigating hazards, ensuring that both routine and high-risk activities are carried out safely. Through tools such as site audits, peer reviews, and toolbox meetings, we work to prevent incidents and promote a culture where safety is a shared responsibility.

The system is aligned with ISO 45001 and ISO 14001 standards, as well as the Occupational Health and Safety requirements outlined in Egyptian law. This alignment ensures that our operations meet both international and local benchmarks, reinforcing our commitment to providing a safe and sustainable environment for employees, contractors, and all stakeholders.

FIDIC SODIC adheres to **FIDIC** contract standards, ensuring compliance with site health and safety regulations to maintain safe working environments across its projects.

Internal Audits

SODIC conducted an average of five audits per quarter, including regular fire audits and other specialized safety assessments. These audits play a key role in identifying potential risks, ensuring compliance with safety standards, and guiding necessary improvements. By maintaining both the frequency and variety of these assessments, we help ensure a consistently safe environment for employees, residents, and ongoing operations.

OHS Training

In 2024, we deepened our commitment to creating a workplace where safety is second nature. Over the course of the year, our teams dedicated 582 hours to health and safety training. This investment in knowledge empowers people to look out for themselves and each other. Through 24 focused sessions, we reached 360 direct employees and nearly 6,000 contracted team members. These efforts are part of a broader journey: building a culture where care, responsibility, and preparedness are shared values across every site we operate.

Contracted Employees Who Received HSE Training	Direct Employees Who Received HSE Training	Delivered HSE Sessions	Hours of HSE Training Sessions
5,972	360	24	582

Monitoring Safety Metrics

Across our six active construction sites, key safety indicators—including the lost-time injury frequency rate (LTIFR), severity rate (LTISR), and occupational injury frequency rate (OIFR)—dropped to near zero. These results reflect the collective effort of teams who continue to show that safety is not just a protocol. It is a shared responsibility.

For **+1.4** mn
Manhours Worked:

0 LTIFR / **0** LTISR / **0** OIFR

100%
Of Our Employees Are Covered by SODIC's HSE Management System

6
Active Construction Sites in 2024

Unified Governance **Framework**

We maintain strong sustainability governance through solid principles, structures, and processes backed by effective risk management and strong leadership. In 2024, SODIC continued to align its policies with global and national standards, advancing previous efforts. The company also created a Unified Governance Framework and enhanced operational synergies, reaffirming its dedication to effective governance and sustainable growth.

Key achievements included:

Developing and updating over **200** processes

Deploying **100%** of all change request within the company's governance framework

Creating **7** new policies

Aligning with **global** and national Standards

SODIC maintains alignment with both global and national standards, demonstrated through its consistent annual sustainability reporting guided by internationally recognized frameworks, including:

Global **Reporting** Initiative **(GRI)**

United Nations **Global** Compact **(UNGC)**

Global Real Estate **Sustainability** Benchmark **(GRESB)**

Sustainability Accounting **Standards** Board **(SASB)**

Task Force on Climate-related **Financial** Disclosures **(TCFD)**

S&P Corporate **Sustainability** Assessment **(CSA)**
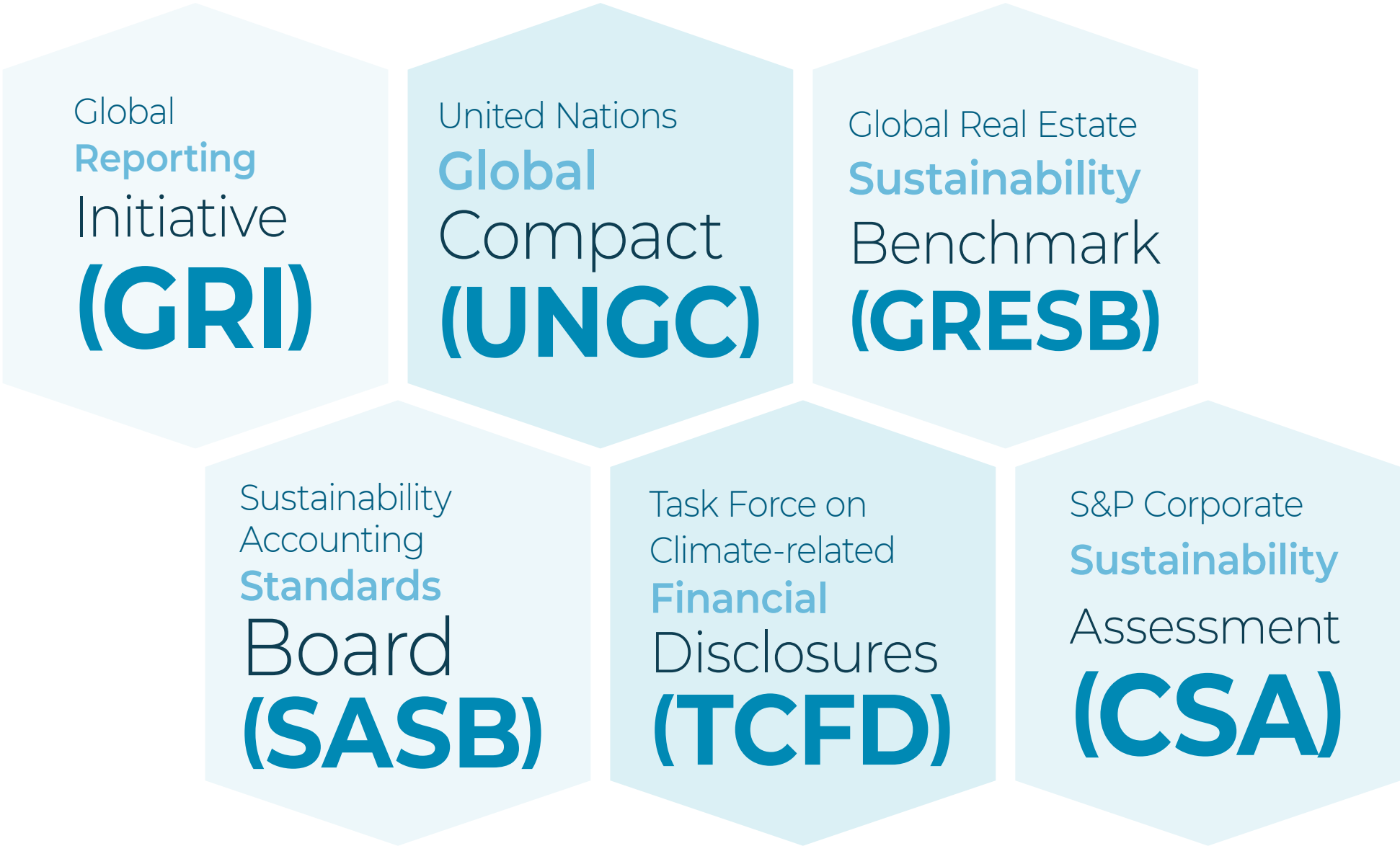
Board Leadership
Board of Directors

Talal Al Dhiyebi

Chairman of the Board
(Non-Executive)

Osama Saleh

Deputy Chairman of
the Board
(Independent))

Jonathan Emery

Board Member
(Non-Executive)

David Dudley

Board Member
(Non-Executive)

Fahad Abdulla Al Mahmood

Board Member
(Non-Executive)

Dalia Khorshid

Board Member
(Independent))

Emma O'Brien

Board Member
(Non-Executive)

Roque Solabarrieta

Board Member
(Non-Executive)

Khalifa Al Blooshi

Board Member
(Non-Executive)

Board Leadership Executive Management

Ayman Amer
General Manager

Ahmed El-Halawany
Chief Development Officer

Aly El Samra
Chief Commercial Officer

Yasser El Said
Chief Projects Officer

Nadine Okasha
Chief Strategy, Brand, & Sustainability Officer

Amr Roshdy
Technology Executive Director

Wael Abdelhak
Procurement Executive Director

Marwa El Khodary
General Council

Mohamed El Deeb
CEO Of Property Management

Mohamed Beltagy
CEO Of Edara

Ibrahim Badr Eldin
Chief Internal Audit & Operational Support Officer

Our Board of Directors, appointed by the general assembly, plays a central role in guiding SODIC's direction and ensuring that our efforts go toward achieving our long-term vision. It provides oversight that balances ambition with accountability, making sure our operations align with legal requirements, internal policies, and regulatory expectations.

By keeping the company's and shareholders' interests at the forefront, the Board holds executive management responsible for delivering on approved plans. It also oversees internal controls, risk management, and our commitments to social and environmental responsibility. To support continuous improvement, the Board adopts governance practices that reflect the evolving needs of the organization and the communities we serve.

As of the end of 2024, the Board comprised **nine members**, including two independent non-executive directors. With an average tenure of one year, the Board demonstrates a strong commitment to diversity and fresh perspectives. All major sustainability initiatives are subject to the Board's review and approval, ensuring accountability and alignment with the company's ESG ambitions. Furthermore, with ESG recognized as a critical risk category, the Board receives regular updates on ESG risk plans to monitor progress and mitigate potential challenges effectively.
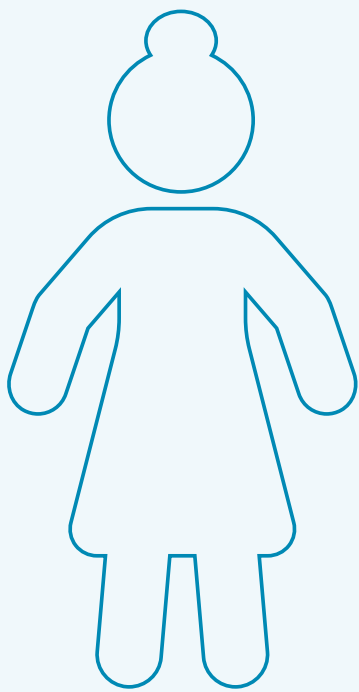
22%
Female Board Representation
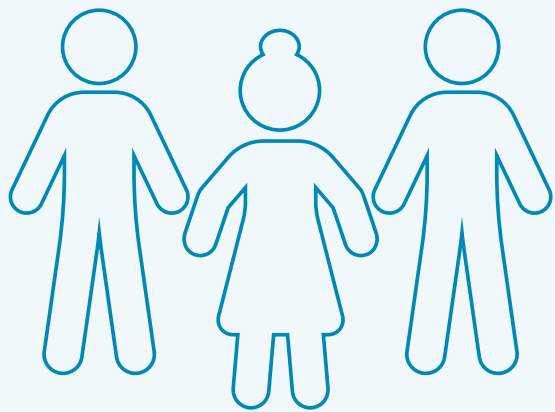
22%
Independent Board Members

*For more details on SODIC's corporate governance, please refer to the **Website** and the annual **Corporate Governance Report.***

Board Committees

SODIC's Board Committees are established in line with applicable laws, the Egyptian Corporate Governance Code, and recognized industry standards. Each committee plays a focused role in supporting the Board of Directors, offering specialized oversight in key areas, such as human resources, risk, auditing, and compliance.

The Nomination and Remuneration Committee (NRC) includes two independent members and one non-executive Board member. It is responsible for shaping the company's approach to compensation, guided by annual performance reviews and defined performance indicators. The committee also oversees nominations for senior leadership roles and evaluates long-term incentive plans to ensure they align with the company's goals.

The Audit, Risk, and Compliance Committee (ARCC) safeguards the integrity of audits and internal controls. It monitors compliance with laws, regulations, and internal policies while also advising on governance and risk frameworks that support sustainable growth.

The Executive Committee (EXCO), chaired by the General Manager, brings together department heads and selected Board members to steer strategic decision-making. EXCO reviews financial and operational performance, evaluates departmental activities, explores new business opportunities, sets investment priorities, and tracks the progress of strategic initiatives.

The ESOP, Nomination, and Remuneration Committee

The Audit, Risk, and Compliance Committee (ARCC)

The Executive Committee (EXCO) – Leadership Team

+200
New Developed Processes

+7
New Developed Policies

Operational Excellence

In 2024, SODIC introduced a Target Operating Model to sharpen the way we work and structure our operations. This model defines clear lines of authority and governance, supported by regular evaluations to ensure it remains effective and relevant.

As part of this transformation, we introduced 200 new processes and seven key policies, including the Customer Interaction Policy, Sales Lead Management Policy, and Diversity and Inclusion Policy. These changes were reinforced by thoughtful technology integration, enabling smoother implementation and better alignment across teams. Every change request submitted during the year was successfully executed, marking a strong step forward in building a more agile and responsive organization.

The SODIC Way

Launched in 2022 through SODIC's Center of Excellence, the SODIC Way platform has become the central hub for all company procedures and policies. It now hosts 881 standard operating procedures and 33 corporate policies, offering employees easy access to consistent, standardized practices across departments.

This digital platform supports operational clarity and alignment, helping teams work more efficiently and with greater confidence. Regular updates ensure that the content stays relevant and responsive to the evolving needs of the business.

Sustainability Forum

SODIC's governance framework includes a Sustainability Forum that reports directly to the General Manager. This forum brings together specialists from across departments to guide the implementation of environmental and social initiatives throughout our operations. By coordinating efforts across teams, it helps ensure that sustainability goals are pursued in step with broader business priorities.

In 2024, the forum convened four times to review ongoing initiatives and evaluate progress through KPIs. Notable developments included the advancement of the Allegria Sewage Treatment Plant (STP) project and the establishment of baseline metrics for Energy Use Intensity (EUI) and Water Use Intensity (WUI) across both new and existing residential projects. Through structured oversight and cross-functional collaboration, the forum plays a key role in driving SODIC's sustainability strategy forward.
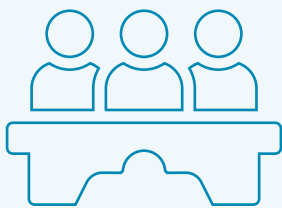
4
Committee Sessions
Held in 2024

Ethical Business Practices

At SODIC, ethical business practices reflect who we are and how we choose to operate. They form the foundation of our decisions, our relationships, and our long-term vision.

To support this commitment, we have established a comprehensive Ethics and Compliance Framework. This framework is designed to evolve with changing regulatory landscapes while maintaining clear and consistent standards for responsible corporate conduct. It helps ensure that our actions remain aligned with both external expectations and our internal values.

Business Ethics and Code of Conduct

Our Code of Conduct is a cornerstone of how we govern ourselves as a company. It defines the standards we hold ourselves to and helps shape a culture built on accountability, integrity, and respect.

The Code outlines expectations for ethical behavior, legal compliance, and transparency in day-to-day operations. It provides clear guidance for navigating ethical challenges, reporting concerns, and resolving issues fairly. It also affirms employee rights and offers practical advice for handling real-world situations in the workplace.

Every employee has direct access to the Code, making it an apt reference that supports consistent, value-driven decision-making across the organization.
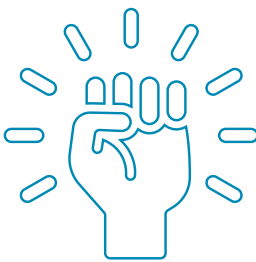
0
Breaches of Non-Compliance
with Law in 2024

Whistleblowing Policy

SODIC is committed to creating a transparent and accountable environment through its Whistleblowing Policy. We protect employees and third parties who report suspected violations of the Code of Ethics or legal requirements. The policy enables the direct reporting of unethical or illegal activities while protecting the identity of those who come forward. By supporting whistleblowers, we build a culture of honesty and integrity.

The reporting system safeguards whistleblower anonymity through secure channels. Each report is thoroughly investigated by the Internal Audit team, which gathers objective evidence while protecting individual privacy and company interests.

Fraud and Anti-Corruption Commitment

SODIC's Fraud Policy sets out specific internal controls designed to detect and respond to fraudulent activity. It clearly defines responsibilities across the organization, ensuring that any irregularities are addressed promptly and consistently.

Executive managers are responsible for monitoring their respective areas and are required to report suspected misconduct directly to the Head of Internal Audit. From there, the Internal Audit department conducts a thorough and impartial review of each reported case. This structured approach helps maintain transparency, reinforces accountability, and supports a culture where integrity is actively protected.

0

Total Number of Critical Concerns in 2024

Risk Management

SODIC's Enterprise Risk Management (ERM) framework plays a key role in shaping strategic decisions by identifying and evaluating risks that could impact our business objectives. It supports governance, strategy, and operations in alignment with our long-term vision.

In 2024, we enhanced our risk assessment methods to stay ahead of emerging challenges. Our ERM approach integrates risk analysis into the broader business strategy, helping ensure consistent performance and long-term resilience.

Environmental risks, especially those related to climate change, are central to our evaluations. These insights guide our partnerships and operational choices, helping us minimize negative impacts on the environment and surrounding communities. By embedding risk awareness into every level of decision-making, we strengthen our contribution to sustainable development.

Sustainability Risk Register

SODIC maintains a dedicated Sustainability Risk Register to track and manage ESG-related risks. Each risk is categorized according to established criteria and monitored through defined protocols. By regularly reviewing and updating this register, we ensure our strategies remain responsive to evolving sustainability priorities. This process helps us stay aligned with our commitments and adapt effectively to emerging environmental and social challenges.

Digitalization and **Cybersecurity**

We believe that digital transformation is not just about adopting new tools—it's about building smarter, more secure, and more connected ways of working. We continue to integrate digital solutions that enhance the efficiency of our operations, strengthen data protection, and simplify how we engage with stakeholders.

Our digital infrastructure is designed with security at its core. It safeguards the information and interactions of everyone in our ecosystem, from clients and employees to business partners. By embedding robust cybersecurity measures into every layer of our systems, we ensure that sensitive data remains protected and that trust is maintained across all touchpoints.

Digital Transformation at SODIC

SODIC's Digital Transformation Policy serves as a practical guide for embedding digital tools across all areas of our business. This approach is not about adopting technology for its own sake; it's about using it to improve how we work, how we serve, and how we grow.

Our digital portfolio includes features like virtual property tours, online reservation systems, and customer service portals. These tools have made it easier for clients to explore and purchase our properties on their own terms and at their own pace. By integrating digital systems into our marketing, sales, and operational workflows, we've significantly reduced processing times and opened up more direct, responsive channels for customer interaction.

This transformation has also improved internal performance, enabling teams to work more efficiently and make better-informed decisions. As we continue to evolve, our focus remains on using digital innovation to create value for our customers, our people, and the communities we serve.

Digitalizing Operations

SODIC's digital systems are designed to bring precision and reliability to everyday operations. Key automated processes—such as Data Loss Prevention, Enterprise Document Management, and SODIC Connect for Facility and Performance Management—help ensure that critical functions run smoothly and securely.

The Teammate Portal has streamlined how our Internal Audit team accesses resources and coordinates tasks, making collaboration more efficient and focused. Behind the scenes, our IT department plays a vital role in maintaining the integrity of our digital infrastructure. From managing network performance and server reliability to safeguarding information security, their work ensures that our systems remain stable and responsive.

Together, these tools and systems have sharpened our operational capabilities, enabling us to scale with confidence and deliver consistent value across the business.
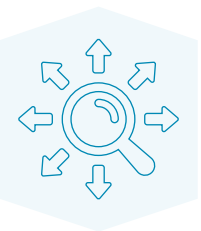
SODIC's internal operations are regularly evaluated, with technology performance currently meeting 89% of its employee satisfaction target, as assessed by other departments within the organization.

0 INCIDENTS
of Leakage, Thefts, or Loss of Customer Data
in 2024

Cybersecurity at SODIC
Our cybersecurity program protects our networks, information assets, and stakeholder data as digital systems expand across our operations. We maintain precise security controls through targeted investments in our digital defense infrastructure.

Cybersecurity Framework
SODIC's security architecture is built on detailed standard operating procedures (SOPs) that define protection requirements for each area of our operations. These SOPs ensure that security measures are tailored, consistent, and aligned with the specific needs of each function. To maintain their effectiveness, we conduct regular testing of our systems. These assessments help validate existing defenses and highlight areas where updates or enhancements are needed.

Proactive Security Measures
SODIC takes a proactive stance on cybersecurity, implementing a range of measures to protect its systems and data. Our approach includes robust vulnerability management, the use of advanced technologies, and strict access controls to safeguard sensitive information.

Key components of our security strategy include the deployment of Advanced Threat Protection (ATP) solutions, DNS security

controls, and comprehensive disaster recovery planning. These tools and protocols help us anticipate potential cyber threats and ensure that we are prepared to respond effectively if incidents occur. Together, they form a resilient defense framework that supports business continuity and protects the trust of our stakeholders.

Cybersecurity Training
At SODIC, we believe that strong cybersecurity starts with awareness. Our employees receive regular security training designed to help them recognize and respond to potential threats with confidence and accuracy. The program includes hands-on exercises that track response times and reporting accuracy, turning theory into practical skill.

In 2024, participation across all training modules was strong. Employees engaged in phishing simulations and response drills that mirrored real-world scenarios, helping them build the instincts needed to act quickly and effectively. We also collect feedback from participants to continuously improve the training experience, ensuring it stays relevant and impactful.

This focus on preparedness strengthens our overall security posture and empowers every team member to play an active role in protecting our digital environment.

AI-Based Solutions
Our digital security framework uses AI systems to protect our emails and monitor our network. They scan for threats in real-time, providing an extra layer of defense.

Responsible **Sourcing**

SODIC's supply chain practices are designed to support environmental stewardship and contribute to local economic development. In 2024, we updated our technical and corporate procurement policies to ensure that environmental standards are consistently upheld across all supplier relationships. These revisions align our sourcing practices with current industry benchmarks for sustainable procurement.

To reinforce this commitment, our Procurement department successfully renewed its certification from the Chartered Institute of Procurement and Supply (CIPS). This recognition confirms that our sourcing methods meet internationally recognized standards of ethical, transparent, and sustainable procurement.

By embedding these principles into our supply chain, we not only reduce environmental impact but also strengthen partnerships that support long-term, inclusive growth.

*For more information, please refer to the **E-Procurement Portal**.*

Expanding Partnerships with Local Suppliers
We are proud to maintain strong connections with the local market: 99.5% of our corporate spending and 99% of technical purchases are made with Egyptian vendors. By focusing on local suppliers, we support domestic business networks and minimize transportation costs, which, in turn, lowers our emissions.

E-Procurement Portal Progress
Our digital procurement platform makes the tender process transparent and impartial. Vendors can submit their proposals through an automated system, which gives everyone the same access to information.

We help new vendors by providing a detailed guide and direct support from our Procurement team during registration and submission. As of year-end 2024, we had 4,800 registered vendors on the platform.

ESG Focus on Supplier Assessments
When evaluating suppliers, we look at technical skills, financial stability, and project experience, as well as environmental and social performance. Our vendor contracts require suppliers to protect human rights and meet labor standards. We are adding more sustainability metrics to our assessment criteria to further improve our supply chain practices.

Process Improvements
We conducted a detailed analysis of our procurement process and introduced changes to accelerate key stages. By making targeted changes, we have shortened the time it takes to select vendors and complete purchases in all categories.

ESG Annexes

Limited Assurance **Statement**

Introduction and Objectives of the Engagement

Masader Environmental and Energy Services S.A.E (the "Assurance Provider") has been engaged by the Sixth of October Development and Investment Co. – SODIC S.A.E (the "Reporting Organization") to provide Moderate Assurance Type 1 (the "Assurance") regarding adherence to the AA1000AS v3 (2020) over the SODIC 2024 Sustainability Report (the "Report").

Scope, Subject Matter, and Limitations

The Report covers the ESG performance data and information of the reporting organization for the year that concluded on December 31, 2024. The Assurance's scope is restricted to a study of the particular data that follows:

- SODIC's ESG Management
- Stakeholder Engagement
- Materiality Assessment

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

- Verifying the data or information provided by SODIC, as stated in the Introduction section and SODIC's Top Management Letters.
- Appropriateness of definitions and any internal reporting criteria adopted by SODIC for its disclosures.

- Appropriateness of any new commitments and objectives established and communicated by SODIC.
- Content of external websites or documents linked from the Report and SODIC.

We have not been engaged to:

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

Intended Users

The Reporting Organization and its stakeholders, including but not limited to clients, staff, investors, governmental bodies, and regulators, are the intended users of this assurance engagement.

Reporting Criteria

The selection of data has been prepared in compliance with the UN Global Compact (UNGC) Principles, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) Standards.

Responsibilities of the Reporting Organization

The provision of the selected information in the Report is the sole responsibility of the Management of SODIC.

The Reporting Organization is responsible for calculating the chosen KPIs in compliance with SODIC's "Basis of Reporting" and preparing the Report in compliance with the reporting criteria and the GRI 2021 Universal Standards.

Assurance Provider's Responsibilities

We are responsible for undertaking a limited assurance engagement and providing an assessment based on the work completed. Our responsibilities were to:

- Provide Moderate Level (Type 1) assurance as per AA1000AS v3 over the accuracy, reliability, and objectivity of the information contained within the Report.
- Form an independent conclusion based on the procedures performed and evidence obtained.

Methodology

To draw our conclusion, we undertook the following procedures:

- Interviewed management and other persons responsible for the Reporting Organization's ESG performance to assess the application of the GRI 2021 Universal Standards in the preparation of the Report.
- Analyzed and evaluated the key structures, processes, procedures, and controls relating to the preparation of the Report.
- Evaluate whether the management approach for the material topics presented in the Report is consistent

with SODIC's overall sustainability management and performance.

- Assessed the completeness and accuracy of the GRI, SASB, TCFD, and UNGC content indexes concerning the disclosures and their omissions.
- Interviewed management and data owners regarding the identification, data collection, consolidation, and reporting process for the selected KPIs.
- Reviewed the selected KPIs in relation to SODIC's internal calculations and supporting documentation.
- Compare the content of the Report against the findings of the outlined procedures.

Statement of Independence and Impartiality

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

Statement of Competence

Masader Environmental and Energy Services S.A.E is an AA1000AS v3-Licensed Assurance Provider as per the license agreement (ID: 000-882) with Accountability AA1000 CIC.

The assurance team has extensive experience assessing ESG data, systems, and procedures.

Recommendations

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

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

Conclusion

Our conclusion has been formed based on and is subject to the matters outlined in this Report. Our evidence is sufficient and appropriate to provide a basis for our findings. The conclusion on applying the AA1000 Assurance Principles (2018) is presented below.

Based on the procedures performed and the evidence obtained, as described above, nothing has come to our attention that causes us to believe that the selected information of SODIC's Report for the year ended December 31, 2024 has not been prepared, in all material respects, in accordance with the standards, frameworks, and principles indicated in the "Reporting Criteria" section above.

According to the terms of our engagement, this independent assurance statement on the selected information has been prepared for SODIC concerning reporting to the Reporting Organization's stakeholders and for no other purpose or in any other context.

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

Dr. Abdelhamid Beshara
Founder and Chief Executive Officer
Masader, Environmental and Energy Services (S.A.E)
Cairo, June 23, 2025

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

Abbreviations and **Acronyms**

AI	Artificial Intelligence
ARCC	Audit, Risk, and Compliance Committee
ASSET	Sustainable Social Enterprise Training
ATP	Advanced Threat Protection
BoD	Board of Directors
CIPS	Chartered Institute of Procurement and Supply
CoE	Center of Excellence
CSR	Corporate Social Responsibility
EDNC	Eastown District New Cairo
EGP	Egyptian Pounds
ESG	Environmental, Social, and Governance
ERM	Enterprise Risk Management
EV	Electric Vehicles
EXCO	Executive Committee

GHG	Greenhouse Gas
GRESB	Global Real Estate Sustainability Benchmark
GRI	Global Reporting Initiative
GWh	Gigawatt hours
HSE	Health, Safety, and Environment
IPCC	Intergovernmental Panel on Climate Change
KPI	Key Performance Indicator
ISO	International Standardization Organization
kWh	Kilowatt-hour
LTIFR	Lost Time Injury Frequency Rate
LTISR	Lost-Time Injury Severity Rate
MWh	Megawatt Hour
NPS	Net Promoter Score
OIFR	Occupational Illness Frequency Rate

OHS	Occupational Health and Safety
PoD	People of Determination
PIP	Performance Improvement Plan
PPE	Personal Protective Equipment
ROI	Return on investment
S&P CSA	S&P Global Corporate Sustainability Assessment
SASB	Sustainability Accounting Standards Board
SODIC	Sixth of October Development and Investment Co.
SOP	Standard Operating Procedure
STP	Sewage Treatment Plant
TCFD	Task Force on Climate-Related Financial Disclosures
mtCO$_2$e	Metric Tonnes of Carbon Dioxide Equivalent
UNGC	United Nations Global Compact
Y-O-Y	Year-Over-Year

ESG **Data**

2024 Environmental Performance Indicators

GHG Emissions

		Unit	2023	2024
Scope 1 (Direct)	Total	mtCO$_2$e	5,126	5,908
Scope 2 (Indirect)	Total (location-based)	mtCO$_2$e	32,712	26,356
Scope 1+2	**Total**	**mtCO$_2$e**	**37,838**	**32,265**
Scope 3 (Other Indirect)	**Total**	**mtCO$_2$e**	**627,925**	**324,637**
	Category 1: Purchased goods and services	mtCO$_2$e	225,314	129,544
	Category 2: Capital goods	mtCO$_2$e	75	33
	Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	mtCO$_2$e	3,326	2,887
	Category 5: Waste generated in operations	mtCO$_2$e	9,216	9,704
	Category 6: Business travel	mtCO$_2$e	34	34
	Category 7: Employee commuting	mtCO$_2$e	11,047	10,236
	Category 11: Use of sold products	mtCO$_2$e	378,913[4]	172,198
Scope (1+2+3)	**Total**	**mtCO$_2$e**	**665,763[5]**	**356,902**
Reduced Emissions	**Total**	**mtCO$_2$e**	**69**	**69**

		Unit	2023	2024
Carbon Intensity	Sports Clubs Facilities Carbon Intensity	kgCO$_2$e/Built Up Area m^2	261.11[6]	272.44
	Residential Developments Carbon Intensity	kgCO$_2$e/ Gross Floor Area m^2	7.09	3.49
	None-Residential Facilities Carbon Intensity	kgCO$_2$e/ Gross Floor Area m^2	34.76[7]	39.01
	Scope 1+2 emissions per MN EGP of revenue	mtCO$_2$e/ Million EGP	3.66	3.31

4 2023 Emissions have been recalculated using a more accurate and business-representative methodology, which was then consistently applied to the 2024 reporting year.

5 Updated total emissions to reflect methodological refinements in calculating Category 11 (Use of Sold Products).

6 Recalculated carbon intensity using built-up area rather than total site area. This methodological refinement better reflects the actual operational footprint.

7 Reported values have been updated to correct prior inaccuracies.

Scope 1, 2, 3, GHG Emissions across Business Units, 2024 (mtCO$_2$e)

Business Unit	Scope 1 (mtCO$_2$e)		Scope 2 (mtCO$_2$e)		Scope 3 (mtCO$_2$e)		Total (mtCO$_2$e)	
	2023	2024	2023	2024	2023	2024	2023	2024
Construction Projects	1,923	1,538	1,062	1,306	388,487*	208,366	391,472	211,209
Residential Developments	709	1,883	19,191	11,316	130,300*	46,273	150,200	59,472
Non-Residential Facilities	459	389	9,777	10,911	106,246*	66,549	116,482	77,849
Sports Facilities	2,035	2,098	2,682	2,823	2,892	3,449	7,609	8,371
Total SODIC	5,126	5,908	32,712	26,356	627,925[8]	324,637	665,763	356,902

8 2023 Emissions have been recalculated using a more accurate and business-representative methodology, which was then consistently applied to the 2024 reporting year.

Energy and Water

Total Energy Consumption by Source (MWh)

Business Unit	Natural Gas		Diesel[9]		Petrol[10]		Purchased Electricity[11]		Renewable Energy	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Construction Projects	-	16	2,129	5,321	5,327	423	2,315	2,847	-	-
Residential Developments	1,251	6,366	2,257	409	164	256	41,838	24,671	1	1
Non-Residential Facilities	201	0	852	871	652	734	21,315	23,787	150[12]	150
Sports Facilities	7,927	9,192	1,066	454	301	195	5,847	6,155	-	-
Total	9,379	15,574	6,303	7,055	6,445	1,608	71,315	57,460	151	151

Total Water Withdrawals by Business Unit (m³)

Business Unit	Water Withdrawals (m³)	
	2023	2024
Construction Projects	1,776,450	1,104,134
Residential Developments	4,699,940	3,605,111
Non-Residential Facilities	34,792	140,716
Sports Facilities	549,965	1,120,988
Total	7,061,147	5,970,949*

9   Includes both stationary combustion (diesel generators), mobile consumption by tractors, and transport vehicles (vans and buses). Average fuel conversion factors (100 liters/km) of the types of vehicles owned were used to calculate the average total energy consumed as a result of fuel consumption by SODIC's owned vehicles (vans and buses).

10   Average fuel conversion factors (100 liters/km) of the types of vehicles owned were used to calculate the average total energy consumed as a result of fuel consumption by SODIC's owned passenger cars.

11   Purchased electricity consumed across SODIC's owned and controlled assets; its emissions have been accounted for under Scope 2.

12   Reported values have been updated to correct prior inaccuracies.

Materials and Waste

Total Materials Consumption (tonnes)

Material Type	Total Weight	
	2023	**2024***
Aggregates	144,668	-
Asphalt	26,247	394
Mortar	79,065	1,855
Concrete	568,384	21,784
Low-Carbon Steel	4,000	-
Steel	30,916	3,200
Wood	6,813	-
HDPE	1,420	37,889
PVC	1,201	
Total	**718,046**	**65,122**

*Most of the materials for the projects reported since 2023 were procured using hedging strategies. Major concrete work is already nearly completed.

Total Waste Generated (tonnes), 2024

Business Unit	Type of Waste	Total Generated Amount	
		2023	**2024**
Construction Projects	Construction	443,184	465,808
Residential Developments	Refuse	6,112	6,583
	Metals	NA[13]	4
	Paper and Cardboard	NA	24
	Plastics	NA	24
	Other	NA	4
Non-Residential Facilities	Paper and Cardboard	22	429
	Plastics	NA	153
	Metals	NA	3
	Refuse	56	944
	Other	NA	3
Sports Facilities	Plastics	21	74
	Paper and Cardboard	22	21
	Metals	3	7
	Refuse	965	934
Total		**450,381**	**475,016**

13 Not available.

2024 Social Performance Indicators

Disclosure	SODIC Corporate Offices	Edara Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Employees Breakdown						
Total Number of Employees	693	2,863	83	101	446	4,186
Male	501	2,619	64	88	395	3,667
Female	192	244	19	13	51	519
People of Determination	2	28	5	-	2	37
Full-Time Employees	693	2,863	78	90	410	4,134
Male	501	2,619	59	78	362	3,619
Female	192	244	19	12	48	515
Part-Time Employees	-	-	5	11	36	52
Male	-	-	5	10	33	48
Female	-	-	-	1	3	4
Permanent Contract	429	2,863	78	90	410	3,870
Male	337	2,619	59	78	362	3,455
Female	92	244	19	12	48	415
Temporary Contract	264	-	5	11	36	316
Male	164	-	5	10	33	212
Female	100	-	-	1	3	104

Disclosure	SODIC Corporate Offices	Edara Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Workers Who Are Not Employees (No.)						
Outsourced Workers	245	965	-	-	-	
Consultants	12	-	-	-	-	
Trainers	-	-	5	11	36[14]	
Employees by Age Group (%)						
% Under 30 years	10%	28%	19%	43%	32%	
% 30–50 years	79%	65%	64%	51%	63%	
% Above 50 years	11%	8%	17%	6%	6%	
New Hires (No.)						
Total Number of New Hires	76	695	3	12	17	803
New Hires – Male	57	568	3	8	14	650
New Hires – Female	19	127	-	4	3	153
New Hires – Under 30 Years	18	327	1	4	11	361
New Hires – 30–50 Years	58	352	2	8	6	426
New Hires – Above 50 Years	-	16	-	-	-	16
New Hires – People of Determination	-	3	-	-	-	3
% Internal Hires from Total[15]	13%	-	-	-	8%	-
% Internal Hires – Male	70%	-	-	-	63%	-
% Internal Hires – Female	30%	-	-	-	17%	-
Average Hiring Cost per Employee[16]	Confidential	Confidential	Confidential	Confidential	Confidential	-

14 Sports Trainers /F&B.

15 Percentage from total number of open positions filled by internal candidates.

16 For SODIC Clubs: the figures represent the average hiring cost per employee per month.

Disclosure	SODIC Corporate Offices	Edara Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Turnover (No.)						
Total Turnover	117	610	26	48	107	908
Turnover – Voluntary	114	603	25	48	107	897
Turnover – For Cause	3	7	1	-	-	11
Turnover – Male	82	538	21	43	95	779
Turnover – Female	35	72	5	5	12	129
Turnover – Under 30 Years	11	284	13	23	67	398
Turnover – 30–50 Years	97	304	12	24	34	471
Turnover – Above 50 Years	9	22	1	1	6	39
Turnover – People of Determination	-	2	-	-	-	2
Turnover Rate[17]						
Total Turnover Rate	17%	24%	40%	53%	25%	23%
Turnover Rate – Voluntary	16%	24%	38%	53%	25%	23%
Turnover Rate – For Cause	0.4%	0.3%	2%	-	-	0.3%
Turnover Rate – Male	16%	21%	32%	47%	22%	20%
Turnover Rate – Female	18%	3%	8%	5%	3%	3%
Turnover Rate – Under 30 Years	17%	11%	20%	25%	15%	-
Turnover Rate – 30–50 Years	18%	12%	18%	26%	8%	-
Turnover Rate – Above 50 Years	11%	1%	2%	1%	1%	-
Turnover Rate – People of Determination	-	0.1%	-	-	-	-

17 Total turnover rate represents the number of leavers divided by the average number of employees in 2024.

Disclosure	SODIC Corporate Offices	Edara Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Employee Training and Development						
Total Number of Training Hours	6,031	808	96	108	248	7,291
Average Training Hours per Employee	8.7	0.3	1.2	1.1	0.6	11.9
Average Training Hours Breakdown by Gender and Employee Category						
Male	11	0.2	1.3	1	0.5	-
Female	2.6	1.2	0.8	1.4	0.7	-
Band S: Chief Executive Officers	-	-	-	-	-	-
Band O: Executive Directors, Senior Directors, and Directors	8.4	-	-	-	-	-
Band D: Senior Manager and Manager	6.2	2.1	0.7	0.5	1	-
Band I: Supervisors, Senior Specialists, and Specialists	13.2	0.2	0.9	1	1.7	-
Band C: Juniors and Coordinators	1.5	0.04	0.9	0.5	0.3	-
Entry Level	-	-	4.4	1.2	0.6	-
Pay Gap Indicators – Gender Pay Ratio (Female to Male)						
Executive Level (base salary only)	Confidential	Confidential	-	-	-	-
Executive Level (base salary + other cash incentives)	Confidential	Confidential	-	-	-	-
Management Level (base salary only)	Confidential	Confidential	1.5	-	-	-
Management Level (base salary + other cash incentives)	Confidential	Confidential	1.5	-	-	-
Non-Management Level (base salary only)	Confidential	Confidential	0.9	1.1	0.9	-

Disclosure	SODIC Corporate Offices	Edara Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Parental Leave						
Number of Employees Who Were Entitled to Parental Leave	693	126	-	-	3	822
Male	501	-	-	-	-	501
Female	192	126	-	-	3	321
Number of Employees Who Took Parental Leave in 2024	-	2	-	-	3	12
Male	-	-	-	-	-	7
Female	-	2	-	-	3	5
Number of Employees Who Returned to Work after Parental Leave Ended	-	1	-	-	3	12
Male	-	-	-	-	-	7
Female	-	1	-	-	3	5
Return to Work Rate	-	50%	-	-	100%	100%

Performance and Career Development Reviews

Performance and Career Development Reviews	SODIC Corporate Offices	Edara Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Total No. of Employees Who Received Career Development Reviews	514	2,105	67	80	389	3,155
% Employees from Total Who Received Performance and Career Development Reviews	74%	74%	81%	79%	87%	75%
Total No. of Male Employees	386	1,969	53	68	344	2,820
% from Total Male Employees	77%	75%	83%	77%	87%	77%
Total No. of Female Employees	128	136	14	12	45	335
% from Total Female Employees	67%	56%	74%	92%	88%	65%
Total No. of Band S: Chief Executive Officers	7	NA	1	-	-	8
% from Total Band S: Chief Executive Officers	78%	NA	100%	-	-	80%
Total No. Band O: Executive Directors, Senior Directors, and Directors	26	NA	3	-	1	30
% from Total Band O: Executive Directors, Senior Directors, and Directors	68%	NA	100%	-	100%	71%
Total No. Band D: Senior Manager and Manager	100	NA	12	1	2	115
% from Total Band D: Senior Manager and Manager	68%	NA	92%	50%	100%	70%

Performance and Career Development Reviews	SODIC Corporate Offices	Edara Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Total No. Band I: Supervisors, Senior Specialists, and Specialists	256	NA	26	6	29	317
% from Total Band I: Supervisors, Senior Specialists, and Specialists	72%	NA	93%	100%	100%	76%
Total No. Band C: Juniors and Coordinators	62	NA	22	32	164	280
% from Total Band C: Juniors and Coordinators	78%	NA	73%	65%	77%	75%
Total No. Band X: Ancillary Jobs	63	NA	3	41	193	300
% from Total Band X: Ancillary Jobs	98%	NA	38%	93%	96%	95%
Total No. Grade A: Top Management and Department Managers	NA	23	NA	NA	NA	**23**
% from Total Grade A: Top Management and Department Managers	NA	66%	NA	NA	NA	66%
Total No. Grade B: Administrative, Operational, and Engineering Jobs	NA	224	NA	NA	NA	**224**
% from Total Grade B: Administrative, Operational, and Engineering Jobs	NA	67%	NA	NA	NA	67%
Total No. Grade C: Blue Collars and Supervisory Jobs	NA	348	NA	NA	NA	**348**
% from Total Grade C: Blue Collars and Supervisory Jobs	NA	82%	NA	NA	NA	82%
Total No. Grade D: Workers and Technicians	NA	1510	NA	NA	NA	1510
% from Total Grade D: Workers and Technicians	NA	73%	NA	NA	NA	73%

Diversity Across Employee Categories per Subsidiary

SODIC Corporate Offices	Breakdown by Gender		Breakdown by Age Group		
	Male	Female	Under 30	30–50	Above 50
Band S: Chief Executive Officers	78%	22%	-	67%	33%
Band O: Executive Directors, Senior Directors, and Directors	79%	21%	-	71%	29%
Band D: Senior Managers and Managers	69%	31%	1%	87%	11%
Band I: Supervisors, Senior Specialists, and Specialists	68%	32%	12%	83%	5%
Band C: Juniors and Coordinators	73%	27%	25%	57%	18%
Band X: Ancillary Jobs	98%	2%	2%	73%	25%
Entry Level	68%	32%	29%	70%	1%
Employee Diversity Across Management Positions (%)					
Top Management	78%	22%	-	67%	33%
Middle Management	79%	21%	-	71%	29%
Junior Management	69%	31%	1%	87%	11%
Management Positions in Revenue-Generating Functions	80%	20%	4%	92%	4%

Edara Property Management	Breakdown by Gender		Breakdown by Age Group		
	Male	Female	Under 30	30–50	Above 50
Category 1: Grade A: Top Management and Department Managers	83%	17%	-	63%	37%
Category 2: Grade B: Administrative, Operational, and Engineering Jobs	85%	15%	34%	63%	4%
Category 3: Grade C: Blue Collar and Supervisory jobs	97%	3%	16%	76%	8%
Category 4: Grade D: Workers and Technicians	92%	8%	29%	63%	8%

SODIC Clubs (Corporate)	Breakdown by Gender		Breakdown by Age Group		
	Male	Female	Under 30	30–50	Above 50
Band S: Chief Executive Officers	100%	-	-	-	100%
Band O: Executive Directors, Senior Directors, and Directors	100%	-	-	67%	33%
Band D: Senior Managers and Managers	77%	23%	-	69%	31%
Band I: Supervisors, Senior Specialists, and Specialists	71%	29%	21%	71%	7%
Band C: Juniors and Coordinators	90%	10%	30%	50%	20%
Band X: Blue Collars	38%	63%	25%	75%	-

SODIC Clubs (EAST)	Breakdown by Gender		Breakdown by Age Group		
	Male	Female	Under 30	30–50	Above 50
Band S: Chief Executive Officers	-	-	-	-	-
Band O: Executive Directors, Senior Directors, and Directors	-	-	-	-	-
Band D: Senior Managers and Managers	100%	-	-	50%	50%
Band I: Supervisors, Senior Specialists, and Specialists	100%	-	-	67%	33%
Band C: Juniors and Coordinators	98%	2%	53%	43%	4%
Band X: Blue Collars	73%	27%	39%	59%	2%

SODIC Clubs (WEST)	Breakdown by Gender		Breakdown by Age Group		
	Male	Female	Under 30	30–50	Above 50
Band S: Chief Executive Officers	-	-	-	-	-
Band O: Executive Directors, Senior Directors, and Directors	-	100%	-	100%	-
Band D: Senior Managers and Managers	100%	-	-	100%	-
Band I: Supervisors, Senior Specialists, and Specialists	86%	14%	-	97%	3%
Band C: Juniors and Coordinators	94%	6%	29%	63%	8%
Band X: Blue Collars	84%	16%	39%	58%	2%

Occupational Health and Safety

Work-Related Injuries

Health and Safety Indicators	Direct Employees		Contracted Employees	
	2023	**2024**	**2023**	**2024**
Manpower (no. of employees per year)	370	360	5,162	5,972
Lost-Time Injuries (LTI) (no.)	0	0	1	0
Lost Days due to Injuries (no.)	0	0	3	0
Fatalities (No.)	0	0	0	1
Lost-Time Injury Frequency Rate (LTIFR)	0	0	0.076	0
Lost-Time Injury Severity Rate (LTISR)	0	0	0.22	0

Occupational Health and Safety Audits – 2024

Audits Conducted for Projects in 2024	
Quarterly OHS and Fire Audits	20
Fire Audits	15
Other Audits	5

Health and Safety Training Performance

Occupational Health and Safety Training and Induction	2023	2024
No. of Hours of Health and Safety Training Sessions Delivered	492	582
No. of Health and Safety Sessions Delivered	22	24
No. of **Direct Employees** Who Received HSE Training	370	360
No. of **Contracted Employees** Who Received HSE Training	5,162	5,972

Prioritizing the Welfare of Our Workers

HSE Management System Coverage	2023	2024
No. of Contracted Employees/ Workers in the Year	370	360
% of Employees that Are Covered by SODIC's HSE Management System	100%	100%
No. of Construction Project Sites that Were Operating during the Year	8	6
% of Sites Compared to the Total No. of Sites in the Year that Were Covered by the HSE MS	100%	100%

Basis for Reporting the Environmental and Social Indicators

This section outlines the definitions and underlying methodologies adopted for collecting and calculating SODIC's environmental and social performance indicators presented in the previous sections.

Basis for Reporting the Social Indicators[18]

Disclosure	Definition	Scope	Units	Method
Headcount	Total number of full-time Employees (FTE) as of December 31, 2024.	FTEs across all business units and fully owned subsidiaries.	Number (#)	The total number of employees across all business units and fully owned subsidiaries.
Gender Representation	Percentage of female and male employees among total headcount as of December 31, 2024.	FTEs across all business units and fully owned subsidiaries.	Percentage (%)	Number of employees of a specified gender divided by total number of employees.
Employees by Job Contract	Representing the number of employees according to their types of contracts and employment.	FTEs across subsidiaries who are full-time or part-time and FTEs with permanent or temporary contracts.	Number (#)	Number of employees with their designated type of employment within each subsidiary.
Workers Who Are Not Employees	Representing the type of non-employment work and the number of workers in each category across subsidiaries.	Total number of workers who are not employed across subsidiaries.	Number (#)	Number of workers with their designated type of work divided within each subsidiary.
Age Representation	Percentage of employees belonging to specific age groups as of December 31, 2024.	FTEs across all business units and wholly owned subsidiaries.	Percentage (%)	Number of employees for specified age group divided by total number of employees.
Disability Representation	Representing the percentage of employees with disabilities among the total workforce as of December 31, 2024.	FTEs across all business units and wholly owned subsidiaries	Percentage (%)	Number of employees with disabilities divided by the total number of employees.
Management Representation	Percentage of male or female employees across management as of December 31, 2024.	FTEs across all business units and fully owned subsidiaries Percentage (%).	Percentage (%)	Number of employees for specified gender divided by total number of employees in specified management category.

18 The reported disclosures/indicators originate from the HR departments of each SODIC subsidiary and have been obtained from their respective database systems.

Disclosure	Definition	Scope	Units	Method
Gender Pay Ratio	The ratio of average annual salary cost between males and females.	Ratio of Average Annual salary and cost between Males and Females.	Ratio (Male: Female = 1:X)	Average total annual salary cost of all male employees to the average yearly total salary cost of all female employees.
New Hires	Total number of full-time employees (FTE) hired during 2024 by gender, geographical location, and age groups.	FTEs across all business units and fully owned subsidiaries.	Number (#)	The total number of employees hired during 2024 across businesses.
Turnover	Percentage of employees (gender-wise) who left the organization during 2024 by gender and age.	FTEs across all business units and wholly owned subsidiaries.	Percentage (%)	Number of employees who left the organization by gender and by age groups divided by total number of FTEs.
Total Training Hours	Total hours of formal training imparted by the organization to employees.	FTEs across all business units and fully owned subsidiaries. SODIC Club subsidiaries did not record training hours because they established the subsidiaries in 2024.	Hours	The sum of all training hours, where one hour represents one hour spent by an employee during a training session.
Average Training Hours Per Employee	Average hours of formal training imparted by the organization to each employee.	FTEs across all business units and fully owned subsidiaries.	Hours	Total hours of formal training imparted by the organization divided by the total number of employees at the organization as of December 31, 2024.
Average Training Hours Breakdown by Gender and Employee Category	Average hours of formal training imparted by the organization to each employee by gender and employee category.	FTEs across all business units and fully owned subsidiaries.	Hours	Total hours of formal training imparted by the organization to each category divided by the total number of employees in each category at the organization as of December 31, 2024.
Pay Gap	Gender Pay Ratio	FTEs across all business units and fully owned subsidiaries.	Ratio (#)	The average wage level for women is different from that of men, and then the average wage level of men is divided by the average wage level of men.

Disclosure	Definition	Scope	Units	Method
Parental Leave Entitlement	Number of employees entitled to the parental leave benefit during the reporting period.	FTEs across all business units and fully owned subsidiaries.	Number (#)	The sum of employees entitled to parental leave during the reporting year.
Parental Leave	Number of employees who availed of the parental leave benefit during the reporting period.	FTEs across all business units and fully owned subsidiaries.	Number (#)	The sum of employees who availed parental leave during the reporting year.
Parental Leave – Retention Rate	Percentage of employees who availed of parental leave benefits and returned to work after completing the stipulated leave period.	FTEs across all business units and fully owned subsidiaries.	Percentage (%)	Total number of employees who returned to work after the parental leave divided by total number of employees who took the leave across the subsidiaries.
Performance and Career Reviews	Number of employees who received career reviews during the reporting period ended on December 31, 2024.	FTEs across all business units and fully owned subsidiaries.	Number (#)	The sum of employees who have received the performance and career reviews across the subsidiaries.
Percentage of Employees Who Received Career Reviews	Percentage of employees who received career and development reviews during the reporting period ended on December 31, 2024.	FTEs across all business units and fully owned subsidiaries.	Percentage (%)	The total number of employees who received reviews divided by the total number of employees across the subsidiaries.
Percentage of Employees Who Received Career Reviews by Gender and Employee Category	Percentage of employees who received performance and career development reviews during the reporting period.	FTEs across all business units and fully owned subsidiaries.	Percentage (%)	Total number of employees who received reviews divided by the total number of employees across each gender and employee category within each subsidiary.

GRI Content Index

Statement of Use	Sixth of October, Development and Investment Co. – SODIC S.A.E has reported in accordance with the GRI Standards for the period from January 1, 2024, to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	None

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
	The Organization and its Reporting Practices					
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report (p. 4) https://ir.sodic.com/				
	2-2 Entities included in the organization's sustainability reporting	About This Report (p. 4)				
	2-3 Reporting period, frequency, and contact point	About This Report (p. 4)				
	2-4 Restatement of information	None				
	2-5 External assurance	Limited Assurance Statement (p. 60-61)				
	Activities and Workers					
	2-6 Activities, value chain, and other business relationships	About SODIC (p. 9-11)				
	2-7 Employees	Creative and Engaging Workplace (p. 41-47) 2024 Social Performance Indicators (p. 68-77)				8.5, 10.3
	2-8 Workers who are not employees	2024 Social Performance Indicators (p. 69)				8.5
	Governance					
	2-9 Governance structure and composition	Unified Governance Framework (p. 48-55)				5.5, 16.7
	2-10 Nomination and selection of the highest governance body	Unified Governance Framework (p. 49-52)				5.5, 16.6, 16.7
	2-11 Chair of the highest governance body	Unified Governance Framework (p. 49-52)				16.6

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Unified Governance Framework (p. 49-55)				16.7
	2-13 Delegation of responsibility for managing impacts	Unified Governance Framework (p. 49-55)				
	2-14 Role of the highest governance body in sustainability reporting	Unified Governance Framework (p. 49-55)				
	2-15 Conflicts of interest	Unified Governance Framework (p. 48-55)				16.6
	2-16 Communication of critical concerns	Unified Governance Framework (p. 54) whistleblowing.sodic.com				
	2-17 Collective knowledge of the highest governance body	Unified Governance Framework (p. 48-55)				
	2-18 Evaluation of the performance of the highest governance body	Unified Governance Framework (p. 48-55)				
	2-19 Remuneration policies	Unified Governance Framework (p. 52)				
	2-20 Process to determine remuneration	Unified Governance Framework (p. 52)				16.7
	2-21 Annual total compensation ratio	Unified Governance Framework (p. 52)				
Strategy, Policy, and Practices						
	2-22 Statement on sustainable development strategy	Management Messages (p. 5-8)				
	2-23 Policy commitments	Management Messages (p. 8) Ensuring Materiality (p. 14 - 16) Unified Governance Framework (p. 48-55)				16.3
	2-24 Embedding policy commitments	Unified Governance Framework (p. 48-55)				
	2-25 Processes to remediate negative impacts	Unified Governance Framework (p. 48-55)				

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Unified Governance Framework (p. 48-55)				16.3
	2-27 Compliance with laws and regulations	Unified Governance Framework (p. 48-55)				
	2-28 Membership associations	Unified Governance Framework (p. 48) United Nations Global Compact (UNGC)				
	Stakeholder Engagement					
	2-29 Approach to stakeholder engagement	Fostering Stakeholder Engagement (p. 17)				
	2-30 Collective bargaining agreements	SODIC respects employees' right to representation and open dialogue in the workplace.				8.8
GRI 3: Material Topics 2021						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Ensuring Materiality (p. 14-16) Fostering Stakeholder Engagement (p. 17)				
	3-2 List of material topics	Ensuring Materiality (p. 14-16)				
Governance, Ethics, and Transparency						
GRI 3: Material Topics 2021	3-3 Management of material topics	Unified Governance Framework (p. 48-55)				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Unified Governance Framework (p. 53-55)				16.5
	205-2 Communication and training about anti-corruption policies and procedures	Unified Governance Framework (p. 54)				16.5
	205-3 Confirmed incidents of corruption and actions taken	Unified Governance Framework (p. 53-55)				16.5
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Unified Governance Framework (p. 53-55)				16.3

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Digital Transformation and Cybersecurity						
GRI 3: Material Topics 2021	3-3 Management of material topic	Digitalization and Cybersecurity (p. 56-57)				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digitalization and Cybersecurity (p. 56-57)				16.3, 16.10
Responsible Investment and Diversified Growth						
GRI 3: Material Topics 2021	3-3 Management of material topics	About SODIC (p. 9-11) Creative and Engaging Workplace (p. 44)				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Building Thriving Communities (p. 32-36) Staying Close to our Customer Base (p. 37-39)				5.4, 9.1, 9.4, 11.2
	203-2 Significant indirect economic impacts	Building Thriving Communities (p. 32-36) Responsible Sourcing (p. 58)				1.2, 1.4, 3.8, 8.2, 8.5
Innovation and Opportunities in Green Building						
GRI 3: Material Topics 2021	3-3 Management of material topics	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23-27)				

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Responsible Supply Chain Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23-27)				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Sourcing (p. 58)				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Sourcing (p. 58)				
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing (p. 58)				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Sourcing (p. 58)				
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Sourcing (p. 58)				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Responsible Sourcing (p. 58)				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible Sourcing (p. 58)				

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Customer Experience						
GRI 3: Material Topics 2021	3-3 Management of material topics	Staying Close to our Customer Base (p. 37-39)				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Staying Close to our Customer Base (p. 37-39) Safety, Health and Well-being (p. 46-47) Digitalization and Cybersecurity (p. 56-57)				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Staying Close to our Customer Base (p. 37-39) Digitalization and Cybersecurity (p. 56-57)				16.3
Talent Acquisition and Retention						
GRI 3: Material Topics 2021	3-3 Management of material topics	Creative and Engaging Workplace (p. 41-47)				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Creative and Engaging Workplace (p. 41) 2024 Social Performance Indicators (p. 69-70)				5.1, 8.5, 8.6, 10.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Creative and Engaging Workplace (p. 43)				3.2, 5.4, 8.5
	401-3 Parental leave	2024 Social Performance Indicators (p. 72)				5.1, 5.4, 8.5

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Learning and Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	Learning and Development (p. 45)				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Learning and Development (p. 45) 2024 Social Performance Indicators (p. 71)				4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Development (p. 45)				8.2, 8.5
	404-3 Percentage of employees receiving regular performance and career development reviews	Learning and Development (p. 45) 2024 Social Performance Indicators (p. 73-74)				5.1, 8.5, 10.3

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Employee Well-being and Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Safety, Health and Well-Being (p. 46-47)				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safety, Health and Well-Being (p. 46-47)				3.3, 3.4, 3.9, 8.8, 16.1
	403-2 Hazard identification, risk assessment, and incident investigation	Safety, Health and Well-Being (p. 46-47)				8.8
	403-3 Occupational health services	Safety, Health and Well-Being (p. 46-47)				8.8
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety, Health and Well-Being (p. 46-47)				8.8, 16.7
	403-5 Worker training on occupational health and safety	Safety, Health and Well-Being (p. 46-47)				8.8
	403-6 Promotion of worker health	Safety, Health and Well-Being (p. 46-47)				3.3, 3.5, 3.7, 3.8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety, Health and Well-Being (p. 46-47)				8.8
	403-8 Workers covered by an occupational health and safety management system	Safety, Health and Well-Being (p. 46-47)				8.8
	403-9 Work-related injuries	Safety, Health and Well-Being (p. 46-47) 2024 Social Performance Indicators (p. 77)				3.6, 3.9, 8.8, 16.1
	403-10 Work-related ill health	Safety, Health and Well-Being (p. 46-47) 2024 Social Performance Indicators (p. 77)				3.3, 3.4, 3.9, 8.8, 16.1

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Workforce Diversity and Inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	Creative and Engaging Workplace (p. 41-43) Unified Governance Framework (p. 51)				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Creative and Engaging Workplace (p. 41-43) Unified Governance Framework (p. 51) 2024 Social Performance Indicators (p. 68-69)				5.1, 5.5, 8.5
	405-2 Ratio of basic salary and remuneration of women to men	2024 Social Performance Indicators (p. 71)				5.1, 8.5, 10.3
Inclusive and Impactful Community Relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Building Thriving Communities (p. 32-36)				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Building Thriving Communities (p. 32-36)				
	413-2 Operations with significant actual and potential negative impacts on local communities	Building Thriving Communities (p. 32-36)				1.4, 2.3

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Energy Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23-26)				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Resource Efficiency (p. 23-27) 2024 Environmental Performance Indicators (p. 65)				7.2, 7.3, 8.4, 12.2, 13.1
	302-2 Energy consumption outside of the organization	Resource Efficiency (p. 23-27) 2024 Environmental Performance Indicators (p. 65)				7.2, 7.3, 8.4, 12.2, 13.1
GRI 302: Energy 2016	302-3 Energy intensity		a, b, c, d	Information unavailable/ incomplete	Energy intensity metrics are under development as part of our enhanced environmental data management framework.	7.3, 8.4, 12.2, 13.1
	302-4 Reduction of energy consumption	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23-26)				7.3, 8.4, 12.2, 13.1
	302-5 Reductions in energy requirements of products and services	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23-26)				7.3, 8.4, 12.2, 13.1

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Water Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23, 27)				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23, 27)				6.3, 6.4, 6.A, 6.B, 12.4
	303-2 Management of water discharge-related impacts	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23, 27)				6.3
	303-3 Water withdrawal	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23, 27) 2024 Environmental Performance Indicators (p. 65)				6.4

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Climate Action						
GRI 3: Material Topics 2021	3-3 Management of material topics	Carbon Management Progress (p. 19-22)				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Management Progress (p. 19-22) 2024 Environmental Performance Indicators (p. 63-64)				3.9, 12.4, 13.1, 14.3, 15.2
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon Management Progress (p. 19-22) 2024 Environmental Performance Indicators (p. 63-64)				3.9, 12.4, 13.1, 14.3, 15.2
	305-3 Other indirect (Scope 3) GHG emissions	Carbon Management Progress (p. 19-22) 2024 Environmental Performance Indicators (p. 63, 64)				3.9, 12.4, 13.1, 14.3, 15.2
	305-4 GHG emissions intensity	Carbon Management Progress (p. 19-22) 2024 Environmental Performance Indicators (p. 63, 64)				13.1, 14.3, 15.2
	305-5 Reduction of GHG emissions	Carbon Management Progress (p. 19-22) 2024 Environmental Performance Indicators (p. 63, 64)				13.1, 14.3, 15.2

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Biodiversity Preservation						
GRI 3: Material Topics 2021	3-3 Management of material topics	Prioritizing and Nurturing Biodiversity (p. 28)				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Prioritizing and Nurturing Biodiversity (p. 28)				
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Prioritizing and Nurturing Biodiversity (p. 28)				
	304-3 Habitats protected or restored	Prioritizing and Nurturing Biodiversity (p. 28)				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	None				
Smart and Resource Efficient Design						
GRI 3: Material Topics 2021	3-3 Management of material topics	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23-27)				

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Circularity and Waste Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Utilizing Circular Solutions (p. 29-30)				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	2024 Environmental Performance Indicators (p. 66-67)				
	301-2 Recycled input materials used	Utilizing Circular Solutions (p. 29-30)				
	301-3 Reclaimed products and their packaging materials		a, b	Information not available	SODIC is open to exploring opportunities to recover and reuse products and packaging materials within its operations.	

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Utilizing Circular Solutions (p. 29-30)				3.9, 6.3, 6.6, 11.6, 12.4, 12.5
	306-2 Management of significant waste-related impacts	Utilizing Circular Solutions (p. 29-30)				3.9, 6.3, 8.4, 11.6, 12.4, 12.5
	306-3 Waste generated	Utilizing Circular Solutions (p. 29-30) 2024 Environmental Performance Indicators (p. 67)				3.9, 6.6, 11.6, 12.5, 12.4, 15.1
	306-4 Waste diverted from disposal	SODIC is working to enhance its Waste Management Plan to strengthen the identification, monitoring, and handling of waste across its operations.				3.9, 11.6, 12.4, 12.5
	306-5 Waste directed to disposal	SODIC is working to enhance its Waste Management Plan to strengthen the identification, monitoring, and handling of waste across its operations.				3.9, 6.6, 11.6, 12.5, 12.4, 15.1

SASB Content Index

SASB Standard – Real Estate				
Accounting Metric	**Category**	**Unit of Measure**	**Code**	**Report Section(s) or Direct Response**
Energy Management				
Energy consumption data coverage as a percentage of total floor area by property sub-sector	Quantitative	Percentage (%) by floor area	IF-RE-130a.1	Resource Efficiency (p. 23-26) 2024 Environmental Performance Indicators (p. 65)
(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property sub-sector	Quantitative	Gigajoules (GJ), Percentage (%)	IF-RE-130a.2	Resource Efficiency (p. 23-26) 2024 Environmental Performance Indicators (p. 65)
Like-for-like percentage change in energy consumption for the portfolio area with data coverage by property sub-sector	Quantitative	Percentage (%)	IF-RE-130a.3	The company is working toward conducting like-for-like assessments in the upcoming reporting cycles while also expanding its analysis and reporting to GRESB.
Percentage of eligible portfolios that (1) have an energy rating and (2) are certified to ENERGY STAR by the property sub-sector.	Quantitative	Percentage (%) by floor area	IF-RE-130a.4	Data is not currently available but will be disclosed in the next reporting cycles.
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Discussion and Analysis	n/a	IF-RE-130a.5	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23-27)
Water Management				
Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress by property sub-sector	Quantitative	Percentage (%) by floor area	IF-RE-140a.1	Resource Efficiency (p. 27) 2024 Environmental Performance Indicators (p. 65)
(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress by property sub-sector	Quantitative	Thousand cubic meters (m3), Percentage (%)	IF-RE-140a.2	Resource Efficiency (p. 27) 2024 Environmental Performance Indicators (p. 65)
Like-for-like percentage change in water withdrawn for portfolio area with data coverage by property sub-sector.	Quantitative	Percentage (%)	IF-RE-140a.3	The company is working toward conducting like-for-like assessments in the upcoming reporting cycles, while also expanding its analysis and reporting to GRESB.
Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	IF-RE-140a.4	Advancing Decarbonization (p. 22) Resource Efficiency (p. 27)

SASB Standard – Real Estate				
Accounting Metric	**Category**	**Unit of Measure**	**Code**	**Report Section(s) or Direct Response**
Management of Tenant Sustainability Impacts				
(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area by property sub-sector	Quantitative	Percentage (%) by floor area, square feet (ft2)	IF-RE-410a.1	Data is not currently available.
Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals by property sub-sector	Quantitative	Percentage (%) by floor area	IF-RE-410a.2	Data is not currently available.
Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Discussion and Analysis	n/a	IF-RE-410a.3	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23)
Climate Change Adaptation				
Area of properties located in 100-year flood zones by property sub-sectorsub-sector	Quantitative	Square feet (ft2)	IF-RE-450a.1	Data is not currently available.
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Discussion and Analysis	n/a	IF-RE-450a.2	SODIC is working on integrating climate risk assessments within its current enterprise risk management systems. This information shall be disclosed in the coming years.

Activity Metric				
Number of assets by property sub-sector	Quantitative	Number	IF-RE-000.A	About this Report (p. 4) About SODIC (p. 9)
Leasable floor area by property sub-sector	Quantitative	Square feet (ft2)	IF-RE-000.B	SODIC monitors its leasable floor area to support effective portfolio management.
Percentage of indirectly managed assets by property sub-sector	Quantitative	Percentage (%) by floor area	IF-RE-000.C	SODIC oversees its asset management structure and tracks its assets by property subsector.
Average occupancy rate by property sub-sector	Quantitative	Percentage (%)	IF-RE-000.D	SODIC monitors the average occupancy rate by property subsector as part of its portfolio management process and GRESB submission.

UNGC Content Index

Principle	Description	Report Section(s)
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Creative and Engaging Workplace (p. 41-45) Safety, Health and Well-Being (p. 46-47) Unified Governance Framework (p. 53-54)
Principle 2	Businesses should make sure they are not complicit in human rights abuses.	Unified Governance Framework (p. 53-54)
Labor		
Principle 3	Businesses should uphold the freedom of association and effectively recognize the right to collective bargaining.	GRI 2-30 Unified Governance Framework (p. 53-54)
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	Unified Governance Framework (p. 52-54) Responsible Sourcing (p. 58)
Principle 5	Businesses should uphold the effective abolition of child labor.	Unified Governance Framework (p. 52-54) Responsible Sourcing (p. 58)
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Creative and Engaging Workplace (p. 41-44) Unified Governance Framework (p. 52-54)
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Ensuring Materiality (p. 14) Advancing Decarbonization (p. 22) Resource Efficiency (p. 23)
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23-27)
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Advancing Decarbonization (p. 22) Resource Efficiency (p. 23-27)
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Unified Governance Framework (p. 53-54)

TCFD Content Index

TCFD Recommendation	Report Section(s) (or direct answer)
Governance	
a. Describe the board's oversight of climate-related risks and opportunities.	Unified Governance Framework (p. 48-55)
b. Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Ensuring Materiality (p. 14-16) Unified Governance Framework (p. 53-55)
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	SODIC focuses on developing and integrating climate risk assessments into its risk management system. This involves identifying various climate-related risks, such as market risks arising from increased demand for low-carbon products. Additionally, SODIC aims to capitalize on opportunities by transitioning to renewable energy sources and exploring low-carbon technologies and products. The organization is committed to identifying additional risks and opportunities as part of its decarbonization action plan and establishing a comprehensive ESG management system.
c. Describe the resilience of the organization's strategy, considering different climate-related scenarios, including a 2°C or lower scenario.	SODIC has completed its 2024 assessment of the organizational carbon footprint and is currently formulating a decarbonization action plan. SODIC is actively considering implementing a climate-related scenario analysis in the coming years as part of this ongoing initiative.
Risk Management	
a. Describe the organization's processes for identifying and assessing climate-related risks.	Unified Governance Framework (p. 55)
b. Describe the organization's processes for managing climate-related risks.	Since establishing its Risk Management Department in 2022, SODIC has integrated ESG and climate risk assessments into its risk framework. In 2024, the company introduced a sustainability risk register to further identify and manage climate-related risks, alongside ongoing efforts such as carbon footprint assessment, a decarbonization action plan, and working on the development of a group-wide ESG management system.
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
Metrics and Targets	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Carbon Management Progress (p. 19-21) 2024 Environmental Performance Indicators (p. 63-64) SODIC 2024 Carbon Footprint Report
b. Disclose Scope 1, 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	
c. Describe the targets the organization uses to manage climate-related risks and opportunities and performance against targets.	