SODIC

2025 Sustainability Report

Future-Ready Communities.

Contents

1 Introduction

As part of our journey to create sustainable, vibrant, and resilient communities, SODIC continues to work closely with its stakeholders to shape a brighter future. The 2025 Sustainability Report reflects our progress, shared responsibility, and key milestones achieved during the year. We invite you to explore the initiatives and achievements that have defined our sustainability journey in 2025.

1.1 About this Report

The Report addresses the key environmental, social, and governance (ESG) topics most relevant to our stakeholders. It has been prepared in accordance with the GRI 2021 Universal Standards and follows the SASB Standards for Real Estate Services. It also 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), ensuring comprehensive and transparent reporting aligned with leading international frameworks.

Scope and Boundaries

This Report covers the activities of SODIC Group, including its subsidiaries, EDARA for Facilities Management and SODIC Clubs. The reporting period extends from 1 January 2025 to 31 December 2025. Information outside this period is included only where relevant to provide context, and any exclusions or omissions are clearly indicated within the Report.

Assurance

Masader Environmental and Energy Services S.A.E. has provided a Letter of Assurance on the Report content per the AA1000AS v3 (2020) standard. We invite you to refer to the Letter of Assurance 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.

1.2 Management Notes Reflections

Building on Solid Foundations

Dear Stakeholders,

Guided by a strong belief that **real estate development is more than just delivering homes, SODIC continues to create spaces to grow, places to connect, and** communities to thrive in. Places where you can work, play, and relax designed to accommodate diverse lifestyles with sustainability at its core.

In 2025, we delivered strong operational performance and financial resilience while embedding sustainability further into our plans, designs, and the delivery of our developments. This was reflected in strong financial results, with revenues reaching EGP 21.26 billion, marking a 118% year-on-year increase, and gross contracted sales of EGP 48.4 billion, alongside the successful delivery of 2,083 units across our projects.

Early delivery remains one of our defining strengths and a key expression of our operational discipline. While in parallel, we are strengthening our long-term growth outlook by doubling our landbank to over 8 million square meters.

We have a robust pipeline of projects across key destinations, including the North Coast, where our three developments are contributing to the reshaping of the area into a more integrated, year-round destination. Our flagship development, Ogami, was recognized with the "Best Masterplan" award at the Architecture Leaders Awards 2025, which stands as a testament to our focus on design excellence and long-term value creation.

We continue to expand into mixed-use and hospitality-led developments that bring together residential, leisure, and services in more holistic environments. Our partnerships with leading global brands are further strengthening this proposition and supporting our transition into more diversified destinations while enhancing SODIC's visibility both locally and internationally.

We also strengthened our internal systems and data capabilities to improve decision-making and performance tracking across the business.

Sustainability remains embedded in all our operations. In 2025, we made progress on our energy and water efficiency across developments with measurable reductions in energy use across common areas in select projects, providing a scalable model for wider implementation in the coming years. We are also continuing to expand our use of renewable energy including the expansion of electric vehicle charging infrastructure across our portfolio.

Our people continue to be central to our progress. We placed strong emphasis on learning and development, strengthening capabilities that support execution excellence and long-term growth. This was complemented by a notable improvement in customer satisfaction during the year, with NPS increasing across several of our developments.

Looking ahead to 2026, our goals remain clear: accelerate growth, strengthen our portfolio, and continue shaping lifestyles through more integrated and resilient communities.

Sincerely,

Ayman Amer
General Manager**, SODIC**

Sustainability Becomes Business as Usual

Dear Stakeholders,

We've reached an inflection point at SODIC where sustainability has **evolved from being a commitment to becoming an ingrained practice** and part of our day-to-day operations. It's embedded in how we design, build, and operate, which requires an ongoing improvement in systems, capabilities, and execution.

In 2025, our sustainability approach continued to mature, with particular emphasis on strengthening ESG data management systems to enhance accuracy, consistency, and traceability. This enables more informed decision-making and more reliable performance measurement over time.

The progress we made on our environmental priorities across developments, particularly in energy and water efficiency, is supported by more structured monitoring and reporting. These efforts are increasingly integrated into design and operations, alongside targeted innovations such as the solar façade at VYE.

Our engagement with global ESG frameworks, including GRESB, remains a key benchmark for continuous improvement. In 2025, SODIC achieved a GRESB score of 57, reflecting a 3-point improvement from the previous year. This progress demonstrates continued advancement in ESG management and disclosure while also highlighting opportunities for further development.

As our portfolio evolves, we are also adapting our sustainability approach to more complex, mixed-use and hospitality-led developments. This requires a more integrated view of resource management, operational efficiency, and long-term impact. Projects such as our EDGE-certified development, EDNC, continue to demonstrate our commitment, while also attracting higher-than-anticipated footfall. It has reinforced the link between sustainability, design quality, and user experience.

Internally, 2025 marked further progress in embedding sustainability into our culture. The focus has now shifted from awareness to implementation, supported by stronger cross-functional engagement and expanded learning and development programs.

We also maintained our commitment to community engagement through initiatives such as the SODIC Relief Program and long-standing platforms like Tawasol and Man Ahyaha. During the year, we upheld our efforts to include support for athletes and sports initiatives, while increasingly integrating environmental considerations into community programs.

From a governance perspective, we strengthened ESG oversight and risk management processes, while continuing to reinforce a strong culture of health and safety across our operations, achieving zero fatalities and zero lost-time injuries in 2025 .

Sustainability is a journey of alignment between ambition, systems, and behavior. Our role is to ensure that this alignment continues to deepen across the organization.

Nadine Okasha
Chief Strategy, Brand, and Sustainability Officer

Delivering at Scale

"As SODIC's developments expand in scale and complexity, our focus remains on delivering projects that combine quality, efficiency, and long-term value. In 2025, we continued advancing developments across our portfolio while strengthening coordination between planning, design, and execution teams to support more integrated delivery.

The evolution of our portfolio toward mixed-use and hospitality-led destinations requires a more holistic development approach, where operational considerations, user experience, and long-term resilience are increasingly embedded from the outset. This is reflected in how projects are planned, phased, and delivered across different asset types and communities.

Execution discipline continues to be one of SODIC's defining strengths. During the year, we advanced renewable energy solutions across our portfolio, operating SODIC East's 499 kWp Solar Farm and completing the VYE Hub photovoltaic façade, integrating clean energy generation directly into the building design. We also continued investing in research and development to support product innovation and enhance the performance of our assets.

As our footprint grows and our land bank expands our priority remains building communities that are adaptable, resilient, and designed to create lasting value over the long term."

Ehab Amer
Chief Projects Officer

Maintaining Thriving Communities

Efficient operations are at the core of any sustainable community. The true test of success for any development is what happens the day after it is completed and delivered. Responsive services, and continuous engagement with residents and tenants is key. At Edara, our role is to ensure that SODIC's communities continue to evolve in ways that support both operational performance and everyday quality of life.

In 2025, we focused on enhancing operational efficiency across developments through closer monitoring, improved coordination, and more proactive management of shared spaces and services. These efforts contributed to measurable improvements in resource efficiency across selected assets and established a stronger foundation for long-term operational optimization. Our operations continue to be guided by certified management systems, including ISO 45001, supporting a structured and consistent approach to operational excellence, risk management, and service delivery across our communities.

We also continued to support more sustainable lifestyles within communities through resident and tenant engagement initiatives designed to promote responsible resource use and environmental awareness in everyday community living, including ongoing community communications, and the adoption of environmentally friendly landscaping practices, such as lower-emission fertilizers and electric landscaping equipment, which contribute to cleaner, quieter, and more sustainable shared environments.

As communities become more integrated and dynamic, our focus remains on delivering environments that are efficient, connected, and responsive to the evolving needs of residents, businesses, and visitors alike.

Mohamed Beltagy
CEO – Edara

Enabling Smarter Operations

Technology is playing an increasingly important role in enabling smarter operations, improving visibility across functions, and supporting more informed decision-making throughout the organization.

In 2025, we strengthened our digital capabilities and improved the accessibility and reliability of operational and sustainability-related data. Enhancing internal systems and reporting processes has become increasingly important in supporting efficiency, consistency, and cross-functional collaboration across the business.

We've also made significant progress in building future-ready capabilities across teams. Through expanded learning and development initiatives, employees gained greater exposure to emerging technologies and practical digital tools that support more efficient workflows and stronger analytical capabilities.

Looking ahead, technology will continue to support SODIC's ability to operate more efficiently, adapt more effectively, and strengthen long-term resilience across its developments and operations.

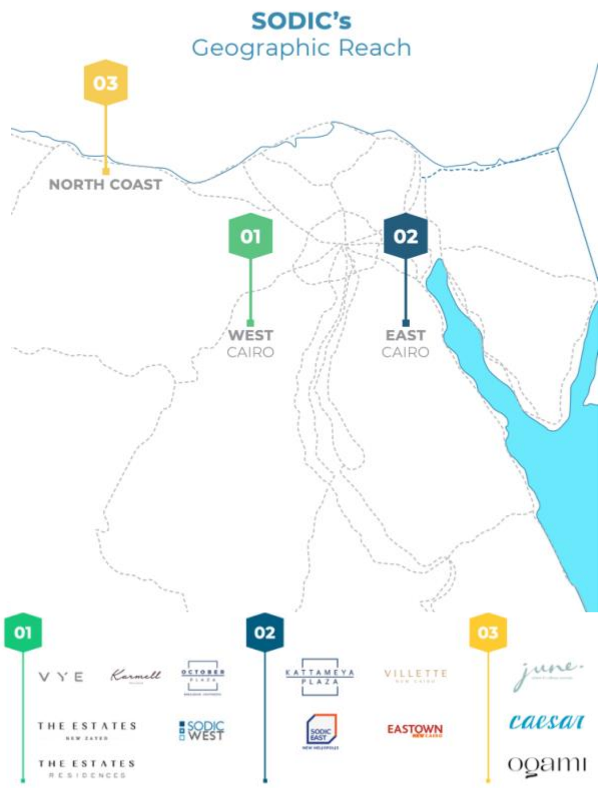
Amr Roshdy
Technology Executive Director

1.3 About SODIC

SODIC shapes destinations designed around people, experiences, and evolving lifestyles. Rather than viewing real estate as standalone assets, the company approaches development as a platform for improving quality of life, where spaces are thoughtfully designed to adapt to community needs and aspirations. .
Over **three decades**, SODIC has built a diversified portfolio of integrated communities that combine residential, commercial, and lifestyle components. Each development reflects a commitment to design quality, operational excellence, and long-term value creation.

What distinguishes SODIC is its ability to extend beyond development into the full lifecycle of communities. This is enabled through a set of integrated platforms that ensure its destinations are not only built to high standards, but also actively managed, activated, and continuously enhanced over time.

At the operational level, this is delivered through **EDARA**, SODIC's facility management arm, which ensures the efficient and sustainable management of residential, commercial, and administrative assets across its developments. Through a combination of technical expertise, digital systems, and internationally aligned management practices, EDARA plays a central role in maintaining service quality and operational performance.



SODIC's footprint spans key growth corridors across Egypt, including **West Cairo, East Cairo, and the North Coast.**

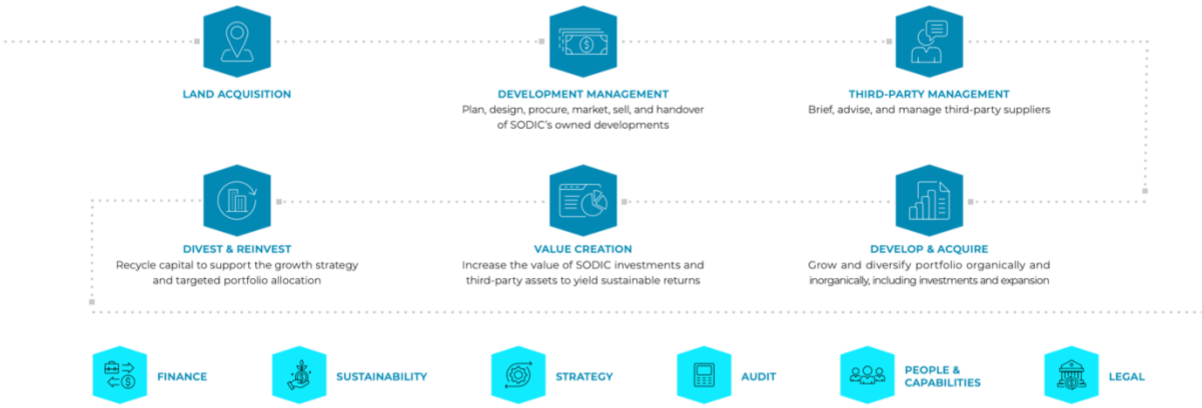
Complementing our facility management arm is **SODIC Clubs**, which extend the company's offering into lifestyle and wellbeing. Designed as social and recreational hubs, the clubs provide residents and members with access to sports, wellness, dining, and community experiences, reinforcing SODIC's vision of creating destinations that go beyond living spaces to foster connection and engagement.

Together, these platforms enable SODIC to deliver a seamless, end-to-end community experience, supporting its brand promise to "Live More" across every stage of the customer journey.

For more information about our projects, please visit our website.

SODIC's Value Chain

SODIC's integrated model enables value creation across the full real estate lifecycle, from development and operations to asset optimization and capital recycling, supporting sustainable growth and long-term portfolio resilience.



1.4 2025 at a Glance, Growth and Recognition

In 2025, SODIC continued to advance its growth trajectory through strategic expansion, strong execution, and continued enhancement of its lifestyle-led destinations, reinforcing its position as a developer of integrated, experience-driven communities.

Operational			Financial		
EGP 48.4 bn Gross Contracted Sales	**EGP 20.58 bn** Net Cash Collections	**2,083** Timely Delivered Units (across all projects)	**EGP 21.26 bn** Revenues (118% YoY increase)	**EGP 7.6 bn** Gross Profit (41% YoY Increase)	**EGP 4.49 bn** Net Profit (77% YoY increase)

Expanding the Growth Proposition

SODIC strengthened its long-term growth proposition through a combination of land expansion and diversified development models across East and West Cairo and North Coast. The company **doubled** its undeveloped land bank to over 8 million m^2 following the signing of a revenue-sharing agreement with Rula for Land Reclamation to develop a 1,000-feddan plot in New Sphinx City, marking a significant expansion of its West Cairo footprint.

SODIC's undeveloped land bank expanded **to over 8** million m^2.

This momentum extended to East Cairo with the launch of Eastvale, a 500-acre mixed-use development within "MADA" under a co-development agreement. The project introduces a new model for community development where wellness is integrated as a core planning principle.

Accelerated Delivery and Destination Development

SODIC maintained strong delivery momentum across its developments, with VYE delivering six months **ahead of schedule** and June progressing ahead of plan, guided by disciplined execution and operational efficiency.

Across its destinations, the company continued to elevate its lifestyle and hospitality offering, delivering curated experiences and communities. The arrival of the first Nobu hotel, restaurant, and residences in Egypt on the North Coast marked a defining milestone, alongside the introduction of Surf Club at June, a beachfront concept originating from Dubai and introduced in Egypt as its first international expansion.

Home to the only **Nobu** hotel, restaurant, and residences on Egypt's North Coast.

SODIC's commitment to design excellence was also recognized internationally, with its flagship North Coast development Ogami winning Best Masterplan at the Architecture Leaders Awards 2025, reinforcing its position as a developer of large-scale, high-quality destinations.

Ogami was awarded **Best Masterplan** at the Architecture Leaders Awards 2025.

2 Navigating Sustainability

We are committed to embedding sustainability into our strategy and decision-making, ensuring it guides how we plan, develop, and operate our communities. Through a clear framework and materiality-driven approach, we prioritize the issues most relevant to our business and stakeholders, reinforcing long-term value creation, resilience, and responsible growth.

2.1 2025 Highlights

Over the past year, SODIC has achieved significant progress across both its financial and non-financial performance indicators.

Supporting Low Carbon Transition	Empowering Sustainable Communities	Upholding a Responsible Business	ESG Ratings and Rankings
96,819 MWh Total Energy Consumption	**26%** Female Representation across SODIC Offices	**4** Sustainability Forum Meetings	**32** S&P Global ESG Score
4,003,019 m³ Total Water Withdrawal	**EGP 8.7 Mn** Funded to Charitable Causes	**27%** Female Members in the Board	
428,411 tonnes Total Generated Waste	**+3,500** Workers and Employees in SODIC West Served through the Partnership with Irteqaa	**18%** Independent Members in the Board	
461,933 mtCO2e Total Scope 1+2+3 Emissions	**60%** Increase in Community Communications and Engagement Compared to 2024	**0** Incidents of Leakage, Thefts, or Loss of Customer Data	**57** Global ESG Score, 3-point increase from 2024
366,684 kWh of electricity generated by Westown Hub's solar cells.	**0** fatalities and zero lost-time injuries (LTIs) recorded	**70%** of Total Procurement Spending Directed to Local Tier-1 Suppliers	
Up to 33.4% Potential reduction in annual energy consumption achieved by optimized residential prototypes compared with the ASHRAE 90.1-2007 baseline.			

29–35%
Potential reduction in annual water demand demonstrated across residential prototypes compared with the LEED v4 baseline.

2.2 Defining Material Topics and Engaging Stakeholders

SODIC's sustainability priorities are shaped through a structured and evolving materiality process, underpinned by continuous stakeholder engagement. This approach ensures that ESG considerations remain **aligned with business strategy**, responsive to external expectations, and grounded in operational realities, while maintaining consistency with prior reporting cycles.

In 2025, SODIC further strengthened this approach by applying a **double materiality lens** to its existing material topics, strengthening the link between sustainability performance, long-term value creation, and the Company's broader impact on society and the environment.

SODIC's materiality continues to evolve in line with business growth and increasing ESG maturity:

2022 – Initial Structuring 2022 Sustainability Report	Identification of key ESG topics aligned with business priorities
2023 – Foundation 2023 Sustainability Report	Establishment of a structured materiality baseline aligned with the 2030 sustainability strategy
2024 – Strengthening 2024 Sustainability Report	Introduction of annual review cycles and broader stakeholder engagement
2025 – Integration	Application of double materiality, deeper cross-functional involvement, and enhanced data management systems to improve consistency, traceability, and decision-usefulness.

2025 Materiality Approach and Integration

The 2025 materiality assessment builds on SODIC's established framework and is incorporated within the annual reporting and business planning cycle. The process draws on continuous engagement with key stakeholder groups, including **clients and residents, employees, investors and shareholders, government and regulators, local communities, suppliers and contractors, and financial partners**, through ongoing channels such as digital platforms, internal communication tools, disclosures, and direct coordination mechanisms.

Insights gathered through these channels, including feedback on community quality, employee wellbeing, operational transparency, and environmental performance are assessed alongside sector dynamics, regulatory developments, and operational priorities, ensuring that sustainability topics remain relevant to both the business and the wider operating environment.

To enhance decision-making, SODIC applies a double materiality perspective, considering:

Financial Materiality	Impact Materiality
How sustainability-related risks and opportunities influence revenue, cost, project delivery, asset value, access to capital, regulatory positioning, and brand strength across the short, medium, and long term.	How SODIC's developments, operations, and business relationships affect communities, the environment, and natural resources.
In line with enterprise value-focused frameworks (IFRS/ISSB, SASB)	In line with impact-focused reporting practices (GRI)

This structured approach enables SODIC to maintain a stable and consistent set of material topics while strengthening their integration into strategy, risk management, KPI development, and reporting.

The outcome confirms that SODIC's 17 material topics remain valid and continue to provide a solid foundation for 2025 disclosures, informing ESG priorities, risk considerations, KPI selection, and disclosures across this Report.

Low Carbon Transition	Sustainable Communities	Responsible Business
• Energy Management • Water Management • Climate Action • Biodiversity Preservation • Smart and Resource Efficient Design • Circularity and Waste Management • Innovations and Opportunities in Green Building	• 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	• Governance, Ethics, and Transparency • Digital Transformation and Cybersecurity • Responsible Supply Chain Management • Responsible Investment and Diversified Growth

For more information about the assessment, please refer to the Impact, Risk and Opportunity Assessment.

Materiality Analysis and Prioritization

The 2025 assessment prioritised topics, considering both the significance of SODIC's impacts on society and the environment and the potential implications for enterprise value creation. While all 17 topics remain material, **a subset of priority topics** has been identified to strengthen focus on the areas most critical to business performance and stakeholder impact. The results of the materiality assessment were **reviewed and validated** by senior management as part of the reporting process.

Material Topics for Enterprise Value Creation

Issue	Material risk / opportunity	Business Case	Type	Business Strategy	Aspired Target
Climate Action	Transition and physical climate risks affecting asset value, cost and demand	Climate action is material to SODIC because long-lived real estate assets are exposed to decarbonisation requirements, higher energy and materials costs, investor scrutiny and physical climate stress. Low-carbon and resilient developments can protect asset value, support premium positioning, improve access to financing and strengthen demand from increasingly sustainability-aware buyers, tenants and capital providers.	Opportunity	Embed low-carbon design, solar integration, efficient systems, climate-resilient planning, certification pathways and carbon-footprint measurement into development and operational decision-making.	Implement resource-efficiency measures in selected operationally controlled facilities in 2026, targeting a 2% year-over-year reduction in electricity and water consumption, where baseline data and operational boundaries are confirmed. Continue improving data coverage to support future portfolio-level energy, water, and emissions targets.
Employee Well-being and Health and Safety	Workforce and contractor safety and wellbeing affecting delivery reliability	SODIC's business model depends on safe project execution across multiple sites and partners. Poor health, safety or wellbeing performance can create human harm, project delays, legal exposure, higher insurance and contractor cost, weaker productivity and retention challenges. Strong safety and well-being management protects people while supporting reliable delivery and quality of execution.	Risk	Maintain strong OHS management systems, site controls, contractor oversight, training, incident investigation, preventive controls and workforce wellbeing programmes across offices and projects.	2025 On going / 2030 Maintain zero fatalities annually and continue monitoring TRIR/LTIFR, with the aim of maintaining zero to low incident rates. Maintain 100% OHS induction coverage for employees and relevant contractors, supported by regular training, incident investigation, and corrective actions.

Governance, Ethics, and Transparency	Governance and ethics are critical to trust, approvals, partnerships and capital access	As a listed mixed-use developer with long project cycles and multiple stakeholder interfaces, SODIC depends on strong governance, ethical conduct, and transparent decision-making. Weak governance can create legal, financial and reputational exposure and undermine investor confidence; strong governance supports disciplined growth, partnership credibility, regulatory confidence and access to capital.	Risk	Strengthen board and committee oversight, internal audit and controls, code-of-conduct implementation, whistleblowing processes, compliance monitoring and transparent public reporting.	100% annual Code of Conduct communication or training coverage; 100% whistleblowing cases acknowledged and investigated; zero material corruption incidents. 2025 ongoing

Material Topics for External Stakeholder Impact

Issue	Cause / Coverage	Stakeholders	Type	Topic Relevance
Climate Action	Operations; Products/services; >50% of business activity	Environment; Society	Both combined	SODIC's developments create direct and indirect GHG impacts through design, construction materials, site activities, building operations and mobility patterns. These effects are material to society and the environment because they contribute to external climate costs, local air-quality pressure and future physical vulnerability. Low-carbon design and renewable energy can reduce these external costs.
Water Management	Operations; Products/services; >50% of business activity	Environment; Society	Both combined	Water use in construction, irrigation and community operations is material in a water-stressed context. The topic is relevant to external stakeholders because inefficient use or poor water management can intensify pressure on shared water resources, while reuse, recycling and efficient irrigation can reduce external scarcity and environmental stress.

3 Supporting Low Carbon Transition

We are committed to supporting the transition to a low-carbon future by embedding sustainability into the design, construction, and operation of our developments. Through energy-efficient practices, resource conservation, and responsible planning, we work to reduce environmental impact while building resilient communities for the future.

3.1 Road to Decarbonization

Our approach to decarbonization is embedded across our operations and long-term strategy and supported by our Sustainability Policy and ISO 14001 certification. It guides how we design, build, and manage our developments. By integrating climate considerations into decision-making, we aim to reduce emissions, enhance resilience, and contribute to a lower carbon environment.

Our efforts are guided by key essential pillars: **carbon management, resource efficiency, materials and circularity, and nature**. These pillars shape how we reduce environmental impact while supporting sustainable growth.

In parallel, we place strong emphasis on **community engagement as a key enabler**, working closely with tenants, residents, and partners to promote environmentally responsible practices and extend our impact beyond our direct operations.

Lifecycle Approach: Design → Construction → Operation → Occupancy

Carbon Management	Energy and Water	Materials and Circularity
Monitoring and reducing emissions across our operations and value chain	Enhancing efficiency through smart design, optimized consumption, and resource management	Promoting sustainable materials, efficient design practices, reducing waste, and advancing circular solutions

Communities	Nature
Engaging employees, tenants and residents to adopt more sustainable behaviors	Protecting and enhancing natural ecosystems across our developments

This approach is enabled by strong governance, the integration of climate-related risks into enterprise risk management, and alignment with TCFD, applied across the full lifecycle **from design to occupancy** to reduce emissions across our developments.

Designing for Performance

SODIC's approach to designing sustainably is grounded in the use of evidence-based performance insights to guide development decisions across project lifecycles. In 2025, **sustainability performance baselines were consolidated** from completed analyses to establish measurable benchmarks, informing energy and water efficiency targets across residential prototypes.

These benchmarks are translated into standard design criteria and embedded into early-stage design development, ensuring that sustainability is taken into account from concept inception all the way through to the detailed design phase. Measurable performance indicators are incorporated into design requirements to support more structured and accountable decision-making across projects.

Sustainability metrics are further embedded within design processes and approval stages, enabling continuous validation against established benchmarks. This is reinforced through ongoing refinement of design standards and cross-disciplinary coordination across architectural and engineering inputs.

Data-Driven Water and Energy Optimization

SODIC continues to strengthen its approach to water and energy efficiency through advanced modelling and performance benchmarking across its developments.

Energy efficiency is integrated into design development through modelling based on ASHRAE 90.1-2007 across residential prototypes, demonstrating up to a 33.4% reduction in annual energy consumption compared with the reference baseline for optimized designs. Modelled annual energy consumption ranges from 13,717.95 kWh/year to 32,370.74 kWh/year, depending on building design configuration and project type. These analyses establish sustainability performance benchmarks that guide design decisions and improve overall building performance.

Water efficiency is integrated into design development through studies measured against a LEED v4 baseline, demonstrating 29–35% potential reductions in annual water demand. Modelled annual water demand decreases from 791,466 liters to as low as 300,468 liters across residential prototypes. These results establish water efficiency benchmarks that are increasingly embedded in planning and design processes to support more efficient resource use.

3.2 Carbon Management

As part of our ongoing efforts to better understand and manage our environmental footprint, we continue to monitor and disclose our greenhouse gas (GHG) emissions across Scope 1, Scope 2, and relevant Scope 3 categories. Covering the period from 1 January to 31 December 2025, this data enables us to assess performance, benchmark progress, and inform actions to reduce our carbon impact. Our carbon footprint assessment is conducted in line with internationally recognized standards, including the Greenhouse Gas Protocol, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories (and the 2019 Refinement), and ISO 14064-1:2018.

In **2025, a new centralized data management system** was implemented to strengthen the accuracy, consistency, and traceability of emissions data across all reporting scopes. **2026** will serve as the revised baseline year for future reporting cycles. This will support more reliable year-on-year comparisons and enhanced monitoring of decarbonization performance over time.

The company focuses on a comprehensive overhaul of its environmental data management and reporting processes, reinforcing its commitment to accountability, accuracy, and transparency across all operations. Through this effort, SODIC has identified clear opportunities to enhance the quality, consistency, completeness, and traceability of environmental data relative to past cycles. To support the transition, improve coordination, and strengthen internal ownership of environmental performance data, dedicated individuals have been assigned as sustainability focal points across each sector. These focal points attend quarterly capacity-building sessions (averaging 15–20 participants each), which are designed to deepen technical knowledge of reporting requirements, refine data collection practices, and standardize methodologies across departments.

SODIC has also rolled out a new digital system for monthly collection, tracking, and consolidation of environmental data. The system increases timeliness, organization, and accessibility while reducing past manual reporting challenges. On-site sustainability consultants work closely with focal points to support data entry, follow-up, and cross-sector reporting activities, ensuring consistent engagement and alignment. Finally, a more rigorous verification and review process has been introduced to strengthen data reliability, transparency, and audit readiness. This includes periodic checks, cross-functional reviews, and improved documentation to boost the credibility and integrity of reported information. Together, these advances mark meaningful progress in SODIC's environmental governance. The company expects them to drive more comprehensive disclosures, stronger performance tracking, and measurable gains starting with the 2026 reporting cycle and beyond.

Scope and Boundaries

Organizational Boundaries

Upon disclosing emissions, companies typically disclose emissions using one of two primary methods:

- the operational control approach, emissions from operations under direct financial or operational control
- the equity share approach, based on ownership stake in a given operation

SODIC uses the operational control approach.

SODIC's diverse portfolio spans three strategic locations in Egypt: West Cairo, East Cairo, and the North Coast. These assets are categorized into four key segments: residential, non-residential, sports, and under-construction projects, reflecting a balanced and strategic distribution across the country.

RESIDENTIAL DEVELOPMENTS	NON-RESIDENTIAL FACILITIES	SPORTS FACILITIES	UNDER-CONSTRUCTION PROJECTS
Allegria	Edara Buildings (2 buildings)	Allegria Club S	SODIC East
Allegria Residence	EDNC Offices	Allegria Golf Course	The Estates
Caeser	EDNC Retail	Eastown Club S	The Estates Residences
Courtyards	Polygon X	SODIC Sports Club	VYE 464 Acre
Eastown Residence	SODIC Medical District	Villette Club S	Karmell 464 Acre
Forty West	Strip I		June
October Plaza	Strip II		
One 16	The Portal		
Six West Residential	The Polygon		
SODIC East (Parcels 4S,5S,6S,7S,8S)	Westown Hub		
SODIC West (Main Road)	WOC Customer Service & Sales Center		
Villette			
Westown Residence			

	WEST CAIRO		EAST CAIRO		NORTH COAST

OPERATIONAL BOUNDARIES

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 include tenant energy use, supply chain activities (e.g., construction material procurement), contractor energy use at sites, water consumption, employee commuting, and business travel.

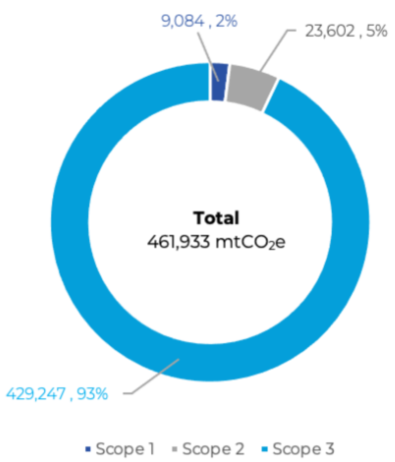
2025 Emissions Performance

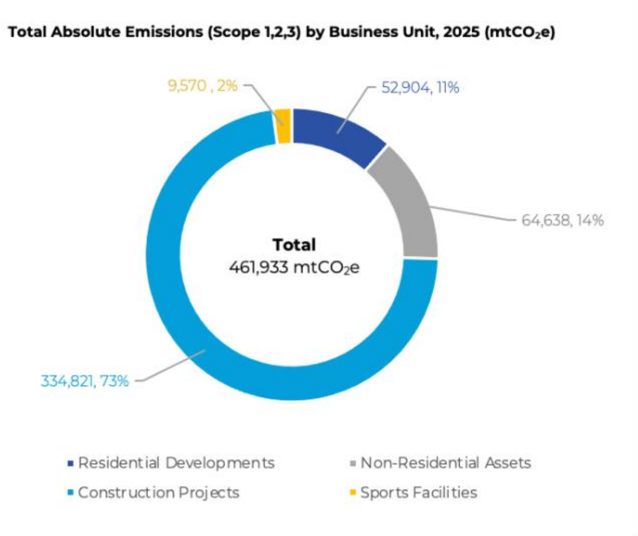
Emissions Overview

In 2025, SODIC's total greenhouse gas emissions amounted to **461,933 $mtCO_2e$**, covering Scope 1, Scope 2, and relevant Scope 3 categories. Scope 1 and Scope 2 together accounted for **7%** of total emissions, while Scope 3 represented **93%** within the wider value chain impact of development activities.

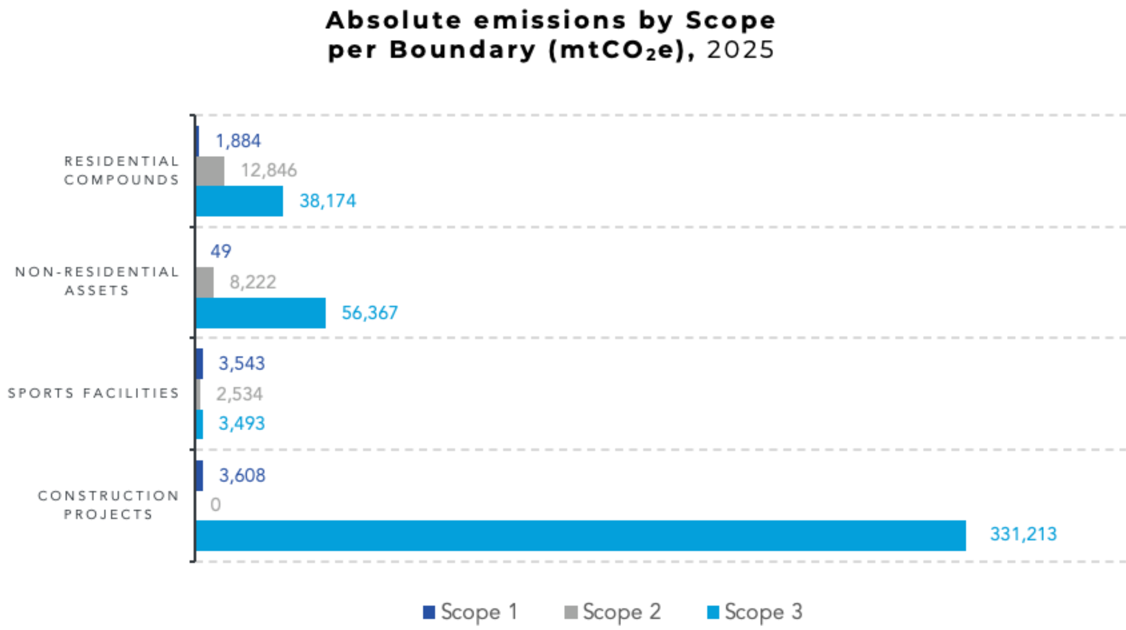
Scope 1 emissions were driven by direct fuel use from company-controlled sources, while Scope 2 emissions resulted from purchased electricity across offices and operational assets. Scope 3 emissions represented the largest share of the footprint, primarily linked to construction materials, contractor activities, and other upstream supply chain emissions. Emissions were mainly concentrated within development-related business activities, with lower contributions from operational and corporate functions depending on project activity levels during the year.

Total Absolute Emissions by Scope, 2025 ($mtCO_2e$)





In 2025, total emissions varied significantly across SODIC's facility categories. **Construction Projects** accounted for the largest share by far, with **334,821 mtCO_2e (73% of total emissions),** reflecting the intensive nature of development activities. **Non-residential assets** followed at **64,638 mtCO_2e (14%),** while r**esidential Developments** contributed **52,904 mtCO_2e (11%). Sports Facilities** represented the smallest portion of the emissions footprint at just **9,570 mtCO_2e (2%).** This distribution highlights that construction-related activities are responsible for the lion's share of SODIC's carbon impact, with operational facilities (residential, non-residential, and sports) collectively contributing to the remaining **27%** of total emissions.



Emissions by Scope

Scope 3 value chain emissions dominated the overall footprint at **429,247 mtCO_2e,** representing **93%** of total emissions, driven almost entirely by construction-related activities.

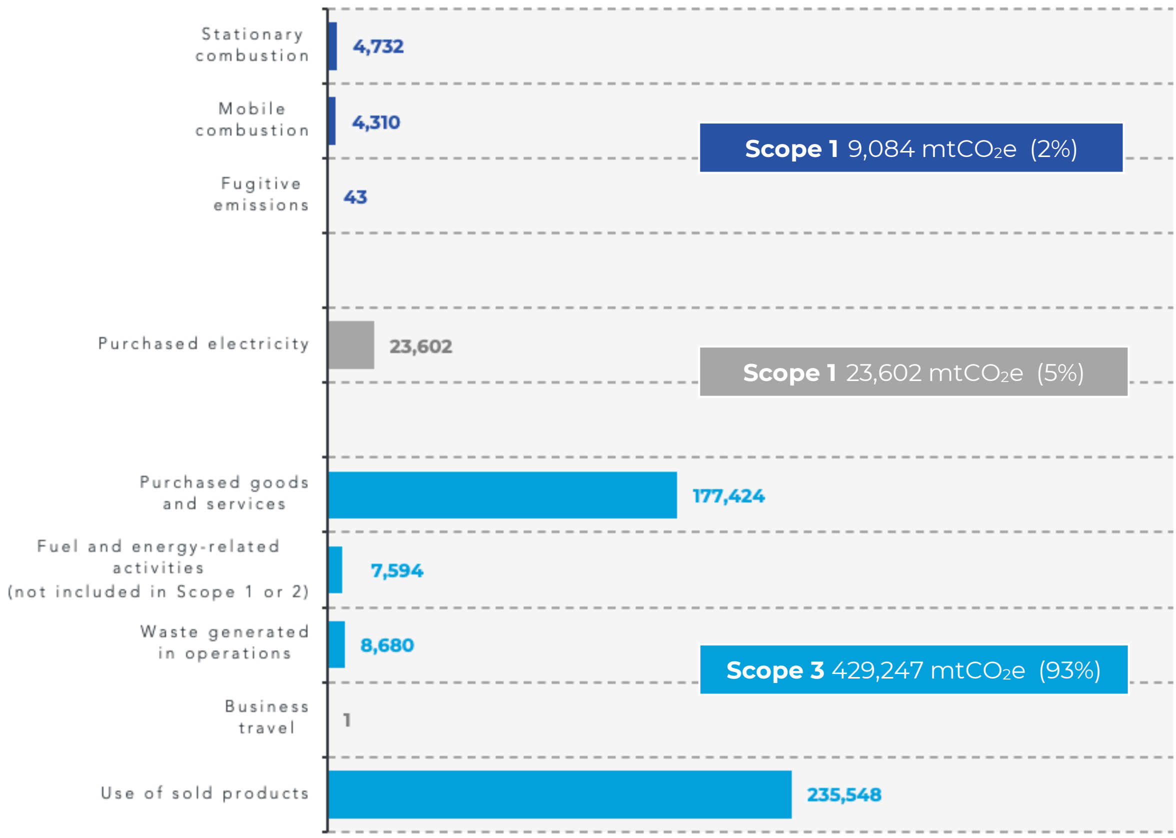
Scope 2 indirect emissions from electricity followed at **23,602 mtCO_2e (5%).**

Scope 1 direct emissions accounted for the smallest share at **9,084 $mtCO_2e$ (2%).** Within Construction Projects, nearly all emissions came from

Scope 3. n**on-residential assets** were driven primarily by Scope 3 **(56,367 $mtCO_2e$)** and Scope 2 **(8,222 $mtCO_2e$),** while residential developments showed a similar pattern with Scope 3 at **38,174 $mtCO_2e$** and Scope 2 at **12,846 $mtCO_2e$.** sports facilities stood out with a notably higher proportion of Scope 1 emissions at **3,543 $mtCO_2e$** compared to their Scope 2 and Scope 3 levels, from direct fuel use in generators and on-site natural gas combustion.

Construction projects alone account for over two-thirds of SODIC's total carbon footprint almost exclusively through Scope 3.

Absolute emissions by Scope per activity ($mtCO_2e$), 2025



A closer examination of specific emission sources reveals where SODIC's carbon footprint is most heavily concentrated.

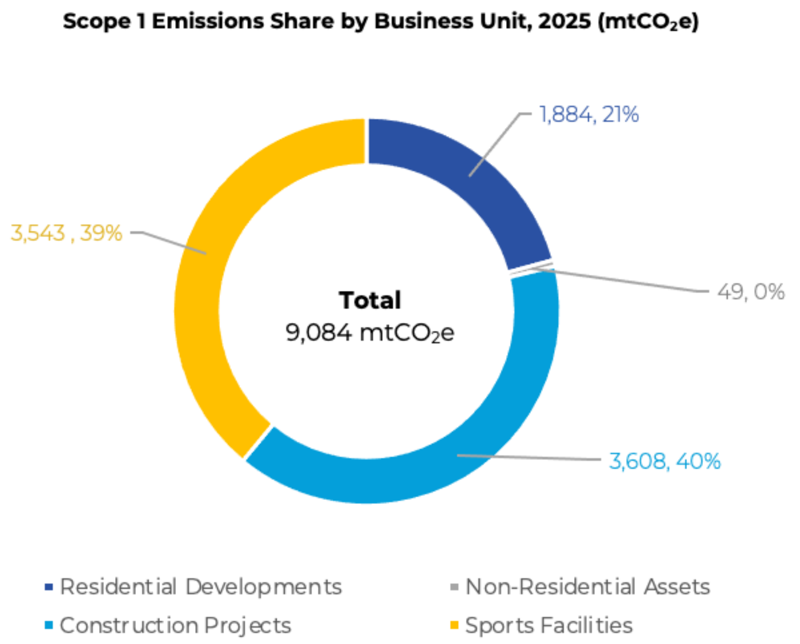
For Scope 1, stationary combustion was the largest contributor at 4,732 $mtCO_2e$, representing 52% of total Scope 1 emissions (9,085 $mtCO_2e$), followed by mobile combustion at 4,310 $mtCO_2e$ (47%), while fugitive emissions remained negligible at 43 $mtCO_2e$ (0.5%).

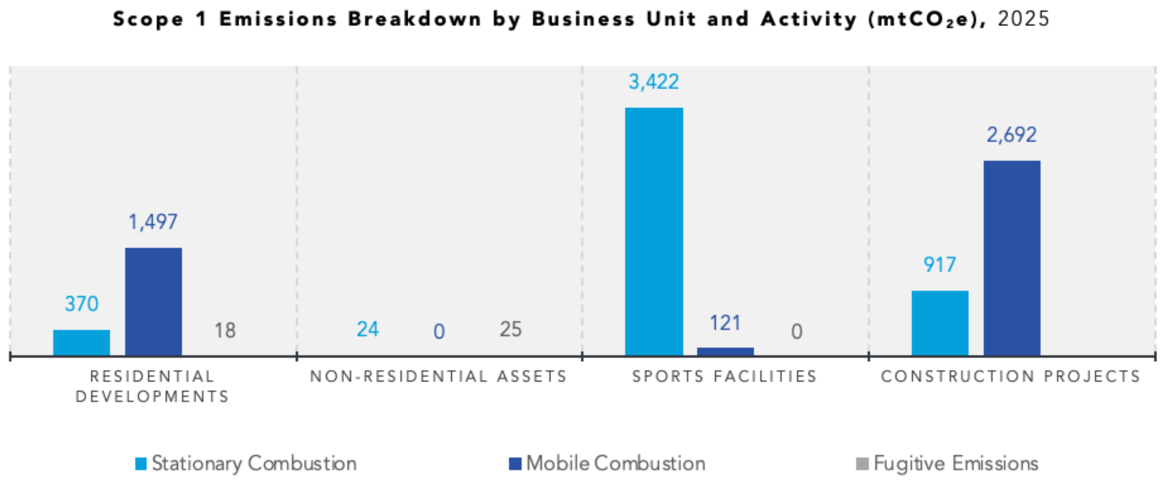
Scope 2 emissions from purchased electricity totaled 23,602 $mtCO_2e$, accounting for 5% of total emissions (461,934 $mtCO_2e$).

Within Scope 3 (429,247 $mtCO_2e$), the use of sold products was the largest source at 235,548 $mtCO_2e$, representing 55% of Scope 3 emissions. Purchased goods and services followed at 177,424 $mtCO_2e$, accounting for 41% of Scope 3. Together, these two categories comprised 96% of Scope 3 emissions.

Fuel and energy-related activities added 7,594 $mtCO_2e$ (2% of Scope 3), while waste generated in operations contributed 8,680 $mtCO_2e$ (2% of Scope 3). Business travel was immaterial at just 1 $mtCO_2e$. Looking at total emissions, use of sold products alone accounted for 51% of SODIC's entire carbon footprint, while purchased goods and services represented 38%. Together, these two categories drove 89% of total emissions.

Total Emissions by Scope



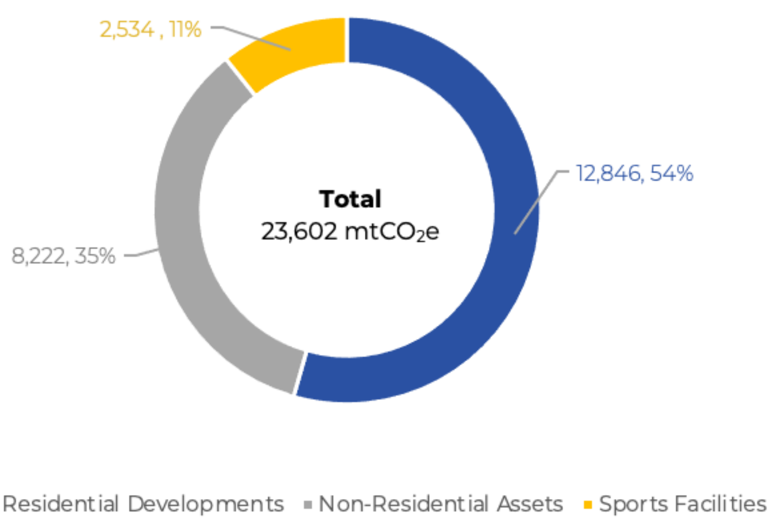


Scope 1 direct emissions totaled **9,084 $mtCO_2e$** in 2025. Construction Projects led at **3,608 $mtCO_2e$ (40%),** followed closely by Sports Facilities at **3,543 $mtCO_2e$ (39%).** Residential Developments contributed **1,884 $mtCO_2e$ (21%),** while Non-Residential Assets were negligible at **49 $mtCO_2e$ (less than 1%).**

Across emission sources, stationary combustion accounted for **4,732 $mtCO_2e$ (52% of Scope 1**), with Sports Facilities driving this category at **3,422 $mtCO_2e$, 72%** of all stationary emissions. Mobile combustion totaled **4,310 $mtCO_2e$ (47% of Scope 1),** led by Construction Projects at **2,692 $mtCO_2e$ (62% of mobile emissions)** and Residential Developments at **1,497 $mtCO_2e$ (35%).** Fugitive emissions were minimal at **43 $mtCO_2e$ (0.5%).**

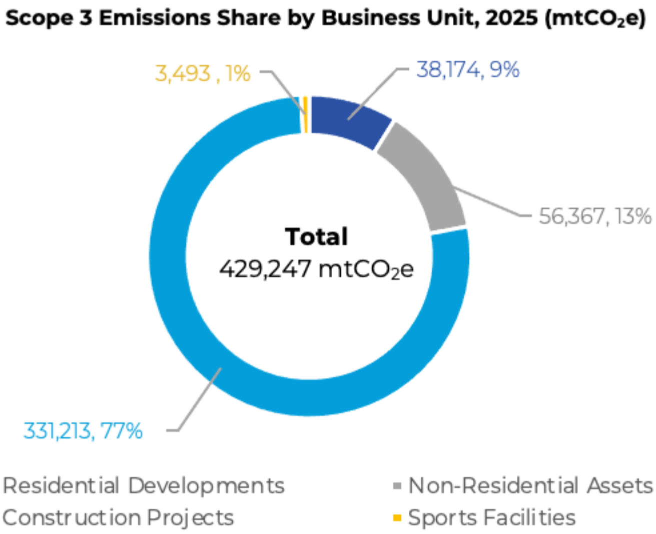
The profiles differ by facility type. Sports Facilities rely almost entirely on stationary combustion **(97% of their Scope 1),** indicating direct fuel use for on-site operations. Construction Projects lean toward mobile combustion **(75% of their Scope 1),** reflecting heavy equipment and vehicles. Residential Developments show a similar pattern with mobile combustion at **79% of their Scope 1,** while Non-Residential Assets have virtually no Scope 1 footprint.

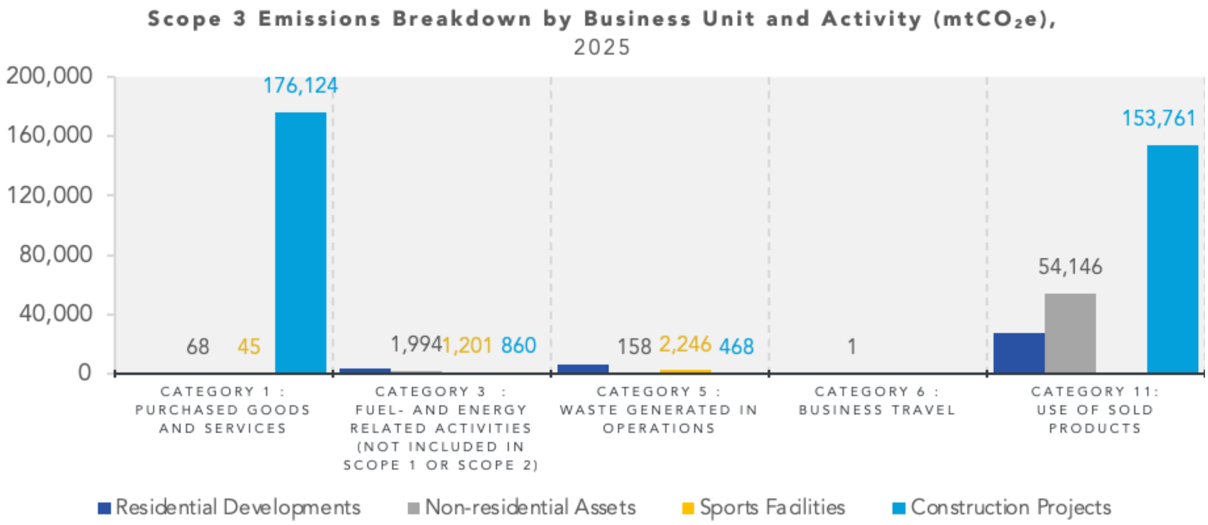
Scope 2 Emissions Share by Business Unit, 2025 ($mtCO_2e$)



Scope 2 emissions from purchased electricity totaled **23,602 $mtCO_2e$** in 2025. **Residential** Developments were the largest contributor at **12,846 $mtCO_2e$ (54% of total Scope 2),** followed by Non-Residential Assets at **8,222 $mtCO_2e$ (35%)** and Sports Facilities at **2,534 $mtCO_2e$ (11%).**

For Construction Projects, Scope 2 emissions associated with site offices under SODIC's operational control were excluded from the 2025 reporting parameters. This exclusion was based on an assessment of previous reporting years, which demonstrated that these emissions were insignificant and fell below the **5%** materiality threshold in alignment with the GHG Protocol.





Scope 3 emissions totaled **429,247 $mtCO_2e$** in 2025. By business unit, Construction Projects dominated at **331,213 $mtCO_2e$ (77% of total Scope 3),** followed by Non-Residential Assets at **56,367 $mtCO_2e$ (13%),** Residential Developments at **38,174 $mtCO_2e$ (9%),** and Sports Facilities at **3,493 $mtCO_2e$ (1%).**

By activity, the use of sold products (Category 11) was the largest driver at **235,548 $mtCO_2e$ (55% of Scope 3),** with Non-Residential Assets contributing **54,146 $mtCO_2e$** and Residential Developments **27,641 $mtCO_2e$** within this category. Purchased goods and services (Category 1) followed at **177,424 $mtCO_2e$ (41% of Scope 3),** driven overwhelmingly by Construction Projects at **176,124 $mtCO_2e$,** representing **99%** of this category. Fuel and energy-related activities (Category 3) added **7,594 $mtCO_2e$ (2% of Scope 3),** with Residential Developments at **3,539 $mtCO_2e$,** Sports Facilities at **1,201 $mtCO_2e$**, and Non-Residential Assets at **1,994 $mtCO_2e$**. Waste generated in operations (Category 5) contributed **8,680 $mtCO_2e$ (2% of Scope 3),** led by Residential Developments at **5,808 $mtCO_2e$,** Sports Facilities at **2,246 $mtCO_2e$,** and Non-Residential Assets at **158 $mtCO_2e$**. Business travel (Category 6) was immaterial at just **1 $mtCO_2e$.**

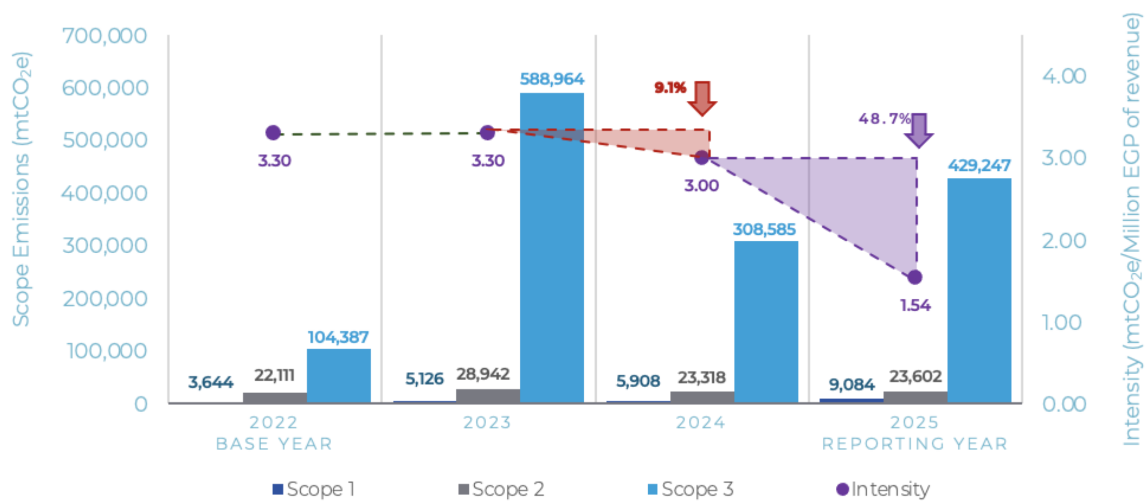
Two key patterns emerge: Construction Projects drive Scope 3 almost exclusively through purchased goods and services and use of sold products, reflecting both upstream supply chain intensity and downstream asset impact. Non-Residential Assets show a concentrated profile, with use of sold products **(54,146 $mtCO_2e$)** accounting for nearly all of their Scope 3 footprint. Residential

Developments are more balanced across use of sold products (**27,641 $mtCO_2e$), waste (5,808 $mtCO_2e$),** and energy and fuel-related **activities (3,539 $mtCO_2e$),** while Sports Facilities contribute minimally across all categories.

Carbon Intensity

RESIDENTIAL DEVELOPMENTS	NON-RESIDENTIAL ASSETS	SPORTS FACILITIES	REVENUE
5.21 kgCO_2e/sqm	**17.94** kgCO_2e/sqm	**8.99** kgCO_2e/sqm	**1.54** mtCO_2e/M.EGP

In 2025, SODIC's Scope 1 and Scope 2 carbon intensity was **1.54 $mtCO_2e$ per million EGP of revenue**, providing a normalized measure of emissions relative to business performance. Across asset classes, **residential developments** recorded **5.21 $kgCO_2e$ per m², non-residential assets 17.94 $kgCO_2e$ per m²,** and **sports facilities 8.99 $kgCO_2e$ per m²,** reflecting differences in operational profiles and usage intensity. These indicators support more granular benchmarking of emissions performance across the portfolio following improved data tracking in 2025.



		2022 BY	2023	2024	2025	% Change vs 2022 BY	% Change vs 2024
Carbon Intensity	Revenue (mtCO_2e/ Million EGP revenue) [1]	3.30	3.30	3.00	1.54	↓ 53.3%	↓ 48.67%
	Residential Developments (kgCO_2e/ sqm) [1]	7.35	6.30	3.15	5.21	↓ 29.12%	↑ 65.40%
	Non-Residential Assets (kgCO_2e/ sqm) [1]	13.10	30.92	34.67	17.94	↑ 36.95%	↓ 48.25%
	Sports Clubs (kgCO_2e/ sqm) [1]	9.93	9.43	9.83	8.99	↓ 9.47%	↓ 8.55%

		2022 BY	2023	2024	2025	% Change vs 2022 BY	% Change vs 2024
	Revenue	3.30	3.30	3.00	1.54	↓ 53.3%	↓ 48.67%

[1] Purchased Electricity emissions under Scope 2, as well as Transmission & Distribution (T&D) losses and Purchased Energy Well-to-Tank (WTT) emissions under Scope 3 Category 3 (Fuel and Energy-Related Activities), and Category 11 (Use of Sold Products) emissions for 2022, 2023, and 2024, were recalculated in 2025 to reflect the use of more accurate emission factors.

Carbon Intensity	(mtCO_2e/ Million EGP revenue) [2]								
	Residential Developments (kgCO_2e/ sqm) [1]	7.35	6.30	3.15	5.21	↓	29.12%	↑	65.40%
	Non-Residential Assets (kgCO_2e/ sqm) [1]	13.10	30.92	34.67	17.94	↑	36.95%	↓	48.25%
	Sports Clubs (kgCO_2e/ sqm) [1]	9.93	9.43	9.83	8.99	↓	9.47%	↓	8.55%

Overall, carbon performance shows mixed trends across asset classes. Carbon intensity per revenue improved significantly, declining by **53.3%** versus the **2022 base year** and **48.67%** compared to **2024,** indicating strong decarbonisation efficiency. Residential developments show a long-term reduction of **29.12%** versus **2022,** although emissions increased by **65.40%** relative to **2024,** reflecting short-term variability. Non-residential assets increased by **36.95%** versus the base year but improved by **48.25%** compared to 2024, indicating recent efficiency gains after prior increases. **Sports clubs** demonstrate steady improvement, with reductions of **9.47%** versus **2022** and **8.55%** versus **2024.** Overall, results indicate improving long-term efficiency in select areas, with some short-term fluctuations across asset types

3.3 Resource Efficiency

As part of our broader sustainability strategy, optimizing energy and water use across our developments and operations remains a key priority. Through smart design, efficient technologies, and responsible management practices, efforts are focused on reducing consumption, minimizing environmental impact, and supporting the long-term resilience of our communities.

Energy Management

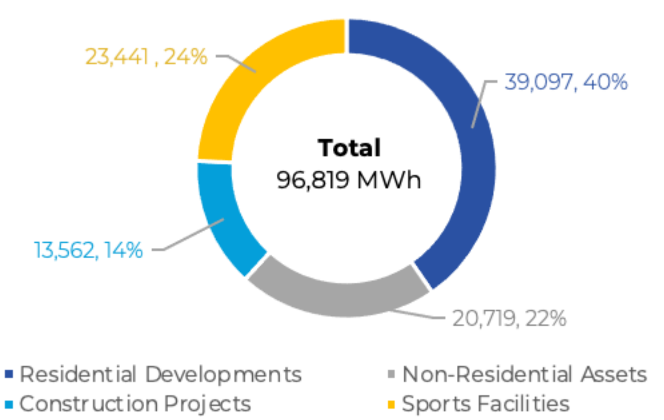
Total energy consumption was primarily driven by **Residential Developments**, which accounted for the highest consumption at **39,097 MWh,** followed by **Sports Facilities (23,441 MWh), Non-Residential Assets (20,719 MWh),** and **Construction Projects (13,562 MWh).**

Purchased energy represented the largest share of consumption at **58,158 MWh,** followed by **natural gas** at **18,429 MWh. Diesel** and **petrol** consumption amounted to **13,568 MWh** and **6,297 MWh**, respectively, while **renewable energy** contribution remained limited at **367 MWh**.

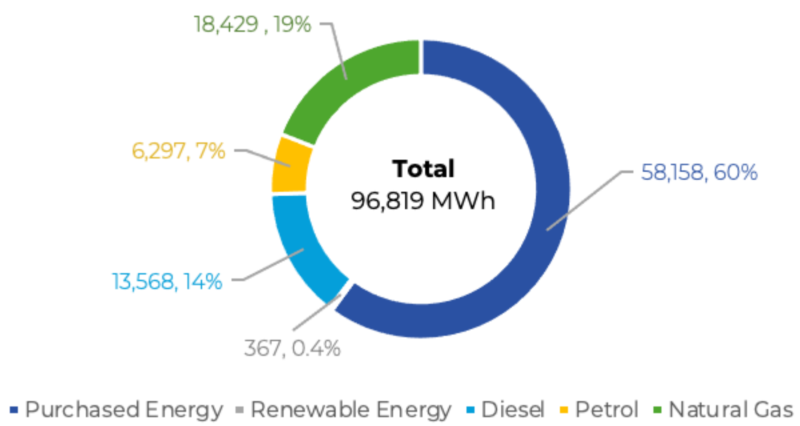
The overall energy mix continues to rely predominantly on conventional **purchased electricity** and **fossil fuels,** highlighting opportunities to further increase renewable energy integration and improve energy efficiency across operations.

[2] Purchased Electricity emissions under Scope 2, as well as Transmission & Distribution (T&D) losses and Purchased Energy Well-to-Tank (WTT) emissions under Scope 3 Category 3 (Fuel and Energy-Related Activities), and Category 11 (Use of Sold Products) emissions for 2022, 2023, and 2024, were recalculated in 2025 to reflect the use of more accurate emission factors.

Total Energy Cosnumption by Business Unit, 2025 (MWh)



Total Energy Cosnumption by Fuel Source, 2025 (MWh)



Operational Energy Efficiency

In 2025, SODIC advanced its operational energy efficiency agenda through targeted energy conservation measures across its portfolio to improve system performance and reduce energy demands.

Key operational energy conservation measures (ECMs) included:

- lighting optimization
- HVAC setpoint optimization
- outdoor load reduction
- chiller and pump optimization

ventilation and fan optimization,
These measures were further strengthened through a full transition to LED lighting to reduce energy consumption, electricity costs and maintenance needs across common and private areas

Energy Optimization in Common Areas

Reducing energy consumption in common areas was a primary focus in 2025. The Energy Optimization Program achieved a 2.8% reduction in energy intensity across select assets, surpassing the 2% target. Building on these results, SODIC will continue targeting a 2% year-on-year reduction in energy intensity.

Solar Energy Integration

SODIC continued to expand the integration of solar and photovoltaic technologies across its developments in 2025 as part of its transition toward cleaner energy sources. These systems are deployed in both buildings and throughout other key projects, including SODIC East, Westown Hub, and VYE.

At **Westown Hub**, solar cells installed in the outdoor parking area have been operational since 2020, supplying electricity to SODIC headquarters. The system has a total capacity of 330 kW and generated 366,684 kWh in 2025, contributing to reduced grid dependency.

At the community level, **SODIC East Solar Farm** supplies 499 kWp of renewable energy within the development, covering more than 50% of the electricity consumption at Club S electricity.

366,684 Kwh generated by Westown Hub's solar cells in 2025

VYE, which was designed to introduce Egypt's first solar-powered homes, incorporates a decorated solar façade that has the capacity to generate of 80 kWh of energy.

The installation of the integrated photovoltaic (BIPV) façades at VYE Hub was completed in 2025 in collaboration with Summit Solar. The system converts the building envelope into an energy-generating surface and has a capacity to generate 22.20 kWp of energy across 176 modules. It is expected to generate approximately 13,300 kWh annually. The system represents a replicable model for integrating renewable energy into building design and reinforces SODIC's approach to embed sustainability at the product innovation stage.

Electric Mobility and EV Charging

In 2025, SODIC continued to maintain and expand its EV charging infrastructure across key developments, including Westown Hub, Villette, EDNC, and Caesar, supporting the transition toward low-emission transportation and enabling cleaner mobility options for residents and visitors.

At Eastown, the Divercity Ride electric mobility service is an app-based internal transport solution aimed at reducing private car dependency and enhancing the resident mobility experience. The service recorded **907 rides**, covering 2,163 km and serving 173 unique riders in 2025, with daily operations throughout the year. The ride service transitioned from pilot to full operations during the year, demonstrating a successful integration of clean mobility within a live community.

907 Rides

2,163 km

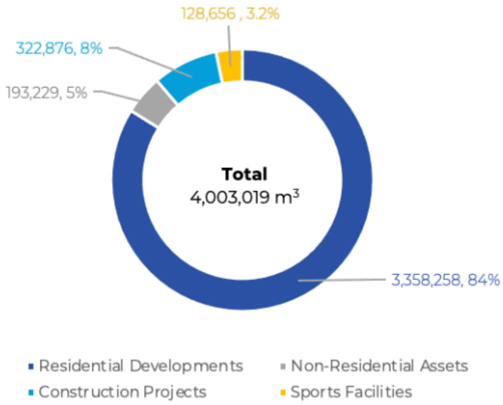
VYE's solar façade and the Divercity Ride collaboration were developed through SODIC's innovation pipeline. Further details are provided in *Innovation at SODIC*.

Water Management

SODIC's total water consumption in 2025 was **31,105,793** m³, distributed across residential developments, non-residential assets, sports clubs, and construction activities, representing a water demand profile for both operational and development phases.

Residential developments accounted for **4,003,019 m³** of total water withdrawal, driven primarily by occupancy levels and landscape irrigation requirements. **Non-residential assets** contributed **193,229 m³,** while **sports facilities** recorded **128,656 m³,** reflecting intensity usage associated with recreational and facility operations. **Construction activities** accounted for **322,876 m³,** mainly linked to on-site development processes and contractor operations.

Total Water Withdrawals by Business Unit, 2025 (m³)



Water Efficiency Measures

Water consumption has been reduced through the use of low-flow fixtures, efficient landscape irrigation systems, and operational practices designed to minimize unnecessary water use. These measures support improved efficiency across residential and mixed-use environments.

Stormwater and Site Water Management

Water resilience is strengthened through integrated stormwater management systems, including retention ponds and bioswales that control and treat runoff before discharge into surrounding networks. These systems separate stormwater from sewer flows and reduce the risk of contamination from oils and chemicals, supporting environmental protection during rainfall .

Water-related climate risks are integrated into project planning and design. The risk of flooding is considered negligible across SODIC sites due to low annual rainfall; however, water scarcity remains a key design consideration. Accordingly, treated wastewater from STP systems is reused for landscape irrigation, reducing reliance on potable water, while coastal developments apply reverse osmosis systems to secure alternative water supply sources and enhance long-term resilience.

Efficiency in Water Production Systems

SODIC has enhanced the performance of its water production infrastructure through the integration of high-efficiency energy recovery technology within its seawater reverse osmosis plant. This intervention has delivered a **13% reduction** in energy consumption, with estimated annual savings of approximately 219,000 kWh. By embedding high-performance recovery systems, the plant stands as one of SODIC's most energy-optimized water production assets, reinforcing operational efficiency and supporting broader climate action objectives.

Water Reuse & Circular Systems

Sewage treatment plants enable water circularity by treating and reusing wastewater for parks, gardens, and public landscapes, significantly reducing potable water demand. Future directions focus on expanding smart irrigation systems, increasing greywater reuse, and further integrating treated water into operational networks, alongside desalination and recycling solutions in coastal projects to strengthen long-term water resilience.

3.4 Circularity

SODIC's approach to circularity focuses on minimizing waste, optimizing resource use, and extending the lifecycle of materials across its developments. By embedding circular principles into design, construction, and operations, the Company aims to reduce environmental impact while enhancing efficiency and long-term value creation.

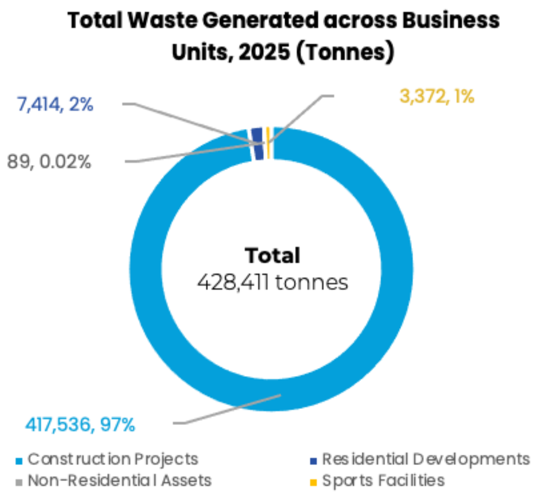
Waste Management

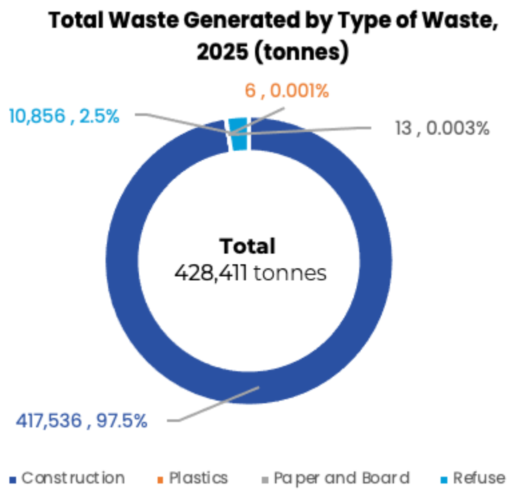
SODIC's waste management approach is guided by waste hierarchy, prioritizing waste reduction at the source, followed by reuse and recycling wherever technically and economically feasible. This approach is embedded across construction and operational activities to minimize environmental impact and improve resource efficiency.

Health and safety remain central to waste management practices. All waste streams, including hazardous materials, are handled, stored, and transported in accordance with established procedures and global standards. This includes the use of appropriate protective equipment, regular site inspections, and structured reporting systems to ensure safe and compliant waste handling across all operations.

SODIC generated a total of **428,411 tonnes** of waste across its activities in 2025. **Construction operations** accounted for approximately 97% of the total waste at **417,536 tonnes,** a reflection of the scale of ongoing development activities during the year. **Residential developments** contributed to **7,414 tonnes (1.7%)** of total waste generation, followed by **sports facilities** at **3,372 tonnes (0.8%),** while **non-residential assets** recorded **89 tonnes,** representing less than **0.1%** of total waste generated.

In terms of waste composition, general **refuse** amounted to **10,856 tonnes (2.5%),** whereas **recyclable waste** streams remained relatively limited, including **13 tonnes of paper and board waste** and **6 tonnes** of **plastic waste.** The overall waste profile highlights the significant influence of development activities on total waste generation and underscores the importance of enhancing waste diversion and material recovery practices across operations.





Integrated Waste Management Plan

SODIC is currently exploring the development of an integrated waste management system in collaboration with EDARA, aimed at addressing both organic and non-organic waste streams across its developments. The proposed approach focuses on strengthening waste segregation at the source, alongside more efficient collection and recycling processes aligned with sustainable environmental practices. Beyond reducing environmental impact, the initiative is expected to unlock value through waste recovery and recycling, creating potential revenue streams while supporting SODIC's broader circularity and sustainability objectives.

For more information about our community events, please check WMC partnership.

3.5 Nature and Biodiversity

The natural environment is an integral part of how our communities are planned and developed, with green spaces and natural ecosystems distributed across our projects. Site planning prioritizes the preservation of existing habitats, while introducing thoughtfully designed landscapes that enhance local biodiversity and support sustainable development.

Environmental considerations are expected to become more integrated into SODIC's land acquisition and development planning processes through an enhanced ESG due diligence approach for plot acquisition. During 2025, the Company reviewed enhancements to this process in preparation for implementation the following year. The updated approach will include considerations related to land type, environmental impact assessments, land and water habitats, and cultural and heritage-sensitive sites, supporting more informed decision-making during early-stage development planning.

SODIC's Environmental Policy continues to guide these efforts, taking into consideration biodiversity with a focus on preserving habitats, maintaining soil health, managing waste responsibly, and promoting the use of native plant species.

Land Use	SODIC carefully evaluates land use at every stage of development starting with land acquisition. Existing habitats and ecological characteristics are assessed to ensure that projects minimize disruption to local ecosystems. This process helps reduce habitat loss, pollution, and wider environmental impacts through informed and structured land planning. In 2025, this was further strengthened through early-stage environmental assessments that inform master planning decisions and support more targeted integration of biodiversity considerations within project layouts in specific land plots.
Landscape	SODIC integrates sustainable landscaping practices to enhance biodiversity, improve environmental performance, and create high-quality outdoor environments. The use of native and climate-adapted species supports local ecosystems while contributing to improved air quality and natural water filtration. Water-sensitive landscaping is also increasingly embedded to support efficient irrigation and microclimate regulation. In 2025, landscape operations were further strengthened through the adoption of **environmentally friendly fertilizers** with reduced nitrogen emissions and the gradual transition to electric landscaping equipment, including grass-cutting machines across selected locations. These measures reduce environmental impact, improve air quality, and lower operational emissions and noise levels within communities.
Green Spaces	Green spaces are a defining element of SODIC's developments, providing both ecological value and community benefit. They are strategically designed to support biodiversity, enhance climate resilience, and offer accessible recreational environments that improve quality of life. In 2025, SODIC continued to expand and structure green space integration across its portfolio, including:

	Ogami (North Coast), where approximately 24% of the total area is dedicated to green spaces, supporting ecological continuity and preserving the natural coastal character	**Eastvale**, where around 80% of the development is allocated to green and open spaces, reflecting a strong biodiversity-led planning approach	**Karmell**, which integrates shaded groves, linear parks, and carefully selected vegetation to support ecological comfort and microclimate improvement	**SODIC East**, featuring a 3 km Green Spine alongside parks and landscaped plazas that create a continuous ecological and social corridor

4 Empowering Sustainable Communities

We are committed to creating inclusive, connected, and resilient communities where people can thrive. Through strategic partnerships, responsible investments, and a focus on social impact, we work to enhance quality of life, foster meaningful connections, and support the well-being of the communities we serve.

4.1 Workplace Culture

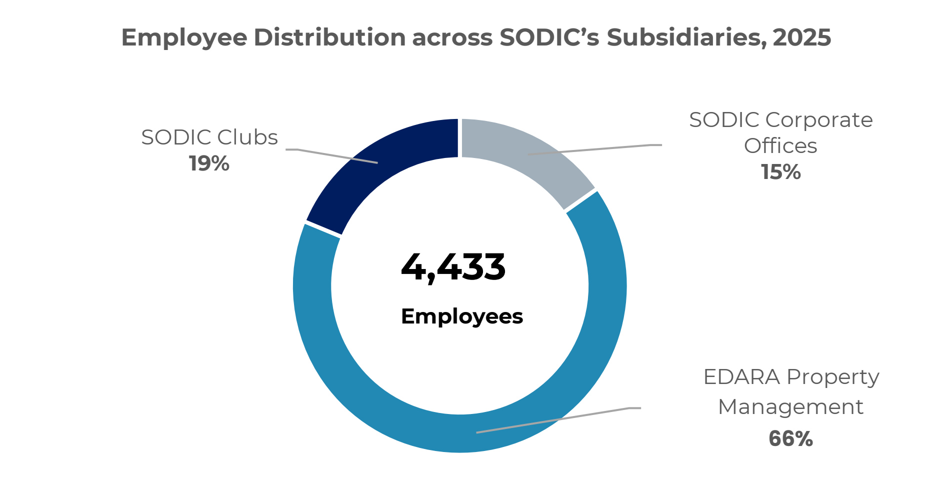
SODIC is committed to fostering a supportive and inclusive workplace where employees operate in an environment that promotes dignity, fairness, and wellbeing. SODIC's workplace culture is rooted in collaboration, openness, and accountability. These principles are reinforced through an updated **HR policies and Code of Conduct** which was reviewed in 2025 to ensure alignment between employee performance, corporate values, and the Group's long-term strategic objectives.

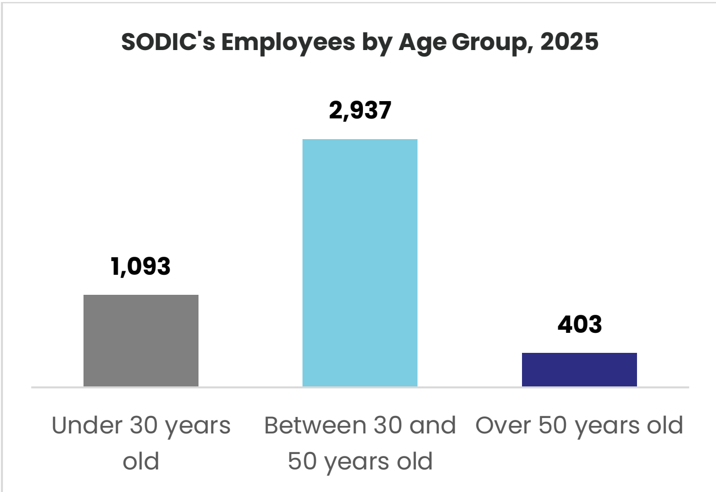
Employees are encouraged to contribute actively, recognize peer achievements, and engage in a culture built on mutual respect and shared purpose. In 2025, SODIC's workforce reached a total of **4,433 employees** across SODIC Headquarters, EDARA, and SODIC Clubs, in line with the Group's continued growth and operational scale. During the year, the Group welcomed **1,494 new hires**, supporting business expansion and strengthening operational capabilities across its Subsidiaries.

4,433
Employees across SODIC Offices, EDARA and Clubs

1,494
New Hires in 2025

5.9%
Workforce Growth YoY





Inclusive Workplace

Our **Diversity and Inclusion Policy** reflects our commitment to our core principles, offering clear guidance that aligns with both international standards and local regulations. It ensures equitable hiring and career progression practices, fostering an inclusive environment where all employees are empowered to develop and contribute effectively.

0 Incidents of discrimination were reported in 2025.

SODIC continues to strengthen gender diversity across its workforce, with women representing 14% of the total workforce in 2025, up from 12% in 2024.

At the Group level, female representation is distributed across all employment categories and key functions, including 82 women in STEM roles (13%) and 107 in revenue-generating functions (25%), highlighting growing participation beyond traditional support roles.

At the management level, women represent 20% of middle management and 19% of top management, demonstrating continued progress in leadership inclusion.

On a standalone basis, SODIC offices saw female representation reach 26%, reflecting a stronger gender balance within core operations relative to the Group average.

Inclusion is further reinforced through the employment of 40 People of Determination, in line with the Group's commitment to accessible and equitable employment practices and an inclusive workplace culture.

14% Groupwide increase in female employees (up from 12.4% in 2024)	20% Females in Middle Management	19% Females in Top Management

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

Engaging Workplace

SODIC adopts an integrated approach to employee engagement, embedding, internal communication, and culture development within its overall business strategy. In 2025, the company maintained strong internal communication practices, ensuring employees remained informed, connected, and aligned with business priorities, while fostering a collaborative and inclusive workplace environment.

During the year, SODIC implemented a range of initiatives to enhance engagement and reinforce a culture of recognition and belonging. A **multi-phase Employee Recognition Program** was launched to celebrate employee contributions to strategic and high-impact initiatives with the aim of increasing the visibility of achievements and strengthening alignment with company values.

The **Employee Engagement Calendar** introduced regular activities and events, including Ramadan initiatives, sports activities, and engagement campaigns, contributing to a more connected and dynamic workplace experience.

To further support employees, the **Education Salary Advance Program** was implemented through structured application cycles, helping employees manage school-related financial commitments and reinforcing SODIC's employee support culture.

Employee Voice & Engagement Measurement

Employee engagement is assessed through structured listening tools, including the Employee Net Promoter Score (eNPS), alongside internal service satisfaction surveys and ongoing feedback channels.

In 2025, eNPS increased to **31**, up from 14 in 2024, with a 69% response rate, reflecting a notable improvement in employee sentiment and overall workplace experience. Survey results are systematically analyzed and shared with leadership to identify priority areas and drive targeted action plans, reinforcing a data-driven approach to enhancing engagement.

Our **eNPS score** increased from 14 in 2024 to **31 in 2025**.

Additionally, the Interdepartmental Service Satisfaction Survey provided insights into internal service quality and collaboration, enabling improvements in response times and strengthening cross-functional alignment.

Employee Support & Benefits

SODIC complements its engagement approach with a structured benefits framework designed to support employee wellbeing and stability. In 2025, the **Employee Benefits Program** was fully checked, as part of the Board and Nomination & Remuneration Committee's strategy to enhance employee offerings.

To ensure that essential employee needs are met, SODIC has developed the benefits framework to include medical insurance coverage for employees and eligible dependents, optional life insurance policies, and transportation support. It also supports employees through family-related provisions, including parental leave and flexible work arrangements where applicable. These benefits have helped foster a more stable work environment and contributed to more work-life balance.

Employee Engagement across Subsidiaries

At **EDARA,** initiatives focused on enhancing employee welfare and operational workforce conditions. This included the renewal and upgrading of staff accommodations , and the improvement of living standards and conditions for operational teams. Wage adjustments were also implemented, supporting employee satisfaction, strengthening compliance, and contributing to workforce stability and retention.

At **SODIC Clubs**, engagement initiatives emphasize employee wellbeing and recognition. These included wellness-focused activities, such as medical check-ups and awareness sessions, alongside corporate events and employee recognition programs, where 63 employees were recognized for their performance in 2025. These initiatives contributed to strengthening employee engagement, enhancing communication with leadership, and fostering a positive workplace culture.

4.2 Learning and Development

SODIC embeds learning and development within a structured, policy-led framework aligned with performance management, succession planning, and organizational capability needs. Development priorities are identified through annual performance cycles and talent reviews, ensuring training investments directly support business and functional requirements.

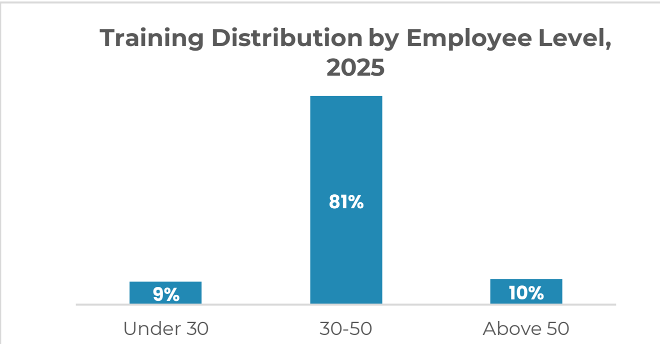
EGP 1.8 Mn Invested in Employee Training and Development in 2025

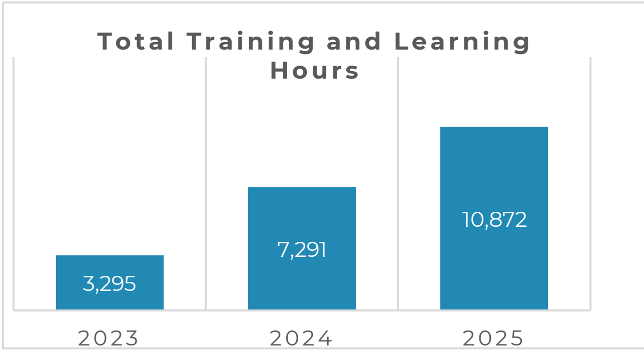
+40 Courses Offered Covering Diverse Topics

Trainings and Participation

A total of **10,872** training hours were delivered in 2025 broadly distributed across organizational levels and age groups throughout the workforce. Employees aged 30-50 participated in 8,849 training hours (81%), followed by 1,039 training hours for employees above 50 (10%), and 984 training hours for employees under 30 (9%).

The Group's comprehensive learning portfolio covered key themes including leadership development, customer experience, project and risk management, digital transformation, communication, design management and business ethics.





Leadership Practices & Engagement Training

A targeted leadership development program focusing on ways to enhance levels of engagement was delivered. The program reinforced the role of leaders in shaping a positive and inclusive workplace culture.

Key areas covered included the use of inclusion and transparency as core engagement tools, and ways for leaders to take actionable steps to ensure alignment between organizational vision, mission, and day-to-day practices. The program also addressed delegation, communication, and empowerment principles to enhance team effectiveness and strengthen executive presence and personal branding.

Training across Subsidiaries

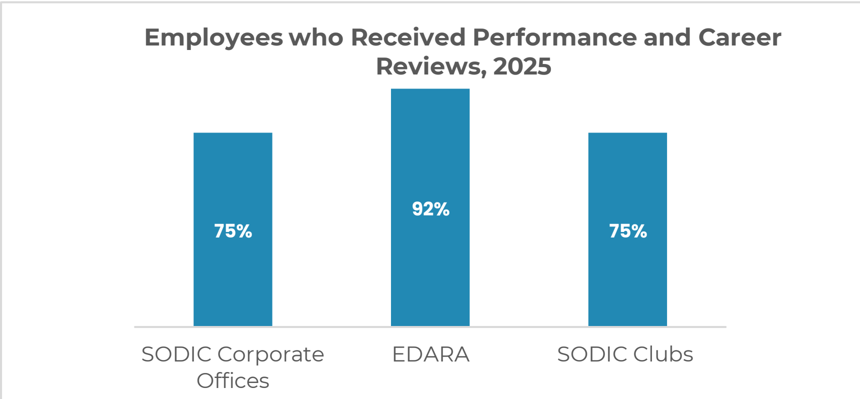
At **EDARA,** employees participated in a comprehensive training program covering customer service excellence, risk management, business ethics, leadership, AI applications, data analysis, and operational efficiency. The training also included health and safety specializations, such as the role of an occupational safety officer and the safety committee member certification, strengthening workplace safety culture and compliance. This structured learning approach enhances both technical capabilities and service quality across operational functions.

At **SODIC Clubs**, training focused on improving service delivery and member experience. Hospitality training programs were delivered to strengthen customer interaction and service quality standards, while coaching development programs enhanced technical, safety, and engagement skills, ensuring the delivery of safe, high-quality recreational and sports services.

Capability Development

SODIC's approach integrates learning into broader talent management processes, including career development discussions, succession planning, and competency frameworks. Employees are encouraged to take ownership of their development, while managers are responsible for identifying development needs and supporting progress tracking.

This is reinforced through formal mechanisms such as study leave provisions, structured training plans, and post-training evaluation processes, ensuring that learning outcomes are embedded into performance and applied effectively on the job.



4.3 Health, Safety and Wellbeing

SODIC is committed to providing a safe, healthy, and supportive environment for all employees, contractors, and stakeholders across its operations. This commitment extends across offices, construction sites, and operational assets, and is governed through an integrated Occupational Health, Safety and Environment (OHSE) Management System.

Guided by a **Vision Zero** commitment, SODIC aims to achieve zero fatalities, zero lost-time injuries, and zero occupational illnesses. In 2025, the OHSE Management System was reviewed and strengthened, alongside the renewal of **ISO 45001** certification for both SODIC and EDARA, reinforcing alignment with international standards and Egyptian regulatory requirements.

Coverage of Operations		
SODIC	EDARA (Operations & Projects)	Clubs
➔ **100%** covered under OHSE Management System		

Integrated approach

SODIC's Health and Safety Policy, endorsed at the executive management level, reflects commitments to legal compliance, worker consultation, and ongoing improvement. The OHSE framework integrates risk identification, mitigation, training, and monitoring within a continuous improvement cycle aligned with ISO 45001 and ISO 14001.

Health and safety risks are systematically identified across all projects through site inspections, task-based assessments, design-stage reviews, and incident analysis. Risks are prioritised based on severity and likelihood and mitigated through the hierarchy of controls, with a focus on eliminating hazards at the source. Emergency preparedness is embedded through site-specific response plans, drills, and coordination with relevant authorities.

A structured audit framework ensures oversight and accountability across operations. A total of 22 HSE audits were conducted in 2025 covering 100% of project sites. Internal and external audits confirmed the effectiveness of the OHSE system, with findings tracked through corrective action plans to support continuous improvement.

Health and safety requirements are incorporated across the supply chain through contractor prequalification, contractual obligations, and ongoing performance monitoring. Contractor compliance is reinforced through training, inspections, and performance-linked accountability mechanisms, while all workers are empowered with stop-work authority to address unsafe conditions.

Emergency Preparedness	Incident Reporting & Investigation	Audits & Compliance
Risk Identification	Training & Competency	Contractor Management
ISO 45001		
Primary focus on achieving zero fatalities and zero lost-time injuries		

Culture of Safety and Wellbeing

SODIC continues to invest in building a proactive safety culture through training, awareness, and workforce engagement. In 2025, all employees and contractors were covered under the OHSE Management System, with 24 training sessions delivered.

Training initiatives focused on strengthening both competency and consistency across sites. Safety bootcamps trained over 2,500 workers, reinforcing standardised safety practices, while regular toolbox talks addressed daily operational risks. The expansion of near-miss reporting mechanisms led to a 40% increase in hazard reporting, supporting a more proactive approach to risk prevention. In parallel, 20 employees were certified as first aiders, enhancing on-site emergency response capabilities.

SODIC adopts a **holistic approach** to wellbeing, extending beyond physical safety to include occupational health and mental wellbeing. Workers are supported through access to medical services, periodic health examinations, and welfare facilities across all sites, including safe drinking water and hygienic conditions. Targeted initiatives, such as heat stress awareness campaigns, contributed to zero heat-related hospitalisations during the year, reflecting the effectiveness of preventive measures. Additionally, SODIC maintains a smoke-free workplace policy across offices and company vehicles, supporting employee health and a safe working environment.

0	**+40%**	**+2,500**	**+500**	**20**
Heat-Related Hospitalizations through Heat Stress Campaign	Increase in Hazard Reporting via Near-Miss Reporting System	Workers Trained through Safety Bootcamps	Workers Engaged through Toolbox Talks (Regular Safety Sessions)	First Aiders Certified as on-Site emergency Responders

2025 Performance

SODIC monitors health and safety performance across both employees and contractors to ensure full operational visibility and accountability. In 2025, the company maintained zero fatalities and zero lost-time injuries, with Lost-Time Injury Frequency Rates (LTIFR) at 0.0 across both categories.

Contractor safety performance improved significantly, with the Total Recordable Injury Rate (TRIR) declining to 0.39, compared to 0.60 in 2024 and 1.55 in 2023. Total recordable injuries among contractors decreased from 17 in 2023 to 3 in 2025, demonstrating the impact of strengthened risk management and contractor oversight.

All employees and contractors are covered under externally audited OHSE Management Systems, ensuring alignment with international standards and reinforcing the implementation of SODIC's approach. Health and safety data is monitored internally and supported by external certification processes, with ongoing efforts to strengthen independent verification of key indicators in line with evolving ESG expectations.

In 2025, SODIC's HSE audit program covering all active projects, achieved a **95%** corrective action closure rate, recorded zero major non-conformities in ISO 45001 audits, and drove targeted improvements including fire safety upgrades and contractor enforcement actions, reinforcing its "Zero Harm" commitment.

0	**Fatalities, LTIs, LTIFR and LTISR in 2025**

For more information about our health and safety metrics, please refer to the ***Social Performance Indicators***.

Health and Safety across Subsidiaries

At **EDARA,** Health & Safety capacity was strengthened through targeted training on risk management, incident investigation, emergency preparedness, and regulatory compliance, alongside the digitalization of HSE reporting and analytics to enable real-time monitoring, improved decision-making, and proactive risk identification.

At **SODIC Clubs**, training and operational safety initiatives focused on high-risk activities, particularly pool operations, where enhanced water safety controls, inspections, and staff awareness programs were implemented to strengthen prevention, ensure compliance, and maintain safe recreational environments.

4.4 Distinguished Customer Experience

SODIC's approach to customer experience is rooted in creating integrated, lifestyle-driven communities that extend beyond property ownership into a seamless, **end-to-end journey**. By combining service excellence, digital innovation, and community engagement, SODIC delivers a holistic experience that connects where customers live, interact, and spend their time, fostering long-term relationships built on trust, responsiveness, and shared value.

Customer-Centric Services

55

2025 NPS
(Leading for 5 Consecutive Years)

SODIC's customer-centric approach is enabled by a structured Client Relations framework that manages the customer journey from handover through post-delivery support, ensuring consistent service delivery, transparent communication, and efficient resolution of customer needs. Continuous feedback mechanisms, including Net Promoter Score (NPS) and service performance tracking, keep track of ongoing improvements and strengthen customer satisfaction across all developments. In 2025, SODIC recorded an NPS of 55, reflecting sustained customer confidence.

Digital Customer Ecosystem

At the core of the customer experience is a digitally enabled ecosystem that enhances accessibility, responsiveness, and transparency across all customer touchpoints. The **SODIC App** serves as a central interface for residents, offering real-time service requests, community updates, and lifestyle features, while integration with the Salesforce CRM and WhatsApp communication channels enables seamless interaction, efficient case management, and a unified 360-degree view of customers across residential, commercial, and club portfolios. This digital integration has strengthened response times, improved service visibility, and enabled more proactive engagement with customers.

Across all touchpoints, SODIC maintains a structured feedback mechanism through digital platforms, service centers, and on-the-ground community management teams. Customer input is systematically captured and integrated into service improvement processes, supporting continuous enhancement of service delivery.

Wellbeing & Community Living

Beyond service delivery, SODIC communities are designed to support wellbeing, social interaction, and quality of life. Through safe and well-managed recreational facilities, including clubs and pools, alongside lifestyle activations, SODIC promotes active living and community wellbeing.

Community engagement plays a central role in shaping the customer's experience, with structured platforms that enable direct interaction between residents and management teams. In 2025, SODIC delivered **21** coffee break community engagement sessions, alongside more than **12 activations and 24 curated collaborations**, contributing to a 60% increase in community communications and engagement, and reinforcing transparency, accessibility, and resident participation across developments.

+60%

Increase in community communications and engagement from 2024

Breast Cancer Awareness	**Boards and Boats "Kayak to the Island"**	**Complimentary Rides to Caesar**
SODIC delivered breast cancer awareness initiatives across East Cairo projects and Caesar,		SODIC provided complimentary transportation

supporting community wellbeing and promoting health awareness across developments.	SODIC hosted “Kayak to the Island” experiences in Caesar, enhancing community experiences through curated outdoor activities.	between Cairo and Caesar on the North Coast improving accessibility and supporting a more seamless resident experience across destinations.

For more information about our latest community events, please refer to @sodicexperience on Instagram.

Destination & Place-Making Experiences

SODIC developments integrate retail, entertainment, and community spaces into vibrant, mixed-use environments. At EDNC, curated events and seasonal activations have transformed the destination into a dynamic hub for both residents and visitors. Footfall has significantly exceeded expectations, reaching 2.25 million visitors in 2025 vs. a previous target of 600,000.

Enabling Sustainable Living

SODIC supports sustainable communities by providing clients with environmental awareness and responsible resource use guidance during the property handover process. At delivery, homeowners receive practical information that encourages the efficient use of energy and water, appropriate waste management practices, and safe building operation. This is complemented by building operation manuals, maintenance guidance, and clear service request channels to support responsible day-to-day use of assets and shared community resources.

This approach helps extend sustainability beyond the design and construction phases by enabling residents to actively participate in reducing environmental impact throughout the lifecycle of the development.

4.5 Thriving Communities

SODIC is committed to creating long-term social value by investing in resilient and inclusive communities. Guided by its **CSR policy**, the Company adopts a structured, impact-driven approach to community investment, focused on key pillars including education, environmental sustainability, social support, and equal opportunities. These pillars are complemented by long-term commitments and strategic partnerships, ensuring that SODIC's initiatives contribute to both immediate support and sustainable, long-term progress.

Monitoring Impact & Continuous Improvement

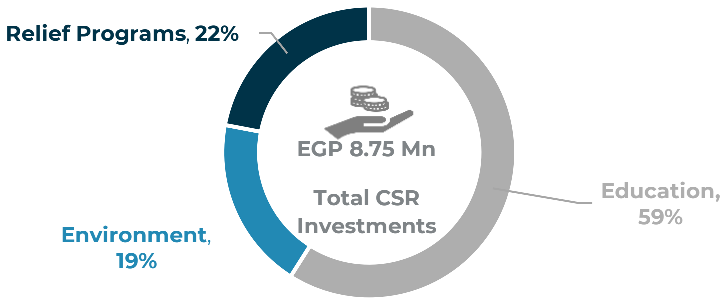
Impact is monitored through structured measurement and evaluation processes, tracking key indicators such as beneficiaries reached, program outcomes, and year-on-year progress. Regular reporting and internal tracking tools support performance assessment, enabling SODIC to scale effective programs, and continuously enhance the impact of its initiatives.

SODIC invested **EGP 8.75 million** in CSR initiatives in 2025, delivering measurable impact in the areas of education, environmental sustainability, and community support, with education remaining the primary area of focus.

+10,000
Annually Impacted Lives
Through Our CSR Initiatives

EGP +8.75 MN
Invested in CSR
in 2025

Amount spent on social projects, including corporate social responsibility (CSR) initiatives (EGP) per category, 2025



Education & Community Development

Education remains a core focus of our community impact, where we work to expand access to learning and create opportunities for long-term development.

Long lasting Partnership with Tawasol

SODIC's long-standing partnership with Tawasol Community School in Ezzbet Khairallah dating back to 2011 reflects its commitment to delivering sustainable and scalable community impact. The program is structured around continuous **year-round initiatives** with targeted activities in each quarter, including educational programs, vocational training, field visits, and artistic programs. In 2025, the initiative exceeded key targets, reaching **368 students**, including 270 in vocational training and 215 in arts programs. It also supported **190 women** through income-generating opportunities.

368 Students impacted	**200 Hours** Of volunteering	**190** Women impacted financially

Man Ahyaha

Our partnership with Man Ahyaha continued to expand access to quality education in underserved areas with educational and developmental programs. In 2025, the program benefited a total of **487 students; 303 adolescents**, **93 educators**, and **22 parents.** The newly introduced Adolescents program focuses on strengthening core skills and learning readiness through English language workshops, alongside orientation sessions introducing learning tracks and progression pathways to support informed engagement.

34 Events for children in Al-Ayyat and Sohag	**487** School Students	**303** Adolescents

Irteqaa

Irteqaa is a non-profit social development organization focusing on empowering communities, families and individuals from marginalized and low-income backgrounds to live with dignity and independence.

Established in 2019, the association serves around **3,500 workers** and employees in SODIC West, providing access to healthcare, education, and employment opportunities. Irteqaa remains the only organization dedicated specifically to this community.

SODIC partnered with Irteqaa on key initiatives in 2025, including the distribution of winter blankets to **workers** and supporting access to quality education by covering tuition fees for their **students for** the 2025–2026 academic year.

3,500 Workers in SODIC West were served	**+1,200** Lives impacted by SODIC

Supporting Impactful Environmental Initiatives

Waste Management Control (WMC)

SODIC's partnership with Waste Management Control (WMC), a social enterprise focused on supporting vulnerable workers within Egypt's waste sector, helped to create more inclusive opportunities. In 2025, the initiative supported the inclusion of **14 new landfill scavengers** and **53 traders and collectors**, expanding access to income generating opportunities and strengthening economic resilience within these groups. Awareness activities reached **40 students**, helping promote more responsible consumption and community engagement from an early age.

While the initiative contributes to improved waste management practices, its primary value lies in its social impact empowering vulnerable communities, supporting dignified work, and creating pathways for more inclusive economic participation.

2,475 tonnes Total Recyclables Collected including PET, Cardboard, Plastic and Aluminum	**+67** Workers integrated	**40** Students reached through awareness activities

The SODIC Relief Program

The SODIC Relief Program has supported +**10,000 lives** annually through targeted initiatives including food distribution, donation drives, and seasonal support, providing immediate relief and improved living conditions.

Community Engagement & Inclusion

SODIC complements its social investment programs with community engagement initiatives that promote inclusion, wellbeing, and social connection across its developments.

Annual Charity Run

THE TRIFACTORY

SODIC continues to support community-driven initiatives that promote inclusion and social impact. In 2025, the annual Charity Run, organized by The TriFactory, brought together participants from across the community to SODIC East in support of a meaningful cause. A portion of the event's proceeds went to the **Egyptian Autism Society** to fund programs that raise awareness and support individuals with autism.

Empowering Athletes

A Win for SODIC's Water Polo Team

SODIC remains committed to supporting the development of young athletes and promoting sports excellence. In 2025, the SODIC Clubs Water Polo Team achieved a historic milestone by winning first place in two age categories at the international "Haba Waba" championship in Italy becoming the first team in the tournament's history to secure both titles in the same year. Competing against more than 60 teams worldwide, this achievement reflects the strength of SODIC's youth development programs and its commitment to nurturing talent and providing international exposure for young athletes.

Supporting the Incredible Journey of Mountaineers Manal Rostom and Danah Alali

SODIC partnered with mountaineers Manal Rostom and Danah Alali in 2025 as they set out to climb Mount Vinson, the highest peak in Antarctica. Their journey reflects years of hard work and dedication and stands as an example to inspire others to challenge themselves and pursue their goals.

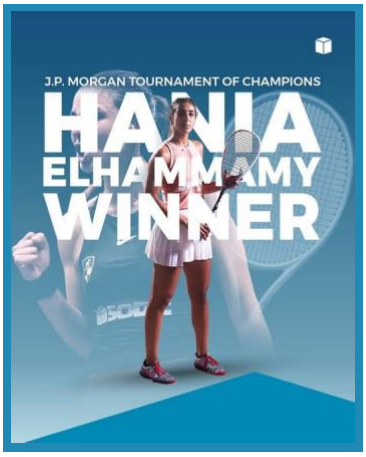
For more information about their experience, please watch their video here.

Maintaining our Athletic Partnerships

Supporting Egyptian talent and promoting inclusion through partnerships with professional and para-athletes is a key priority for SODIC. In 2025, SODIC-supported athletes achieved significant international recognition, reinforcing the Company's commitment to empowering individuals, and promoting excellence across diverse fields.

Hania El Hammamy
Professional Squash Player

SODIC continues its partnership with top squash player Hania El Hammamy, a leading global athlete. Building on her strong performance in recent years, Hania achieved a major milestone in 2025 by winning her first J.P. Morgan Tournament of Champions title, further solidifying her position among the world's top players and reflecting her continued growth and success on the international stage.



Ali Farag
A Four-Time Squash World Champion

SODIC is proud to support Ali Farag, whose exceptional blend of intellect and athleticism continues to place him among the world's top squash players. A Harvard University graduate and multi-title PSA World Tour champion, Ali added to his achievements in 2025 by winning his fourth J.P. Morgan Tournament of Champions title, reinforcing his position as a leading figure in the sport and a strong role model on and off the court

Eslam Abu Ali
Para-Athlete and SODIC Team Member

Eslam Abu Ali, a SODIC HR partner and accomplished para-athlete, continues to deliver strong performances on the international stage. In 2025, he won the Zayed Para Run for the second consecutive year and secured a silver medal at the Africa Paratriathlon Championship, a testament to his strong determination and commitment o his sport. .

4.6 Innovation at SODIC

EGP +3.5 Mn was invested in R&D in 2025

SODIC is focused on developing more efficient, sustainable, and future-ready communities through a **combination of internal product development and external collaboration**. In 2025, SODIC continued advancing innovation across design, construction technologies, digital transformation, mobility, and customer experience through initiatives that support operational efficiency, sustainability, and long-term value creation.

SODIC aims to further expand its innovation platform by scaling proven partnerships, advancing new product R&D pipelines, and exploring emerging technologies in areas including artificial intelligence, energy solutions, and construction technology.

SODIC's Innovation Model

SODIC's approach to innovation rests on two integrated pillars:

Product R&D	Technical R&D & Venture Clienting
Focused on fostering employee creativity and institutionalizing innovation through capacity	Focused on open innovation through startup collaborations, strategic partnerships, and ecosystem engagement. Through adopting

building, workshops, design sprints, and hackathons.	the Venture Clienting model, SODIC acts as an early client to startups, validating solutions within live projects and communities before scaling them further.
In 2025, this workstream advanced: • the VYE Hub solar energy-generation façade • the SODIC East non-residential hackathon,.	**In 2025,** the Technical R&D portfolio included collaborations with Divercity Ride, LAYN, Sakneen, and Nawy Shares, alongside a strategic partnership with the AUC Innovation Hub and participation in industry platforms including the Green Growth Summit.

All Product R&D initiatives follow a structured **five-step innovation funnel** that guides projects from identifying challenges through to testing and implementation:

Empathize	Define	Ideate	Prototype	Test

Innovation in Action

Workstream	Project	2025 Outcomes
Product R&D	**VYE Hub Solar Energy-Generating Façade**	Completed Installation advancing building-integrated renewable energy solutions. I
	SODIC East Hackathon	20 participants across 4 multidisciplinary teams delivered a development brief for the project's non-residential component, now in the design phase
Venture Clienting	**LAYN**	Deployed 3D concrete printing across EDNC and June, delivering measurable gains in material efficiency, waste reduction, and fabrication speed. The collaboration was named one of the finalists of the Egypt Entrepreneurship Awards
	Divercity Ride	Completed first full operational year at SODIC Eastown, with 907 rides and cleaner internal mobility solutions
	Sakneen	Digitized sales operations across SODIC's portfolio, generating over 37,000 offers and delivering significant operational efficiency
	Nawy Shares	Expanded access to real estate investment through fractional ownership integration
Strategic Partnerships & Ecosystem Engagement	**AUC Innovation Hub**	Delivered industry roundtables, student mentorship workshops, and academic integration of live construction technology case studies

5 Upholding a Responsible Business

Guided by a strong commitment to integrity and accountability, SODIC embeds strong governance frameworks and ethical practices across all aspects of operations. Through transparent decision-making and responsible business conduct, the Company aims to build trust and deliver long-term value for stakeholders.

5.1 Governance Framework

Strong governance remains fundamental to delivering sustainable growth, supported by clear structures, defined responsibilities, and solid processes. SODIC continued to strengthen its governance practices by further enhancing its unified governance framework to support operational efficiency and long-term value creation.

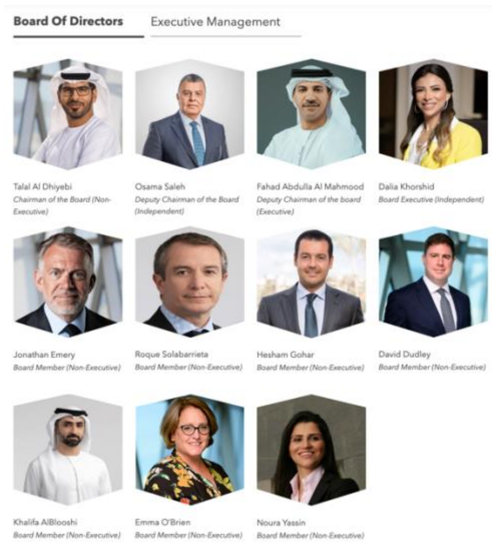
Governance was strengthened through enhancing process standardization, policy management, and alignment with regulatory and strategic priorities in 2025. **5** policies were updated and **6** introduced during the biennial review cycle, with all policies accessible via the **"SODIC WAY"** platform to ensure transparency and consistent application across the organization.

Leadership and Board Composition

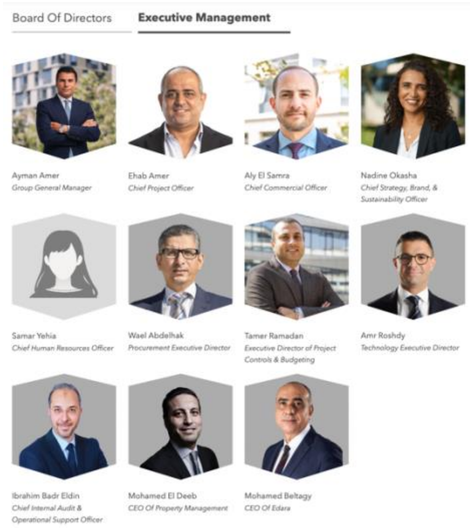
SODIC's Board of Directors is comprised of **11 members**, reflecting a balanced structure that supports effective oversight and decision-making. The Board includes 8 non-executive members, 1 executive member, and 2 independent members, which reinforces the company's commitment to independent oversight and sound governance practices.

Board diversity remains a priority, with **27%** female representation. The Board convened 12 times during the year, achieving an attendance rate of **92.5%,** reflecting strong engagement.

The Board brings together a diverse range of expertise across real estate development, finance, governance and strategy supporting informed decision-making and strategic guidance. The Board maintains an appropriate balance between executive, non-executive, and independent members to ensure objective and independent judgment in its decision-making.



11 Board Members	**27%** Female Members	**18%** Independent Members
12 Board Meeting	**92.5%** Attendance Rate	



Board Committees

SODIC's Board Committees operate in accordance with applicable laws, the Egyptian Corporate Governance Code, and recognized industry standards. Each committee supports the Board through focused oversight across key areas.

ESOP, Nomination, and Remuneration Committee
Comprising two independent members and one non-executive Board member, this committee oversees executive compensation, guided by performance evaluations and defined key performance indicators. It is also responsible for leadership nominations and the assessment of long-term incentive plans to ensure alignment with the company's strategic objectives.

Audit, Risk, and Compliance Committee (ARCC)
The ARCC oversees the integrity of financial reporting, internal controls, and audit processes. It ensures compliance with applicable laws and internal policies, while supporting the development and effectiveness of governance and risk management frameworks.

Executive Committee (EXCO)
Chaired by the General Manager, EXCO brings together senior management and selected Board members to drive strategic execution. It reviews operational and financial performance, evaluates business opportunities, sets investment priorities, and monitors progress against strategic objectives.

For more information about SODIC's leadership, please visit our website.

ESG Governance and Oversight

Sustainability-related matters are overseen by both the Board and Executive Management, ensuring alignment with the company's strategic priorities. Regular sustainability reviews and ongoing engagement on key ESG topics enable the Board to monitor progress against established goals and remain actively involved in decision-making.

All significant sustainability initiatives are subject to Board-level discussion and approval, reinforcing accountability and integration across the organization.

Sustainability Forum

SODIC's governance framework is further supported by a Sustainability Forum, which reports directly to the General Manager. The Forum brings together representatives from across the organization to guide the implementation of environmental and social initiatives.

By fostering cross-functional collaboration, the Forum ensures that sustainability objectives are embedded within day-to-day operations and aligned with broader business priorities.

In 2025, the Forum held four quarterly meetings to review progress and track performance against key indicators. The Forum successfully completed and fully implemented 11 initiatives. These included the submission of sustainability briefs for all new residential projects in the design phase, the calculation of baseline Energy Use Intensity (EUI) in line with ASHRAE 90.1-2007 for new developments, and the calculation of baseline Water Use Intensity (WUI) in line with LEED v4 for new developments. Additional completed initiatives included a study on low-carbon steel availability and future reduction targets, gap analysis against locally and internationally recognized green building standards including a 2% reduction in energy consumption and energy intensity across existing assets. The Forum also delivered monthly and quarterly reporting on environmental data submissions for both operational and construction assets, as well as quarterly reporting on community impact and CSR performance.

Risk Management and Resilience

SODIC's Enterprise Risk Management (ERM) framework provides an integrated, organization-wide approach to identifying, assessing, and managing risks that may impact strategic objectives. In 2025, the framework was further strengthened and updated through enhanced methodologies, improved reporting consistency, and deeper integration into business planning, supporting resilience in a dynamic operating environment. A formal Risk Management Policy was in place and actively implemented throughout 2025, providing clear guidance on risk identification, assessment, and mitigation across the organization.

Risk Oversight

Risk governance is embedded across the organization, ensuring clear accountability and effective oversight.

The Board of Directors, supported by the Audit, Risk, and Compliance Committee (ARCC), oversees key risk exposures, internal controls, and compliance. At the management level, the Executive Committee (EXCO) and senior leadership regularly review risk performance and mitigation actions.

Risk management responsibilities are distributed across the organization. Business units are responsible for identifying and managing risks within their operations, while the Risk Management function provides oversight, maintains the risk framework, and monitors key exposures. Internal audit activities provide independent review of the effectiveness of controls and risk management processes. This structure ensures alignment with leading practices while maintaining clarity in roles and responsibilities.

Risk Management Framework and Processes

Identify → Assess → Mitigate → Monitor → Report

SODIC's ERM framework is aligned with internationally recognized standards, including ISO 31000 and the COSO ERM Framework, enabling a structured and proactive approach to risk management.

Risks are identified through structured workshops and ongoing engagement with business units and senior management. A standardized methodology is applied to assess risks based on likelihood and potential impact, with risks prioritized according to residual risk levels after considering existing controls.

The framework encompasses a broad range of risk categories, including strategic, operational, financial, ESG, legal and compliance, and reputational risks. High and critical risks are escalated to senior management and, where appropriate, to the Board or its committees to ensure timely oversight and decision-making. Risk registers are maintained and regularly updated, with mitigation actions assigned to designated owners and tracked to ensure effective implementation.

ESG Risk Integration

ESG risks are integrated within the ERM framework and considered as part of ongoing risk assessments and strategic decision-making. ESG risks are defined as environmental, social, or governance events or conditions that may result in material negative impacts on the business or the value of investments. These risks are assessed using defined impact criteria and aligned with the company's risk appetite thresholds.

A dedicated Sustainability Risk Register is maintained to track ESG-related risks and is regularly updated to reflect evolving priorities. This supports proactive management of environmental and social risks and strengthens alignment with SODIC's sustainability commitments.

Monitoring, Resilience and Control

Risk Management works closely with all functions to monitor risk exposure, maintain the corporate risk register, and track mitigation actions. Performance is measured through defined KPIs and regular updates are provided to senior management and governance bodies, supporting informed decision-making and continuous improvement.

During the year, SODIC established the foundation for a structured Business Continuity Management (BCM) framework, with the roadmap fully completed, a specialized consultant engaged, and implementation initiated in December 2025.

Risks and incidents are identified through multiple channels, including operational reporting, health and safety systems, internal controls, compliance mechanisms, and internal audit processes. Incidents are assessed based on severity and escalated where required. Corrective and preventive actions are defined, assigned to responsible owners, and tracked to ensure effective resolution.

100% Board approval for the Risk Management Framework.	100% completion of quarterly strategic risk updates.	100% completion of BCM roadmap	Improved reporting consistency, enhancing overall risk visibility.

Ethical Business Practices

Ethical business practices define the foundation of how SODIC operates, governs, and engages with stakeholders. Integrity, transparency, and accountability guide decision-making across all business activities and remain central to long-term value creation.

SODIC's Ethics and Compliance framework is designed in alignment with applicable Egyptian legislation, including the Egyptian Civil Code, and is further strengthened by internationally recognized standards such as FIDIC-based contractual principles. This dual approach ensures that governance practices are compliant locally while remaining consistent with global expectations for responsible corporate conduct.

Code of Conduct

SODIC's Code of Conduct, updated and reviewed in 2025, represents the cornerstone of the company's ethical framework. It establishes clear expectations for employee behavior and reinforces a culture built on integrity, accountability, and respect.

The Code covers a broad range of ethical and operational principles, including equal opportunity and non-discrimination, workplace conduct and harassment prevention, health and safety obligations, conflict of interest management, responsible handling of company assets, business integrity in dealing with third parties, and requirements for reporting misconduct. It also defines standards for external communication, public engagement, supplier and government relations, and protection of confidential information.

Workplace conduct provisions explicitly prohibit harassment in any form, including verbal, physical, or sexual misconduct, and reinforce the importance of maintaining professional boundaries at all times.

The Code also establishes strict expectations regarding conflicts of interest. Employees are required to avoid situations where personal interests may interfere, or appear to interfere, with SODIC's business interests. Any actual or potential conflict must be disclosed and escalated to the relevant management level or governance body, depending on its nature and severity.

Anti-Bribery, Anti-Corruption and Financial Integrity

SODIC maintains a zero-tolerance approach toward bribery, corruption, and any form of unethical financial conduct. The company's framework is designed to ensure that all business activities are conducted with full integrity, transparency, and compliance with applicable laws.

The system includes strict controls over the use of company funds and assets, clear prohibitions on improper payments or facilitation practices, and defined limits on gifts, hospitality, and business entertainment to prevent undue influence. It also prohibits the use of company resources for political contributions in any form.

Financial integrity is further reinforced through requirements for accurate accounting records, transparent documentation of transactions, and strict oversight of supplier and intermediary relationships to ensure alignment with ethical and legal standards.

Human Rights and Labor Practices

SODIC is committed to upholding internationally recognized human rights principles across its operations and business relationships. This includes ensuring fair treatment, non-discrimination, safe working conditions, and respect for employee dignity and privacy.

The company prohibits forced labor and child labor in any form and ensures that employees and contractors have access to grievance mechanisms without fear of retaliation. These principles are embedded within internal policies, the Code of Conduct, and supplier expectations.

SODIC also promotes responsible labor practices by ensuring fair employment conditions, supporting employee development, maintaining safe and healthy workplaces, and fostering a culture of inclusion and respect. Employment policies further address conflict of interest risks, including restrictions on hiring close relatives and managing related-party employment situations to safeguard fairness and governance integrity.

Whistleblowing and Speak-Up Mechanism

SODIC promotes a culture of openness and accountability through its **Speak Up Portal**, which enables employees and external stakeholders to report suspected unethical behavior or compliance violations confidentially.

0
Cases Whistleblowing Received, Investigated and Resolved in 2025

The system is designed to ensure secure reporting, protect the identity of individuals raising concerns, and prevent any form of retaliation. All reports are independently reviewed and investigated by the Internal Audit function, ensuring objectivity and fairness throughout the process. This mechanism supports early identification of risks and reinforces a culture where ethical concerns can be raised without fear.

For reporting concerns or ethical misconduct, please visit SODIC's Whistleblowing page.

Incident Monitoring and Compliance Oversight

SODIC has established a structured process for monitoring, investigating, and addressing ethical breaches and compliance-related incidents. All reported cases are centrally tracked and assessed based on severity, and subject to independent investigation by Internal Audit, HR, or Legal functions where required.

The process ensures proper escalation, root cause analysis, and implementation of corrective actions to prevent recurrence. Outcomes are reported to senior management and relevant governance bodies to maintain oversight and accountability. In 2025, SODIC recorded **zero breaches** of non-compliance with law and zero critical ethical concerns. In addition, SODIC continuously monitors potential controversies, misconduct risks, and compliance exposures as part of its broader governance and risk management system.

5.2 Digitalization and Cybersecurity

SODIC advances digital transformation through a structured IT Governance Framework and Technology Policy Manual, ensuring alignment with business objectives, regulatory requirements, and operational efficiency. Digital capabilities are embedded across core functions through the use of design automation tools, Building Information Modeling (BIM), and data-driven workflows, enhancing coordination, accuracy, and project delivery.

In 2025, SODIC strengthened its digital ecosystem through the expansion of Salesforce as a centralized system of record, enabling real-time integration across website platforms, mobile applications, and customer service channels. These enhancements improved lead management, automated service requests, and enabled end-to-end case management across operations and facilities. Integration of SODIC Clubs into the CRM environment established unified customer profiles across business lines. Data-driven decision-making was further enabled through centralized business intelligence dashboards, while workflow automation and lead allocation systems enhanced operational efficiency, governance, and service responsiveness.

Information Security and Cybersecurity

SODIC maintains a formal **Information Security Policy** and cybersecurity governance framework, supported by defined oversight structures and continuous enhancement of risk management and compliance practices.

Cybersecurity is managed through structured programs and controls designed to prevent, detect, and respond to risks. Preventive measures include multi-factor authentication, network segmentation, firewall protections, endpoint detection and response solutions, and regular vulnerability management. Monitoring and detection capabilities are supported by **24/7 security operations**, including managed XDR services, intrusion detection and prevention systems, and integrated threat intelligence.

Z**ero incidents** of data leakage, theft, or loss of customer data recorded in 2025

Incident management is governed by a formal Incident Response Plan, ensuring structured identification, containment, and recovery, supported by clear escalation protocols to senior management and governance bodies. This integrated approach strengthens digital resilience and supports business continuity.

Information security is also supported by administrative controls, including a Clear Desk and Clear Screen Policy to ensure secure handling of sensitive information in the workplace.

Responsible Digital Practices

SODIC continues to strengthen its cybersecurity capabilities through ongoing employee awareness and training programs, supported by simulated exercises to enhance threat detection and response capabilities.

The integration of artificial intelligence into the customer journey and core operational processes is planned for the upcoming year, with a focus on enhancing efficiency, decision-making, and service delivery through controlled and responsible deployment. Infrastructure upgrades, advanced monitoring tools, workflow automation, and alignment with evolving risks and technologies are ensuring secure, scalable, and resilient operations.

5.3 Responsible Sourcing

SODIC manages its supply chain through formal procurement governance frameworks supported by **technical and corporate procurement policies**. These frameworks ensure transparency, fairness, and alignment with operational, financial, and ESG requirements. Procurement practices are further reinforced by adherence to internationally recognized standards, including **CIPS certification**, reflecting compliance with best-in-class procurement principles.

The company maintains a strong localization strategy, with **70%** of total procurement spending directed to **local** Tier-1 suppliers in 2025, supporting national economic development while enhancing supply chain resilience and reducing logistical impacts.

Selection Process

Supplier and service provider selection is governed by a structured competitive tendering process supported by technical and financial evaluations. Award decisions are based on predefined criteria including project-specific requirements, supplier experience, familiarity with SODIC projects, and historical performance.

Technical evaluations are conducted by the requesting function based on standardized assessment criteria defined in procurement policies, while commercial evaluations are managed by the procurement function to ensure fairness and objectivity in pricing assessment.

To ensure transparency and equal access to information, SODIC operates a fully automated **e-procurement platform** where all bidders submit technical and commercial proposals under identical conditions. The platform is supported by a bidder guidance manual and structured onboarding assistance to ensure consistent participation and compliance with submission requirements.

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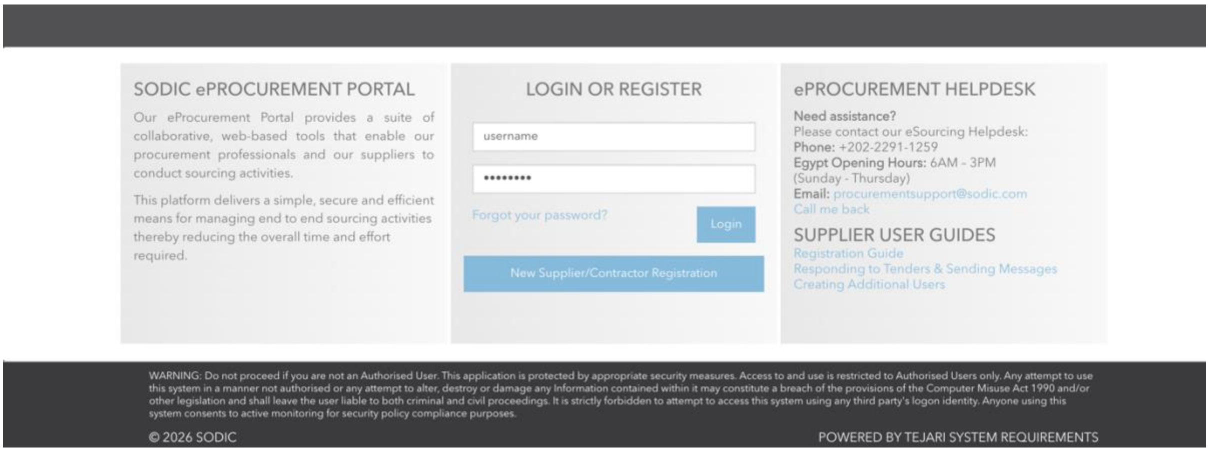
Suppliers registered on SODIC's e-procurement portal in 2025



Supplier Screening and ESG Integration

SODIC integrates ESG considerations into supplier screening and selection processes, including compliance with labor standards, human rights principles, health and safety measures and ethical business conduct requirements embedded in contractual agreements.

All contracts include provisions addressing labor welfare, including prohibitions related to child labor and requirements for adherence to ethical workforce standards, ensuring alignment with responsible sourcing principles.

Supplier risk is assessed through structured screening processes and desk or on-site evaluations, with coverage increasing to **80%** of Tier-1 suppliers in 2025. The company reported no suppliers with substantial actual or potential negative ESG impacts, and no cases requiring corrective action plans or termination, reflecting strong preventive controls within the supply chain governance framework.

Supplier Performance Management and Monitoring

SODIC applies a structured supplier and contractor performance management system, reviewed in 2025, to ensure quality, compliance, and delivery efficiency. Service providers are monitored through KPI and SLA frameworks, monthly performance review meetings, periodic reporting, on-site audits, penalty mechanisms, and annual performance scoring.

For construction contractors, performance is further governed by a **Quality Performance Indicator (QPI) system**. This system evaluates contractor performance using objective metrics such as non-conformance rates, inspection approvals, documentation compliance, and corrective action closure timelines. Performance outcomes are reported to senior management to ensure oversight and continuous improvement.

SODIC introduced a **Supporting** Distressed Contractors policy in 2025 to strengthen supply chain resilience and ensure continuity of critical project delivery partners through structured engagement and mitigation measures.

6 ESG Annexes

6.1 Letter of Assurance

Introduction and Objectives of the Engagement

Masader Environmental & Energy Services S.A.E (the 'Assurance Provider' or 'We') 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 AA1000AS v3 (2020) and the AA1000 AccountAbility Principles (2018) over SODIC's FY2025 Sustainability Report (the 'Report').

This assurance statement reflects the evidence provided for the 2025 assurance process, including the AA1000AS Principle Assurance evidence checklist, supporting governance, stakeholder engagement, materiality, risk management and impact evidence, and the greenhouse gas (GHG) emissions quantification provided through the 2025 carbon footprint workbook and related management explanations.

The environmental and social sustainability data disclosed by SODIC has been independently assured as part of the corporate sustainability reporting and assurance engagement conducted for Aldar. As a wholly consolidated subsidiary, SODIC's reported data is included within Aldar's corporate sustainability reporting boundary and is therefore covered by Aldar's FY2025 Sustainability Report Independent Assurance Statement by Ernst & Young (EY). Accordingly, all applicable environmental and social data reported by SODIC has been subject to the same assurance procedures and scope as outlined in Aldar's corporate sustainability report and accompanying independent assurance statement.

Scope, Subject Matter, and Limitations

The subject matter of the Report is the Reporting Organization's ESG performance data, management approach, and sustainability-related disclosures for the reporting period from 1 January 2025 to 31 December 2025. The scope of this Moderate Assurance Type 1 engagement is limited to a review of the Selected Information listed below:

- SODIC's ESG management, governance structure, roles, responsibilities, and sustainability strategy implementation;
- Stakeholder engagement, grievance mechanisms, and related disclosures;
- Materiality assessment, material topics, sustainability targets, risk integration, and related disclosures;
- Impact management and selected impact evidence, including the 2025 scope 1, 2 and activities under Scope 3 GHG emissions inventory organizational and operational boundaries, data collection process, methodology, calculations, assumptions, exclusions, and disclosures; and
- Completeness and consistency of selected reporting framework indexes and cross-references, including GRI, SASB, ISSB/IFRS S1 and IFRS S2, TCFD-referenced climate disclosures, and UNGC principles.

With respect to GHG emissions, the procedures performed were designed to evaluate whether the disclosed inventory organizational and operational boundaries, data collection process, methodology, calculations, assumptions, exclusions; selected outputs provide reasonable evidence for the Impact principle and related climate disclosures. These procedures do not constitute separate reasonable assurance or Type 2 assurance over every underlying source record.

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

- We did not perform reasonable assurance over all quantitative data or independently verify every invoice, meter reading, fuel record, travel record, survey response, ERP/SAP entry, or other primary record used to prepare the Report.
- We did not verify statements indicating intention, opinion, belief, aspiration, strategy, forecast, target, or commitment of SODIC.
- We did not assess the appropriateness of legal or regulatory interpretations or determine which recommendations, if any, should be implemented.
- We did not assure content on external websites or documents linked from the Report.
- While the assurance process included a review of the data sources, Masader's scope excluded the direct verification of the raw data collected. The raw data collected is aggregated through SODIC's in-house software, supported by monthly evidence uploads for each asset, and is independently verified by EY as part of Aldar's sustainability reporting assurance engagement. As SODIC is included within Aldar's reporting boundary, its environmental and social disclosures are covered by Aldar's independent assurance statement, which encompasses both the corporate entity and its subsidiaries.
- While several other Scope 3 activities were deemed relevant, they were not included in the current inventory. Per management's notes, the organization is taking a phased approach to Scope 3 reporting, with boundaries expanding year over year. At present, the Scope 3 inventory is limited to: purchased goods and services, fuel- and energy-related activities (not included in Scope 1 or Scope 2), waste generated in operations, business travel, and use of sold products.
- Stakeholder engagement plans, maps, records, and evidence are maintained by relevant functions and subsidiaries based on stakeholder proximity and relevance, and no fully consolidated stakeholder engagement record was available beyond Report disclosures at the time of the engagement.
- A documented ESRS-aligned materiality assessment methodology is under development for 2026; therefore, 2025 evidence was assessed using the Group's existing material topics, subsidiary-level E&S risk assessments, IFC ESMS self-assessment evidence, and risk register integration.

GHG Emissions Quantification Reviewed

The GHG assessment evaluated SODIC's 2025 carbon footprint workbook and management's explanations of the data collection process. The workbook is comprised of several dedicated sheets: a Boundaries sheet detailing the organizational and operational scope of the assessment; an Activity Data sheets outlining data sources and assumptions for each asset; and an Emissions Calculations sheets detailing emissions per asset by scope and category. Finally, an Emission Factors sheet lists the applied factors and their sources, while a Summary sheet consolidates total emissions by scope and source.

The following list covers the organizational boundaries of the reviewed GHG assessment:

- Residential Developments
- Non-Residential Facilities
- Sports Facilities
- Under Construction Projects

The following GHG emissions totals were reviewed for consistency between the workbook and Report disclosures:

Scope / Category	2025 emissions (mtCO2e)	Key sources reviewed	Assurance consideration
Scope 1	9,084	Sources owned or controlled by SODIC, including emissions from company	Activity data by subsidiary and source; emission factors;

Scope / Category	2025 emissions (mtCO2e)	Key sources reviewed	Assurance consideration
		vehicles and on-site energy generation as well as refrigerant leakages.	
Scope 2	23,602	Indirect emissions from purchased electricity consumed by SODIC.	Location-specific electricity and cooling factors; energy consumption and renewable energy treatment.
Scope 3 - selected categories	429,247	Additional indirect emissions primarily associated with the company's value chain include tenant energy use, purchased goods and services, Fuel- and energy-related activities (not included in scope 1 or scope 2), Waste generated in operations, and business travel.	Partial coverage; inventory boundaries; consolidated data; assumptions; calculation methodology; avoidance of double counting company-owned vehicles.
Total reported in detailed table	461,933	All reported scopes and selected categories	Reconciliation to workbook Summary and Report GHG emissions tables; rounding and cross-reference checks.

Note: The detailed GHG table and workbook summary show total emissions of 461,933 mtCO2e. Any narrative references to total GHG emissions should be reconciled to the final workbook and table before publication.

Reporting Criteria

The Selected Information has been prepared with reference to, or in accordance with as applicable, the Global Reporting Initiative (GRI) Standards, the International Sustainability Standards Board (ISSB) standards including IFRS S1 and IFRS S2, the Sustainability Accounting Standards Board (SASB) Standards relevant to Engineering & Construction Services and other applicable sectors, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations as reflected through IFRS S2, the United Nations Global Compact (UNGC) Principles, and the GHG Protocol Corporate Accounting and Reporting Standard for GHG emissions disclosures.

Intended Users

The intended users of this assurance engagement are the Reporting Organization and its stakeholders, including but not limited to customers, employees, investors, shareholders, business partners, suppliers, government entities, regulators, and local communities.

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 preparing the Report in line with the reporting criteria, maintaining relevant internal controls, retaining supporting evidence, including GHG activity data, calculation methodologies, emission factors, assumptions, exclusions, and disclosure of limitations.

For the GHG inventory, SODIC management is responsible for collecting activity data through Sustainability Focal Points within SODIC's assets/facilities, applying finance verification and ERP/SAP spending controls where activity data are derived from expenditure, applying emission factors and assumptions consistently, reviewing anomalies or missing data, performing invoice checks when deemed necessary, conducting internal audits where applicable, consolidating the data, and disclosing limitations associated with Scope 3 coverage and other exclusions.

Responsibilities of the Assurance Provider

Our responsibility is to carry out a Moderate Assurance Type 1 engagement in accordance with AA1000AS v3 (2020) and to express a conclusion based on the procedures performed and evidence obtained. Our responsibilities were to:

- Evaluate the nature and extent of SODIC's adherence to the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact;

- Assess whether the Selected Information and related disclosures are consistent with the evidence reviewed and the reporting criteria specified above;
- Assess, on a limited basis, the design and application of processes for collecting, consolidating, calculating and reporting selected ESG data, including the 2025 GHG emissions inventory; and
- Form an independent conclusion based on the procedures performed and evidence obtained.

Methodology

To form our conclusion, we undertook the following procedures:

- Interviewed management and persons responsible for SODIC's ESG performance, sustainability reporting, data collection, stakeholder engagement, materiality, risk management, and GHG emissions calculations;
- Reviewed the AA1000AS Principle Assurance evidence checklist completed by SODIC and compared the responses with supporting evidence provided;
- Analyzed the key structures, processes, responsibilities, procedures, controls, and governance evidence relating to preparation of the Report, including the Sustainability Policy, CSR Policy, organizational chart, Executive ESG Committee minutes, sustainability newsletters, sustainability targets and material topics materials;
- Evaluated whether management's approach for material topics presented in the Report is consistent with SODIC's sustainability strategy, stakeholder engagement disclosures, subsidiary-level E&S risk assessment evidence, IFC ESMS self-assessment evidence, and risk register integration;
- Assessed the completeness and consistency of the GRI, SASB, ISSB/IFRS, and UNGC content indexes, including omissions and explanatory notes;
- Reviewed the design and implementation evidence for grievance and feedback channels, including employee grievance channels, whistleblowing, subsidiary-specific channels, and the vendor grievance mechanism pilot;
- Reviewed SODIC's GHG reporting methodology, emission factor references, and expansion of the reporting boundary;
- Reconciled GHG emissions totals and source-category totals from the carbon footprint workbook Summary sheet to the Report's GHG tables and environmental indicators;
- Reviewed the Inventory sheet for calculation structure by facility, year, scope, source and location type, including offices, projects, warehouses, and all operations;
- Reviewed the Emission Factors sheet for stated sources and assumptions, including IPCC, national grid factors according to IEA methodology, and UK DEFRA references as applicable;
- Evaluated the GHG data control narrative, including the role of Sustainability Focal Points, finance verification through expenditure controls and SAP, exception-based invoice checks, internal audit visits, SharePoint evidence collection, and consolidation by the sustainability team; and
- Compared 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 the Assurance Provider's ability to provide an independent and impartial statement.

Statement of Competence

Masader Environmental & 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 experience in the assurance of ESG data, systems, processes and procedures, including climate and GHG-related disclosures.

Conclusion

Our conclusion has been formed based on and is subject to the matters outlined in this assurance statement. We believe the evidence obtained is sufficient and appropriate to provide a basis for our conclusion. The conclusion on applying the AA1000 AccountAbility Principles (2018) is presented below.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information of the SODIC FY2025 Sustainability Report for the reporting period from 1 January 2025 to 31 December 2025 has not been prepared, in all material respects, in accordance with the standards, frameworks and principles indicated in the Reporting Criteria section above.

For the GHG emissions disclosures, nothing has come to our attention that causes us to believe that SODIC has not designed and applied processes to collect, consolidate, calculate and report its Scope 1, Scope 2 and selected Scope 3 emissions for the 2025 reporting boundary in accordance with the stated GHG Protocol-based methodology, subject to the limitations described in this assurance statement. This conclusion does not extend to reasonable assurance over each underlying activity-data record or to completeness of all Scope 3 categories.

In accordance with 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.

AA1000 AccountAbility Principles Findings

Principle	Moderate Assurance Type 1 finding
Inclusivity	SODIC has provided evidence that stakeholder views are identified and engaged through multiple channels at Group, subsidiary and project levels. The evidence includes stakeholder engagement disclosures, policies, employee and supplier communication channels, grievance mechanisms, sustainability newsletters, and decentralized engagement by relevant functions. No consolidated stakeholder engagement plan, map, or group-wide engagement record was available beyond Report disclosures; records are maintained by relevant functions and subsidiaries. Based on the procedures performed, SODIC demonstrates adherence to Inclusivity in all material respects, with further formalization recommended.
Materiality	SODIC has disclosed 16 material topics across governance, economic, social, and environmental pillars. The evidence includes the original group-wide materiality assessment, updated Sustainability Strategy, material topics and targets materials, subsidiary-level E&S risk assessment evidence, IFC ESMS self-assessments, and integration of environmental, social and climate-related risks into project and corporate risk registers. A documented ESRS-aligned materiality methodology remains under development for 2026. Based on the procedures performed, SODIC demonstrates adherence to Materiality in all material respects, with a need to document thresholds, scoring, validation, and decision records.
Responsiveness	SODIC has provided evidence of responsiveness through the establishment of the Executive ESG Committee, quarterly meeting cadence, sustainability targets tracker, ESG policies, grievance mechanisms, stakeholder communication channels, supplier due diligence, vendor grievance mechanism pilot, employee channels, sustainability awareness, and Report disclosures. Some responses to external stakeholder views are implemented but not yet documented in a consolidated system. Based on the procedures performed, SODIC demonstrates adherence to

Principle	Moderate Assurance Type 1 finding
	Responsiveness in all material respects, with further consolidation of feedback and action logs recommended.
Impact	SODIC has provided evidence that it monitors and measures impacts through KPIs, ESG data management, project and corporate risk registers, E&S policies, ESMS self-assessments, environmental checklists, impact initiatives, and the 2025 GHG emissions inventory. The GHG inventory includes Scope 1, Scope 2 and selected Scope 3 emissions; uses an operational-control approach; applies GHG Protocol-based methods; documents emission factors and assumptions; and includes management controls over focal-point data collection, finance/SAP verification, exception-based invoice review, and consolidation. Based on the procedures performed, SODIC demonstrates adherence to Impact in all material respects, with further data control and Scope 3 expansion recommended.

Signature

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

Dr. Abdelhamid Beshara

Founder and Chief Executive Officer
Masader Environmental & Energy Services (S.A.E)
Cairo, June 2026

Menna Gomaa

Director of ESG Reporting, Strategy and Ratings |
Practicing Certified Sustainability Assurance Practitioner, by AccountAbility
Masader Environmental & Energy Services (S.A.E)
Cairo, June 2026

6.2 Abbreviations and Acronyms

AA1000AS	Accountability 1000 Assurance Standard
AI	Artificial Intelligence
ARCC	Audit, Risk, and Compliance Committee
BCM	Business Continuity Management
BIM	Building Information Modeling
BIPV	Building-Integrated Photovoltaic
BoD	Board of Directors
CIPS	Chartered Institute of Procurement and Supply
CoE	Center of Excellence
CRM	Customer Relationship Management
CSR	Corporate Social Responsibility
EDNC	Eastown District New Cairo
EGP	Egyptian Pounds
ESG	Environmental, Social, and Governance
ESOP	Employee Stock Ownership Plan
ERM	Enterprise Risk Management
EV	Electric Vehicles
EXCO	Executive Committee
GHG	Greenhouse Gas
GRESB	Global Real Estate Sustainability Benchmark
GRI	Global Reporting Initiative
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
OHS	Occupational Health and Safety
QPI	Quality Performance Indicator
S&P CSA	S&P Global Corporate Sustainability Assessment
SASB	Sustainability Accounting Standards Board
SODIC	Sixth of October Development and Investment Co.
STP	Sewage Treatment Plant
TCFD	Taskforce on Climate-Related Financial Disclosures
TRIR	Total Recordable Injury Rate
$mtCO_2e$	Metric Tonnes of Carbon Dioxide Equivalent
UNGC	United Nations Global Compact
Y-O-Y	Year-Over-Year
XDR	Extended Detection and Response

6.3 Materiality Impact, Risk and Opportunity Analysis

Low-Carbon Transition

Material topic	Impact	Risk	Opportunity
Energy Management	Energy use across construction, offices and managed assets drives emissions and air-pollution externalities; efficient systems and solar reduce demand on the grid.	Exposure to energy price inflation, inefficient asset performance and service-cost pressures.	Lower operating cost, stronger green positioning, better certification outcomes and more resilient assets.
Water Management	Construction, landscaping and community operations affect shared water resources; efficient irrigation, reuse and recycling reduce pressure on scarce water.	Water scarcity, tariff increases and tighter regulation can raise costs and affect landscape and asset quality.	Lower water intensity, improved resilience in arid locations and stronger customer appeal.
Climate Action	Construction materials, site activities, building operations and mobility patterns create direct and indirect GHG impacts over the life of an asset.	Transition risk, physical climate stress, financing pressure and asset-value exposure if decarbonisation lags.	Low-carbon developments, climate resilience, access to green capital and stronger demand from buyers and investors.
Biodiversity Preservation	Land development can alter habitats and local ecological quality; green corridors and native planting can preserve and restore ecological value.	Permitting, reputational and site-resilience risks if ecological impacts are poorly managed.	Nature-positive placemaking, healthier communities and stronger long-term land value.
Smart and Resource-Efficient Design	Design decisions lock in lifetime energy, water, comfort and waste performance for residents and tenants.	Obsolescence risk, higher lifecycle cost and weaker competitiveness if assets are inefficient.	Better building performance, premium pricing potential and improved user comfort.
Circularity and Waste Management	Construction and operating waste create landfill and pollution impacts unless recovery and segregation are embedded.	Higher disposal cost, non-compliance exposure and contractor inefficiency.	Material savings, landfill avoidance, circular procurement and contractor innovation.
Innovations and Opportunities in Green Building	Adoption of cleaner technologies can materially improve resource efficiency and the built-environment footprint.	Delayed adoption can weaken competitiveness and increase future retrofit needs.	Differentiated products, future-ready communities and stronger sustainability credentials.

Sustainable Communities

Material topic	Impact	Risk	Opportunity
Talent Acquisition and Retention	Employment quality and career opportunities affect livelihoods, engagement and institutional capability.	Skills shortages and turnover can weaken delivery, service quality and succession depth.	Stronger employer brand, better retention and improved execution capacity.
Learning and Development	Training improves employability, capability and safe, responsible performance.	Capability gaps in sustainability, digital tools and leadership can slow execution and adaptation.	Higher productivity, stronger leadership pipeline and better change readiness.
Employee Well-being and Health and Safety	Employee and contractor health, safety and wellbeing materially affect physical and mental outcomes across sites and offices.	Incidents can cause harm, delays, liability, insurance cost and reputational damage.	Stronger safety culture, more reliable delivery and higher workforce morale and productivity.
Workforce Diversity and Inclusion	Inclusive hiring, progression and culture affect fairness, opportunity and workplace trust.	Bias, weak inclusion and unequal opportunity reduce innovation, engagement and employer attractiveness.	Wider talent pool, stronger decision-making and better stakeholder trust.
Inclusive and Impactful Community Relations	SODIC's developments influence nearby communities through access, infrastructure, inclusion, consultation and local economic effects.	Weak social licence, community opposition or unmet expectations can delay projects and damage trust.	Stronger local acceptance, better placemaking and more durable community value.
Distinguished Customer Experience	Product quality, communication and after-sales experience affect resident wellbeing, trust and satisfaction.	Poor experience can increase complaints, cancellations and brand damage.	Higher loyalty, referrals, NPS, sales conversion and pricing power.

Responsible Business

Material topic	Impact	Risk	Opportunity
Governance, Ethics, and Transparency	Governance quality shapes accountability, anti-corruption outcomes and stakeholder confidence.	Weak oversight or ethics breaches can create legal, reputational, financing and partnership risks.	Better decision quality, stronger capital-market confidence and more resilient growth.
Digital Transformation and Cybersecurity	Digital systems influence privacy, continuity and trust for customers, residents and business partners.	Cyber incidents, data loss or system outages can disrupt operations and erode confidence.	Safer digital services, better data quality, smarter communities and more efficient operations.

Responsible Supply Chain Management	Procurement choices affect labour conditions, environmental footprint, quality and delivery performance in the value chain.	Supplier misconduct, poor quality, volatility or delays can affect projects, cost and reputation.	Better resilience, improved quality, traceability and sustainable sourcing outcomes.
Responsible Investment and Diversified Growth	Capital allocation and expansion choices shape long-term land-use, resilience and stakeholder outcomes.	Poorly aligned investment decisions can weaken returns, resilience and confidence.	Diversified income streams, disciplined growth and stronger long-term enterprise value.

6.4 ESG Data

2025 Environmental Performance Indicators

GHG Emissions

		Unit	2022	2023	2024	2025
Scope 1 (Direct)	**Total**	**$mtCO_2e$**	**3,644**	**5,126**	**5,908**	**9,084**
	Stationary (fuel) combustion	$mtCO_2e$	2,367	3,904	4,622	4,732
	Mobile (fuel) combustion	$mtCO_2e$	862	906	737	4,310
	Fugitive (refrigerants) emissions	$mtCO_2e$	245	125	334	43
	Agricultural emissions	$mtCO_2e$	170	191	215	NA
Scope 2 (Indirect) [1]	Total (location-based)	$mtCO_2e$	22,111	28,942	23,318	23,602
Scope 1+2 [1]	**Total**	**$mtCO_2e$**	**25,755**	**34,068**	**29,227**	**32,687**
Scope 3 (Other Indirect) [1]	**Total**	**$mtCO_2e$**	**104,387**	**588,964**	**308,585**	**429,247**
	Category 1: Purchased goods and services	$mtCO_2e$	83,060	225,314	129,544	177,424
	Category 2: Capital Goods	$mtCO_2e$	223	75	33	NA
	Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	$mtCO_2e$	622	8,036	6,682	7,594
	Category 5: Waste generated in operations	$mtCO_2e$	8,078	9,216	9,704	8,680
	Category 6: Business travel	$mtCO_2e$	998	33	34	1
	Category 7: Employee commuting	$mtCO_2e$	11,406	11,047	10,236	NA

	Category 11: Use of Sold Products	$mtCO_2e$	NA	335,242	152,352	235,548
Scope (1+2+3) [1]	**Total**	**$mtCO_2e$**	**130,142**	**623,031**	**337,812**	**461,933**
Carbon Intensity [1]	Sports Clubs Facilities Carbon Intensity	$kgCO_2e$ /Gross Land Area m^2	9.93	9.43	9.83	8.99
	Residential Compounds Carbon Intensity	$kgCO_2e$/Gross Floor Area m^2	7.35	6.30	3.15	5.21
	Non-Residential Facilities Carbon Intensity	$kgCO_2e$ /Gross Floor Area m^2	13.10	30.92	34.67	17.94
	Scope 1+2 Emissions per MN EGP of revenue	$mtCO_2e$/Million EGP	3.30	3.301	3.00	1.54

[1] Purchased Electricity emissions under Scope 2, as well as Transmission & Distribution (T&D) losses and Purchased Energy Well-to-Tank (WTT) emissions under Scope 3 Category 3 (Fuel and Energy-Related Activities), and Category 11 (Use of Sold Products) emissions for 2022, 2023, and 2024, were recalculated in 2025 to reflect the use of more accurate emission factors.

Scope 1, 2, 3, GHG Emissions across Business Units (mtCO2e)

Business Unit	Scope 1 ($mtCO_2e$)				Scope 2 ($mtCO_2e$) [1]				Scope 3 ($mtCO_2e$) [1]				Total ($mtCO_2e$) [1]			
	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
Construction Projects	62	1,923	1,538	3,608	NA	939	1,156	NA	83,025	369,898	199,382	331,213	83,087	372,761	202,075	334,821
Residential Developments	809	709	1,883	1,884	16,384	16,979	10,012	12,846	37,207	116,854	42,562	38,174	54,400	134,542	54,457	52,904
Non-Residential Assets	331	455	389	49	3,527	8,650	9,653	8,222	10,957	94,367	59,208	56,367	14,815	103,473	69,251	64,638
Sports Facilities	2,442	2,035	2,098	3,543	2,200	2,373	2,498	2,534	3,456	2,871	3,426	3,493	8,097	7,279	8,023	9,570
Total SODIC	**3,644**	**5,123**	**5,908**	**9,084**	**22,111**	**28,942**	**23,319**	**23,602**	**134,645**	**583,990**	**304,578**	**429,247**	**160,400**	**618,054**	**333,805**	**461,933**

Energy and Water

Total Energy Consumption by Source (MWh)

Business Unit	Natural gas				Diesel				Petrol				Purchased Electricity [1]				Renewable Energy				% Renewable Energy [1]			
	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
Construction Projects	0	0	16	13	92	2,251	5,321	11,122	145	5,206	422	2,427	NA	2,315	2,847	NA	0	0	0	0	0%	0%	0%	0%
Residential Developments	1,439	1,251	6,366	1,674	774	2,257	409	2,150	0	164	256	3,619	40,371	41,838	24,671	31,654	0	1	1	0	0%	0.001%	0.001%	0.38%
Non-Residential Assets	0	201	0	15	1,103	1,476	872	77	0	28	734	1	2,382	21,315	23,787	20,259	153	454	150	367	0.21%	0.48%	0.18%	0%
Sports Facilities	18,357	7,927	9,192	16,727	1,094	1,066	453	219	539	301	195	250	5,421	5,847	6,155	6,245	0	454	0	0	0%	0.48%	0%	0%
Total	**19,796**	**9,379**	**15,575**	**18,429**	**3,063**	**8,452**	**7,056**	**13,568**	**685**	**5,699**	**1,607**	**6,297**	**48,174**	**71,315**	**57,460**	**58,158**	**153**	**909**	**151**	**367**	**0.21%**	**1.93%**	**0.18%**	**0.38%**

[1] Purchased Electricity emissions under Scope 2, as well as Transmission & Distribution (T&D) losses and Purchased Energy Well-to-Tank (WTT) emissions under Scope 3 Category 3 (Fuel and Energy-Related Activities), and Category 11 (Use of Sold Products) emissions for 2022, 2023, and 2024, were recalculated in 2025 to reflect the use of more accurate emission factors.

Business Units	Water Withdrawals (m^3)			
	2022	2023	2024	2025
Construction Projects	214,190	2,820,450	1,104,134	322,876

Business Units	Water Withdrawals (m^3)			
	2022	2023	2024	2025
Residential Developments	3,337,613	3,655,940	3,605,111	3,358,258
Non-Residential Assets	30,603	34,792	140,716	193,229
Sports Facilities	1,293,559	549.965	1,120,988	128,656
Total	**4,875,966**	**7,061,147**	**5,970,949**	**4,003,019**

The significant fluctuations observed in water withdrawal data across the Sports Facilities between 2022 and 2025 cannot be directly attributed to water reduction initiatives. Accordingly, the reported figures should not be considered directly comparable across the reporting years. The implementation of a centralized data management system, and establishing 2026 as a streamlined and standardized baseline year, is expected to significantly enhance data accuracy, consistency, and traceability across reporting entities. In turn, this will support more reliable trend analysis, improved year-on-year comparability, and stronger monitoring of water performance over time.

Materials and Waste

Total Materials Consumption (tonnes)

<table>
<tr><th rowspan="2" colspan="2">Material Type</th><th colspan="4">Total Weight</th></tr>
<tr><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr>
<tr><td colspan="2">Aggregates</td><td>–</td><td>144,668</td><td>–</td><td>–</td></tr>
<tr><td colspan="2">Asphalt</td><td>3,696</td><td>26,247</td><td>294</td><td>5,871</td></tr>
<tr><td colspan="2">Mortar</td><td>7,313</td><td>79,065</td><td>1,855</td><td>–</td></tr>
<tr><td colspan="2">Concrete</td><td>234,439</td><td>568,384</td><td>21,784</td><td>77,818</td></tr>
<tr><td colspan="2">Low Carbon Steel</td><td>–</td><td>4,000</td><td>–</td><td>–</td></tr>
<tr><td colspan="2">Steel</td><td>–</td><td>30,916</td><td>3,200</td><td>–</td></tr>
<tr><td colspan="2">Wood</td><td>1,664</td><td>6,813</td><td>–</td><td>165</td></tr>
<tr><td rowspan="2">Plastics</td><td>HDPE</td><td>185</td><td>1,420</td><td rowspan="2">37,889</td><td>–</td></tr>
<tr><td>PVC</td><td>341</td><td>120</td><td>–</td></tr>
<tr><td colspan="2">Metals</td><td>11,560</td><td>–</td><td>–</td><td>7,070</td></tr>
<tr><td colspan="2">Insulation</td><td>–</td><td>–</td><td>–</td><td>71,863</td></tr>
<tr><td colspan="2">Cement</td><td>–</td><td>–</td><td>–</td><td>70,725</td></tr>
<tr><td colspan="2">Total</td><td>259,198</td><td>718,046</td><td>65,122</td><td>233,512</td></tr>
</table>

Total Waste Generated (tonnes)

Business Unit	Type of Waste	Total Generated Amount			
		2022	2023	2024	2025
Construction Projects	Construction Materials	653,583	443,184	465,808	417,536
Residential Developments	Commercial and industrial waste	–	–	–	7,414
	Wood	–	–	2	–
	Glass	–	–	4	–
	Plastics	–	–	24	–
	Paper and Cardboard	–	–	24	–
	Metals	–	–	4	–
	Organic waste	6,776	6,112	6,583	–
Non-Residential Assets	Paper and Cardboard	22	22	429	6
	Commercial and industrial waste	32	32	669	54
	Organic waste	26	24	275	28
	Plastics	–	–	153	–
	Metals	–	–	3	–
	Glass	–	–	3	–
Sports Facilities	Plastics	131	21	74	6
	Paper and Cardboard	–	18	21	7
	Commercial and industrial waste	–	–	–	2
	Organic waste	1,080	965	934	3,357
	Metals	–	3	7	–
Total		**661,649**	**450,381**	**475,016**	**428,411**

2025 Social Performance Indicators

Workforce Overview, 2025

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Employee Breakdown				
Total Number of Employees	674	831	2,928	4,433
Employees By Gender				
Male	498	677	2,631	3,806
Female	176	154	297	627
Employees By Age				
Under 30 Years	67	264	762	1,093
30-50 Years	518	510	1,909	2,937
Above 50 Years	89	57	257	403
Employees by Employment Type				
Full-Time Employees	674	762	2,928	4,364
Male	498	614	2,631	3,743

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Female	176	148	297	621
Under 30 Years	67	230	762	1,059
30-50 Years	518	482	1,909	2,909
Above 50 Years	89	50	257	396
Part-Time Employees	0	69	0	69
Male	0	63	0	63
Female	0	6	0	6
Under 30 Years	0	34	0	34
30-50 Years	0	28	0	28
Above 50 Years	0	7	0	7
Employees by Contract Type				
Permanent Contract	38	0	2,928	3,309

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Male	298	0	2,631	2,929
Female	83	0	297	380
Under 30 years	4	0	762	766
30- 50 years	84	0	257	341
Over 50 years	293	0	1,909	2,202
Temporary Contract	293	762	0	1,055
Male	200	614	0	814
Female	93	148	0	241
Under 30 years	4	0	762	766
30- 50 years	293	0	1,909	2,202
Over 50 years	84	0	257	341
Workers who are not Employees	0	63	0	63

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Number of Male contracted workforces	0	63	0	63
Number of Female contracted workforces	0	0	0	0
Employees by Management Level				
Top Management	8	1	12	21
Male	6	1	10	17
Female	2	0	2	4
Under 30 Years	0	0	0	0
30-50 Years	4	0	6	10
Above 50 Years	4	1	6	11
Middle Management	201	18	105	324
Male	148	14	96	258
Female	53	4	9	66

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Under 30 Years	1	0	2	3
30-50 Years	165	12	85	262
Above 50 Years	35	6	18	59
Non-Management	465	743	2,811	4,019
Male	345	599	2,525	3,469
Female	120	144	286	550
Under 30 Years	66	230	760	1,056
30-50 Years	349	470	1,818	2,637
Above 50 Years	50	43	233	326
People of Determination				
Number of People of Determination	2	6	32	40
Number of People of Determination within the total FTEs	2	0	1	3

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Male	2	3	27	32
Female	0	3	5	8
Under 30 Years	1	3	10	14
30-50 Years	1	3	20	24
Above 50 Years	0	0	2	2
Employees by Function				
Revenue Generating Functions	131	38	252	421
Male	87	30	197	314
Female	44	8	55	107
STEM Functions	263	173	175	611
Male	199	171	159	529
Female	64	2	16	82

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
New Hires				
Total Number of New Hires	129	319	1,046	1,494
Male	96	227	884	1,207
Female	33	92	162	287
Under 30 Years	34	152	472	658
30-50 Years	93	161	528	782
Above 50 Years	2	6	46	54
Total Internal Hires	0	7	152	159
Male	0	7	136	143
Female	0	0	16	16
Top Management	0	1	0	1

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Middle Management	0	1	24	25
Non-Management	0	5	128	133
Turnover				
Total Turnover (No.)	120	263	917	1,300
Voluntary	120	194	917	1,231
For a Cause	0	69	0	69
Male	76	209	780	1,065
Female	44	54	137	235
Under 30 Years	23	121	407	551
30-50 Years	94	135	470	699
Above 50 Years	3	7	40	50

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Top Management Positions	2	1	0	3
Middle Management Positions	27	1	26	54
Non-Management Positions	91	261	891	1,243
Voluntary Turnover Breakdown				
Male	76	160	780	1,016
Female	44	34	137	215
Under 30 Years	23	90	407	520
30-50 Years	94	100	470	664
Above 50 Years	3	4	40	47
Top Management Positions	2	1	0	3
Middle Management Positions	27	1	26	54

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Non-Management Positions	91	192	891	1,174
Total Turnover Rate (%)	18%	35%	31%	29.79%
Parental Leave				
Number of Employees Who Were Entitled to Parental Leave	674	500	297	1,471
Male	498	400	0	898
Female	176	100	297	573
Number of Employees Who Took Parental Leave in 2025	5	5	1	11
Male	0	0	0	0
Female	5	5	1	11
Number of Employees Who Returned to Work after Parental Leave Ended	5	5	1	11
Return to Work Rate	100%	100%	100%	100%

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Absentees				
Total Absentees (Days)	304	450	15,261	16,015
Male	202	450	13,497	14,149
Female	102	0	1,764	1,866
30 years	13	0	4,404	4,417
30-50 years	248	0	10,145	10,393
Over 50 years	43	0	712	755
Employee Training and Development				
Total Number of Training Hours	6,325	438	4,109	10,872
Average Training Hours per Employee	9.38	0.53	1.40	2.45
Male	4,839	384	3,818	9,041
Female	1,486	54	291	1,831

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
Under 30 Years	534	48	402	984
30-50 Years	5,308	342	3,199	8,849
Above 50 Years	483	48	508	1,039
Top Management	0	0	330	330
Middle Management	3,031	54	1,577	4,662
Non-Management	3,294	384	2,202	5,880
Performance and Career Development Reviews				
% of Employees who Received Career Development Reviews	75%	75%	92%	81%
Male	75%	84%	94%	84%
Female	25%	16%	7%	16%
Under 30	3%	24%	18%	15%

Disclosure	SODIC Corporate Offices	SODIC Clubs	EDARA Property Management	Total
30-50	60%	68%	72%	66%
Above 50	14%	8%	10%	11%
Top Management	1%	0%	1%	1%
Middle Management	21%	3%	4%	9%
Non-Management	53%	97%	96%	82%
Incidents of Discrimination				
Number of incidents of discrimination reported	0	0	0	0
Number of incidents of discrimination resolved	0	0	0	0
Number of incidents of discrimination reviewed	0	0	0	0
Pay Gap Indicators – Gender Pay Ratio (Female to Male)				
Ratio of total compensation (basic salary+ any additional amounts paid) Female to Male	0.360	0.200	0.093	0.241

Occupational Health and Safety, 2025 (SODIC Group)

Health and Safety Indicators	Unit	Direct Employees			Contracted Employees		
		2023	2024	2025	2023	2024	2025
Total Workforce (Headcount)	No.	370	360	380	5,162	5,972	6,796
Total Hours Worked	Hours	785,712	754,471	930,672	10,934,112	14,786,160	16,358,904
Total Recordable Injuries	No.	0	0	0	17	9	3
Lost-time Injuries (LTI)	No.	0	0	0	1	0	0
Lost Days Due to Injuries	No.	0	0	0	3	0	0
Fatalities	No.	0	0	0	0	1	0
Lost-Time Injury Frequency Rate (LTIFR)	Lost-Time Injuries per 1,000,000 Man-Hours	0	0	0	0.076	0	0
Lost-Time Injury Severity Rate (LTISR)	Lost Days per 1,000,000 Hours Worked	0	0	0	0.22	0	0
Total Recordable Rate injury (TRIR)	Total Recordable Injuries per 1,000,000 Hours Worked	0	0	0	1.55	0.60	0.39
Health and Safety Training Sessions Delivered	No.	22	24	24	22	24	24
Health and Safety Training Sessions Delivered	Hours	492	582	582	492	582	582
Employees Who Received HSE Training	No.	370	360	380	5,162	5,972	6,796
Workers Covered by SODIC's HSE Management System	%	100%	100%	100%	100%	100%	100%
Workers Covered by an HSE Management System Audited or Certified by an External Party		100%	100%	100%	100%	100%	100%

	%						
Workers Covered by an Internally Audited HSE Management System	%	100%	100%	100%	100%	100%	100%

HSE Management System Coverage	Unit	2023	2024	2025
Number of HSE Audits Conducted During the Year	No.	28	20	22
Construction Project Sites Operating During the Year	No.	8	6	6
Project Sites Covered by the HSE Management System	%	100%	100%	100%
Project Sites Audited During the Reporting Year	%	100%	100%	100%

Note: All health and safety data, including LTIFR and other key indicators, are subject to internal verification processes and aligned with ISO 45001 audit requirements. External certification audits are conducted annually.

2025 Governance Performance Indicators (SODIC Group)

Board Composition		Unit	2023	2024	2025
Board of Directors by Gender	Total	No. of members	10	9	11

	Male	No. of members	8	7	9
	Female	No. of members	2	2	3
Board of Directors by age	Under 30 Years	No. of members	0	0	0
	30-50 Years	No. of members	5	5	6
	Above 50 Years	No. of members	5	4	5
Board of Directors by Type	Non-Executive Members	No. of members	8	7	7
	Executive Members	No. of members	0	0	1
	Independent	No. of members	2	2	3
Tenure	0-5 years	No. of members	10	9	11
	5-10 years	No. of members	0	0	0
	> 10 years	No. of members	0	0	0
	Average Tenure	No. of years	1.1	2.4	2.8
Board Activities	Number of Board meetings	No. of meetings	14	11	12
	Board meeting attendance rate	%	94.3%	95.96%	92.5%

Financial Indicators

Monetary & Performance Metrics (SODIC Group)

Disclosure	Unit	2025
Gross Contracted Sales	EGP	48,402,867,517
Net Cash Collections	EGP	20,583,403,653
Gross Profit	EGP	7,630,585,503
Revenues	EGP	21,264,498,509
Net Profit	EGP	4,490,485,555
Total Operating Expenses	EGP	2,075,257,565
Total Investment in Employee Training and Development	EGP	1,971,900
Total Investments in R&D	EGP	3,468,150
Total Investments in CSR	EGP	8,750,000
% CSR Investment in Education	%	59%
% CSR Investment in Environment	%	19%
% CSR Investment in Relief Programs	%	22%

Supply Chain and Procurement (SODIC Group)

Procurement	Unit	2023	2024	2025
Total Number of Tier-1 suppliers	No.	60	80	160
% of Total Spending on Local Tier-1 Suppliers	(%)	30%	40%	70%
Total Number of Tier-1 Suppliers Assessed via Desk or On-Site Assessments	No.	40%	50%	80%
Number of Suppliers Identified with Substantial Actual or Potential Negative Impacts	No.	0%	0%	0%
% of Suppliers with Substantial Actual or Potential Negative Impacts That Have Agreed Corrective Action/Improvement Plans	%	0%	0%	0%
% of Suppliers with Substantial Actual or Potential Negative Impacts That Were Terminated	%	0%	0%	0%
Suppliers Registered on SODIC's E- Procurement Portal	No.	400	352	318

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[3]

Disclosure	Definition	Scope	Units	Method
Headcount	Total number of full-time Employees (FTE) as of 31st December 2025.	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 31st December 2025.	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 nonemployment 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 31st December 2025.	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 31st December 2025.	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 31st December 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.
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 2025 by gender, geographical location, and age groups.	FTEs across all business units and fully owned subsidiaries.	Number (#)	The total number of employees hired during 2025 across businesses.

[3] 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
Turnover	Percentage of employees (gender-wise) who left the organization during 2025 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 31st December 2025.
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 31st December 2025.
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.
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, 2025.	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	Percentage of employees who received career and development reviews during	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.

Disclosure	Definition	Scope	Units	Method
Career Reviews	the reporting period ended on December 31, 2025.			
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.

6.5 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 1st, 2025, to December 31st, 2025.
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	
GRI 2: General Disclosures 2021						
	The Organization and its Reporting Practices					
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report. https://ir.sodic.com/				
	2-2 Entities included in the organization's sustainability reporting	About This Report.				
	2-3 Reporting period, frequency, and contact point	About This Report.				
	2-4 Restatement of information	None				
	2-5 External assurance	Letter of Assurance				
	Activities and Workers					
	2-6 Activities, value chain, and other business relationships	About SODIC				
	2-7 Employees	Workplace Culture				8.5, 10.3

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
		ESG Data (2025 Social Performance Indicators)				
	2-8 Workers who are not employees	ESG Data (2025 Social Performance Indicators)				8.5
	Governance					
	2-9 Governance structure and composition	Governance Framework				5.5, 16.7
	2-10 Nomination and selection of the highest governance body	Governance Framework				5.5, 16.6, 16.7
	2-11 Chair of the highest governance body	Governance Framework				16.6
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Framework				16.7
	2-13 Delegation of responsibility for managing impacts	Governance Framework				
	2-14 Role of the highest governance body in sustainability reporting	Governance Framework				
	2-15 Conflicts of interest	Governance Framework				16.6
	2-16 Communication of critical concerns	Governance Framework				
	2-17 Collective knowledge of the highest governance body	Governance Framework				
	2-18 Evaluation of the performance of the highest governance body	Governance Framework				

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
	2-19 Remuneration policies	Governance Framework				
	2-20 Process to determine remuneration	Governance Framework				16.7
	2-21 Annual total compensation ratio	Governance Framework ESG Data (2025 Social Performance Indicators)				
	Strategy, Policy, and Practices					
	2-22 Statement on sustainable development strategy	Management Reflections				
	2-23 Policy commitments	Defining Material Topics and Engaging Stakeholders Governance Framework				16.3
	2-24 Embedding policy commitments	Defining Material Topics and Engaging Stakeholders Governance Framework				
	2-25 Processes to remediate negative impacts	Governance Framework				
	2-26 Mechanisms for seeking advice and raising concerns	Governance Framework				16.3
	2-27 Compliance with laws and regulations	Governance Framework				
	2-28 Membership associations	United Nations Global Compact (UNGC)				
	Stakeholder Engagement					

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
	2-29 Approach to stakeholder engagement	Defining Material Topics and Engaging Stakeholders				
	2-30 Collective bargaining agreements	Governance Framework				8.8
GRI 3: Material Topics 2021						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Defining Material Topics and Engaging Stakeholders				
	3-2 List of material topics	Defining Material Topics and Engaging Stakeholders				
Governance, Ethics and Transparency						
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance Framework				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Governance Framework				16.5
	205-2 Communication and training about anti-corruption policies and procedures	Governance Framework				16.5
	205-3 Confirmed incidents of corruption and actions taken	Governance Framework				16.5
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Governance Framework				16.3
Digital Transformation and Cybersecurity						
GRI 3: Material Topics 2021	3-3 Management of material topic	Digitalization and Cybersecurity				

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digitalization and Cybersecurity				16.3, 16.10
Responsible Investment and Diversified Growth						
GRI 3: Material Topics 2021	3-3 Management of material topics	Defining Material Topics and Engaging Stakeholders Governance Framework				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2025 at a Glance Thriving Communities Innovation at SODIC				5.4, 9.1, 9.4, 11.2
	203-2 Significant indirect economic impacts	Thriving Communities Innovation at SODIC				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	Innovation at SODIC Road to Decarbonization Resource Efficiency				
Responsible Supply Chain Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Sourcing				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Sourcing ESG Data (Supply Chain and Procurement)				

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Sourcing ESG Data (Supply Chain and Procurement)				
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing ESG Data (Supply Chain and Procurement)				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Sourcing ESG Data (Supply Chain and Procurement)				
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Sourcing ESG Data (Supply Chain and Procurement)				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Responsible Sourcing				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible Sourcing				
Customer Experience						
GRI 3: Material Topics 2021	3-3 Management of material topics	Distinguished Customer Experience				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Health, Safety and Wellbeing Distinguished Customer Experience				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Health, Safety and Wellbeing Distinguished Customer Experience				16.3

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Talent Acquisition and Retention						
GRI 3: Material Topics 2021	3-3 Management of material topics	Workplace Culture				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Workplace Culture ESG Data (2025 Social Performance Indicators)				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	Workplace Culture				3.2, 5.4, 8.5
	401-3 Parental leave	ESG Data (2025 Social Performance Indicators)				5.1, 5.4, 8.5
Learning and Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	Learning and Development				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG Data (2025 Social Performance Indicators)				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				8.2, 8.5
	404-3 Percentage of employees receiving regular performance and career development reviews	Learning and Development ESG Data (2025 Social Performance Indicators)				5.1, 8.5, 10.3

Employee Well-being and Health and Safety

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

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
	403-10 Work-related ill health	Health, Safety and Wellbeing ESG Data (Occupational Health and Safety)				3.3, 3.4, 3.9, 8.8, 16.1
Workforce Diversity and Inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	Workforce Culture				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance Framework ESG Data (2025 Governance Indicators)				5.1, 5.5, 8.5
	405-2 Ratio of basic salary and remuneration of women to men	ESG Data (2025 Social Performance Indicators)				5.1, 8.5, 10.3
Inclusive and Impactful Community Relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Road to Decarbonization Thriving Communities Innovation at SODIC				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Road to Decarbonization Thriving Communities Innovation at SODIC				
	413-2 Operations with significant actual and potential negative impacts on local communities	Road to Decarbonization Thriving Communities				1.4, 2.3
Energy Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Road to Decarbonization Resource Efficiency				

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Resource Efficiency ESG Data (2025 Environmental Performance Indicators)				7.2, 7.3, 8.4, 12.2, 13.1
	302-2 Energy consumption outside of the organization	Resource Efficiency ESG Data (2025 Environmental Performance Indicators)				7.2, 7.3, 8.4, 12.2, 13.1
	302-3 Energy intensity		a, b, c, d	Information unavailable/ incomplete	SODIC is working on developing an ESG data management system to allow for reporting such disclosures in upcoming reports.	7.3, 8.4, 12.2, 13.1
	302-4 Reduction of energy consumption	Resource Efficiency				7.3, 8.4, 12.2, 13.1
	302-5 Reductions in energy requirements of products and services	Road to Decarbonization Resource Efficiency				7.3, 8.4, 12.2, 13.1
Water Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Road to Decarbonization Resource Efficiency				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Resource Efficiency				6.3, 6.4, 6.A, 6.B, 12.4
	303-2 Management of water discharge-related impacts	Resource Efficiency				6.3
	303-3 Water withdrawal	Resource Efficiency ESG Data (2025 Environmental Performance Indicators)				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	Road to Decarbonization Carbon Management				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Management ESG Data (2025 Environmental Performance Indicators)				3.9, 12.4, 13.1, 14.3, 15.2
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon Management ESG Data (2025 Environmental Performance Indicators)				3.9, 12.4, 13.1, 14.3, 15.2
	305-3 Other indirect (Scope 3) GHG emissions	Carbon Management ESG Data (2025 Environmental Performance Indicators)				3.9, 12.4, 13.1, 14.3, 15.2
	305-4 GHG emissions intensity	Carbon Management ESG Data (2025 Environmental Performance Indicators)				13.1, 14.3, 15.2
	305-5 Reduction of GHG emissions	Road to Decarbonization Carbon Management				13.1, 14.3, 15.2
Biodiversity Preservation						
GRI 3: Material Topics 2021	3-3 Management of material topics	Nature and Biodiversity				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high	Nature and Biodiversity				

GRI Standard	Disclosure	Direct Response / Section in this Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
	biodiversity value outside protected areas					
	304-2 Significant impacts of activities, products and services on biodiversity	Nature and Biodiversity				
	304-3 Habitats protected or restored	Nature and Biodiversity				
	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	Road to Decarbonization Resource Efficiency Innovation at SODIC				
Circularity and Waste Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Circularity				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	ESG Data (2025 Environmental Performance Indicators)				
	301-2 Recycled input materials used		a	Information not available	The data could not be retrieved during this reporting period; however, it shall be disclosed in the upcoming reporting cycles.	
	301-3 Reclaimed products and their packaging materials		a, b			

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	Circularity				3.9, 6.3, 6.6, 11.6, 12.4, 12.5
	306-2 Management of significant waste-related impacts	Circularity				3.9, 6.3, 8.4, 11.6, 12.4, 12.5
	306-3 Waste generated	Circularity ESG Data (2025 Environmental Performance Indicators)				3.9, 6.6, 11.6, 12.5, 12.4, 15.1
	306-4 Waste diverted from disposal	Circularity				3.9, 11.6, 12.4, 12.5
	306-5 Waste directed to disposal	Circularity				3.9, 6.6, 11.6, 12.5, 12.4, 15.1

6.6 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 subsector	Quantitative	Percentage (%) by floor area	IF-RE-130a.1	Resource Efficiency ESG Data (2025 Environmental Performance Indicators)
(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Quantitative	Gigajoules (GJ), Percentage (%)	IF-RE-130a.2	Resource Efficiency ESG Data (2025 Environmental Performance Indicators)
Like-for-like percentage change in energy consumption for the portfolio area with data coverage by property subsector	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 subsector.	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	Road to Decarbonization
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 subsector	Quantitative	Percentage (%) by floor area	IF-RE-140a.1	Data is not currently available but will be disclosed in the next reporting cycles.
(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 subsector	Quantitative	Thousand cubic meters (m^3), Percentage (%)	IF-RE-140a.2	Road to Decarbonization ESG Data (2025 Environmental Performance Indicators)
Like-for-like percentage change in water withdrawn for portfolio area with data coverage by property subsector.	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	Road to Decarbonization

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 subsector	Quantitative	Percentage (%) by floor area, square feet (ft²)	IF-RE-410a.1	Road to Decarbonization
Percentage of tenants that are separately metered or sub-metered for (1) grid electricity consumption and (2) water withdrawals by property subsector	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	Road to Decarbonization Distinguished Customer Experience
Climate Change Adaptation				
Area of properties located in 100-year flood zones by property subsector	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	Risk Management and Resilience While climate-related risks are considered within the ERM framework, a comprehensive assessment of systematic portfolio exposure to climate risks (such as physical and transition risks across geographies and asset classes) remain under development.

Activity Metric				
Number of assets by property subsector	Quantitative	Number	IF-RE-000.A	About SODIC
Leasable floor area by property subsector	Quantitative	Square feet (ft²)	IF-RE-000.B	Data is not currently available but will be disclosed in the next reporting cycle.
Percentage of indirectly managed assets by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-000.C	Data is not currently available but will be disclosed in the next reporting cycles.
Average occupancy rate by property subsector	Quantitative	Percentage (%)	IF-RE-000.D	The metric is monitored and disclosed as part of the SODIC's GRESB submission.

6.7 UNGC Content Index

Principle	Description	Report Section(s)
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Workplace Culture Health, Safety and Wellbeing Governance Framework Responsible Sourcing
Principle 2	Businesses should make sure they are not complicit in human rights abuses.	
Labor		
Principle 3	Businesses should uphold the freedom of association and effectively recognize the right to collective bargaining.	GRI 2-30 Governance Framework
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	Governance Framework Responsible Sourcing
Principle 5	Businesses should uphold the effective abolition of child labor.	Governance Framework Responsible Sourcing
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Workplace Culture Governance Framework
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Navigating Sustainability Road to Decarbonization
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Road to Decarbonization Resource Efficiency
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Advancing Decarbonization Resource Efficiency
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Governance Framework

6.8 TCFD Content Index

TCFD Recommendation	Report Section(s) (or direct answer)
Governance	
a. Describe the board's oversight of climate-related risks and opportunities.	Governance Framework
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.	Navigating Sustainability Risk Management and Resilience
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	SODIC identifies environmental and climate-related risks as part of its broader ESG risk framework. These include risks related to resource efficiency, regulatory developments, and evolving stakeholder expectations. While climate-related risks are actively monitored and incorporated into the Sustainability Risk Register, the classification of risks across defined short-, medium-, and long-term time horizons and the quantification of financial impacts with their direct linkage to climate-specific scenarios remain under development.
c. Describe the resilience of the organization's strategy, considering different climate-related scenarios, including a 2°C or lower scenario.	SODIC recognizes the importance of assessing the resilience of its strategy under different climate-related scenarios. As of 2025, formal climate scenario analysis has not yet been fully implemented. The company is currently working towards enhancing its climate risk assessment approach, including the incorporation of scenario-based analysis to better understand long-term resilience and inform strategic planning.
Risk Management	
a. Describe the organization's processes for identifying and assessing climate-related risks.	Risk Management and Resilience
b. Describe the organization's processes for managing climate-related risks.	
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 ESG Data (2025 Environmental Performance Indicators)
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.	