



# Sustainability Report 2023

Focusing on [more of what matters.](#)





# Table of Contents

01 / Introduction

1.1 About This Report.....

1.2 Management Notes .....

1.3 About SODIC.....

1.4 2023 at a Glance .....

4

5

10

14

02 / Navigating Sustainability

2.1 2023 Key ESG Highlights.....

2.2 Ensuring More Materiality Continuity.....

2.3 Fostering More Stakeholder Engagement.....

16

18

20

03 / Supporting Low Carbon Transition

3.1 Working to Achieve More Carbon Control.....

3.2 Moving Toward More Decarbonization.....

3.3 Striving to Achieve More Resource Efficiency.....

3.4 Prioritizing and Nurturing More Biodiversity.....

3.5 Utilizing More Circular Solutions.....

22

24

25

29

30

04 / Empowering Sustainable Communities

4.1 Creating More Resilient Communities.....

4.2 Unlocking More Interactive Experiences .....

32

36

05 / Upholding a Responsible Business

5.1 Providing a More Creative and Engaging Workplace....

5.2 Prioritizing More Learning and Development .....

5.3 Focusing on More Safety, Health, and Well-Being .....

5.4 Establishing a More Unified Governance Framework...

5.5 Ensuring More Cybersecurity .....

5.6 Achieving More Responsible Sourcing .....

40

46

47

50

56

57

06 / ESG Annexes

6.1 Assurance Statement.....

6.2 Abbreviations and Acronyms.....

6.3 ESG Data .....

59

61

62





01 /

# Introduction.

At SODIC, we make it our job to create positive impact by building sustainable partnerships and communities.




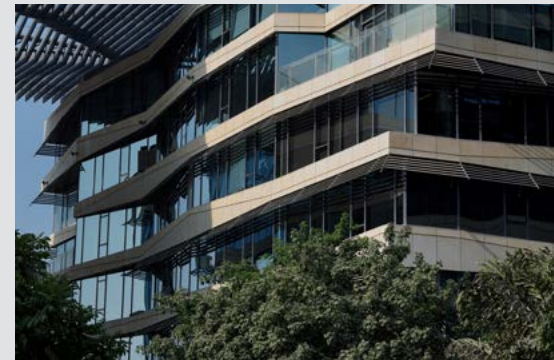




# About This Report

This report outlines the progress that we have made on our sustainability journey in the past 12 months. Our accomplishments in 2023 are the result of joint efforts and tight coordination with stakeholders throughout our organization and operations who all share our passion and commitment to do **“More of What Matters.”**

Because ultimately, to **“Live More”** means creating a more sustainable world and a more equitable society for our future generations.

			
<b>Navigating Sustainability</b>	<b>Supporting Low Carbon Transition</b>	<b>Empowering Sustainable Communities</b>	<b>Upholding a Sustainable Business</b>
We are committed to promoting responsible, creative, and sustainable urban development in the real estate sector.	We believe that environmental sustainability is a fundamental asset to our business. We have worked to reduce our environmental impact by utilizing creative solutions and resource-conscious designs.	We have amplified our corporate citizenship endeavors throughout 2023 to encompass diverse initiatives, spanning education, environment, equal opportunities, and relief programs.	We firmly believe that strong communities and empowered individuals can change lives. We are committed to improving the lives of our clients, staff, and underprivileged populations in the communities we serve, as well as their surroundings.

## Reporting Frameworks and Standards

This report has been prepared in accordance with the GRI 2021 Universal Standards. It also follows the SASB Standards (applicable to Real Estate Services), adheres to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and incorporates the 10 principles of the UN Global Compact (UNGC).

## Scope and Boundaries

The report covers the activities of SODIC Group, including its subsidiaries EDARA for Facilities Management and SODIC Clubs. The reporting period runs from 1 January 2023, to 31 December 2023. Any disclosures outside these reporting dates are provided when relevant. Any omissions or exclusions are stated within the report.

## Assurance

Masader, a corporate sustainability consulting firm (SAE), has provided a limited assurance statement on the report content per the AA1000AS v3 (2020) standard. We invite you to refer to the [Limited Assurance Statement](#) for more information.

## Contact Points

### NADINE OKASHA

Chief Strategy, Brand, and Sustainability Officer  
Email: [nokasha@sodic.com](mailto:nokasha@sodic.com)

### SALLY MONTASSER

Head of Public Relations and Sustainability  
Email: [smontasser@sodic.com](mailto:smontasser@sodic.com)

Sixth of October for Development and Investment Company “SODIC” (S.A.E.)  
Address: Km. 38 Cairo Alexandria Desert Road, Sheikh Zayed City, Giza, Egypt

## 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.



# Our journey towards a **more sustainable future.**



**Ayman Amer** | General Manager SODIC

## To Our Esteemed Stakeholders,

There is no denying that the year 2023 presented us with considerable challenges. In a global environment characterized by rampant inflation, high interest rates, and geopolitical tensions, it was not an easy ride for any business, but we are proud to report that SODIC proved its resilience as an organization that brings true value to the market. We continued to achieve operational milestones, deliver outstanding financial results, forge strategic partnerships, and reinforce our commitment to sustainable business practices even in times of uncertainty.

### Operational Excellence

SODIC's gross contracted sales reached an impressive EGP 30 billion, representing a 42% increase YoY. The commendable sales figure is a direct result of our targeted and focused marketing strategies and our commitment to delivering high-quality real estate projects that meet the evolving needs of our clients. We were also able to make substantial progress on our Net Cash Collections that reached EGP 10.5 billion, reflecting the strong trust and satisfaction of our customers. Throughout 2023, we delivered 1,427 units, which stands as a testament to our operational

efficiency and our ability to meet project timelines with consistent quality, further solidifying our reputation as Egypt's premier developer of innovative and sustainable communities.

### Financial Resilience

We have successfully demonstrated our ability to scale effectively while enhancing profitability. Our financial metrics for the year reflect significant growth and

stability, with revenues reaching EGP 10.33 billion, a 32% increase YoY, and our 63% increase in gross profit to EGP 3.57 billion is indicative of our optimized cost management and operational efficiencies. Moreover, the 164% surge in net profit to EGP 1.37 billion underscores our strategic financial planning and the successful execution of our business model, which prioritizes both sustainable growth and shareholder value.

42%

Increase in contracted sales

10.5 <sup>EGP</sup>BN

Net cash collections

1,427

Units delivered

32%

Increase in revenues

63%

Increase in gross profit

164%

Increase in net profit



# SODIC achieved growth across all **operational, financial, and sustainability** metrics in 2023.

## Strategic Partnerships

In 2023, we entered into a significant new partnership with the world renowned **Nobu Hospitality**, a brand that is synonymous with luxury services and exceptional dining experiences. This collaboration not only broadens the scope of our offerings but significantly enhances the lifestyle and value proposition for our communities. By integrating world-class amenities and services into our projects, we are setting new standards in the luxury real estate market, ensuring that our developments remain the most sought-after addresses in the region.

## Green Achievements

We are extremely proud to have received the EDGE Advanced Green Certification for EDNC, a recognition that speaks to our commitment to environmental stewardship and sustainable building practices. This certification is part of our broader strategy to lead the industry in reducing our carbon footprint and delivering environmentally friendly and energy-efficient living spaces.

## Sustainability Synergies

We are always looking for ways to partner and collaborate with entities that share our vision for maximizing efficiencies. Our partnership with Infinity is one such endeavor that focuses on reducing carbon emissions and developing eco-friendly communities to provide our residents with an enhanced quality of life. Another significant endeavor is joining forces with the Electro-Mechanical for Energy (EME) solar company, aiming to install hundreds of rooftop solar panels at VYE in West Cairo. By integrating these principles into our operations, we are not only adhering to global sustainability standards but also enhancing the environmental quality of our developments.

## Looking Ahead

As we move forward, SODIC will continue to build upon and leverage these accomplishments, thinking beyond bricks and mortar, developing resilient communities and ultimately a greener future. The strong demand for SODIC's projects is a clear indicator of our brand's strength and the robust fundamentals of the real estate market in Egypt. We remain dedicated to our strategic vision of growth, sustainability, and innovation, ensuring that we continue to lead the market and exceed expectations.

Sincerely,

**Ayman Amer**  
General Manager  
SODIC





# Setting new standards for **more sustainable and efficient communities.**



**Ahmed El-Halawany**  
Chief Development Officer

In 2023, SODIC strategically advanced its development portfolio with an emphasis on sustainability and efficiency. We have integrated low-carbon design principles across our projects, aligning with our commitment to sustainable development and healthier living environments.

Early in the year, we expanded our geographical footprint by securing 180 acres south of our North Coast development, Ceasar, and we managed to rapidly transition from land acquisition to launch within just three months. This rapid execution underscores our efficiency and ability to grow strategically on the North Coast, where we also concluded a deal to develop an additional 440 acres. All of these new developments have been planned with energy efficiency and low carbon footprints in mind, reflecting our commitment to sustainable building practices and overall environmental stewardship.

Our collaboration with Nobu Hospitality this year added a new dimension to our offerings. By introducing Nobu's prestigious brand of hotels and residences to Egypt, we not only enhanced lifestyle options at three of our prime locations but also ensured that these projects adhered to sustainable standards. This partnership exemplifies our strategy to merge luxury living with environmental consciousness.

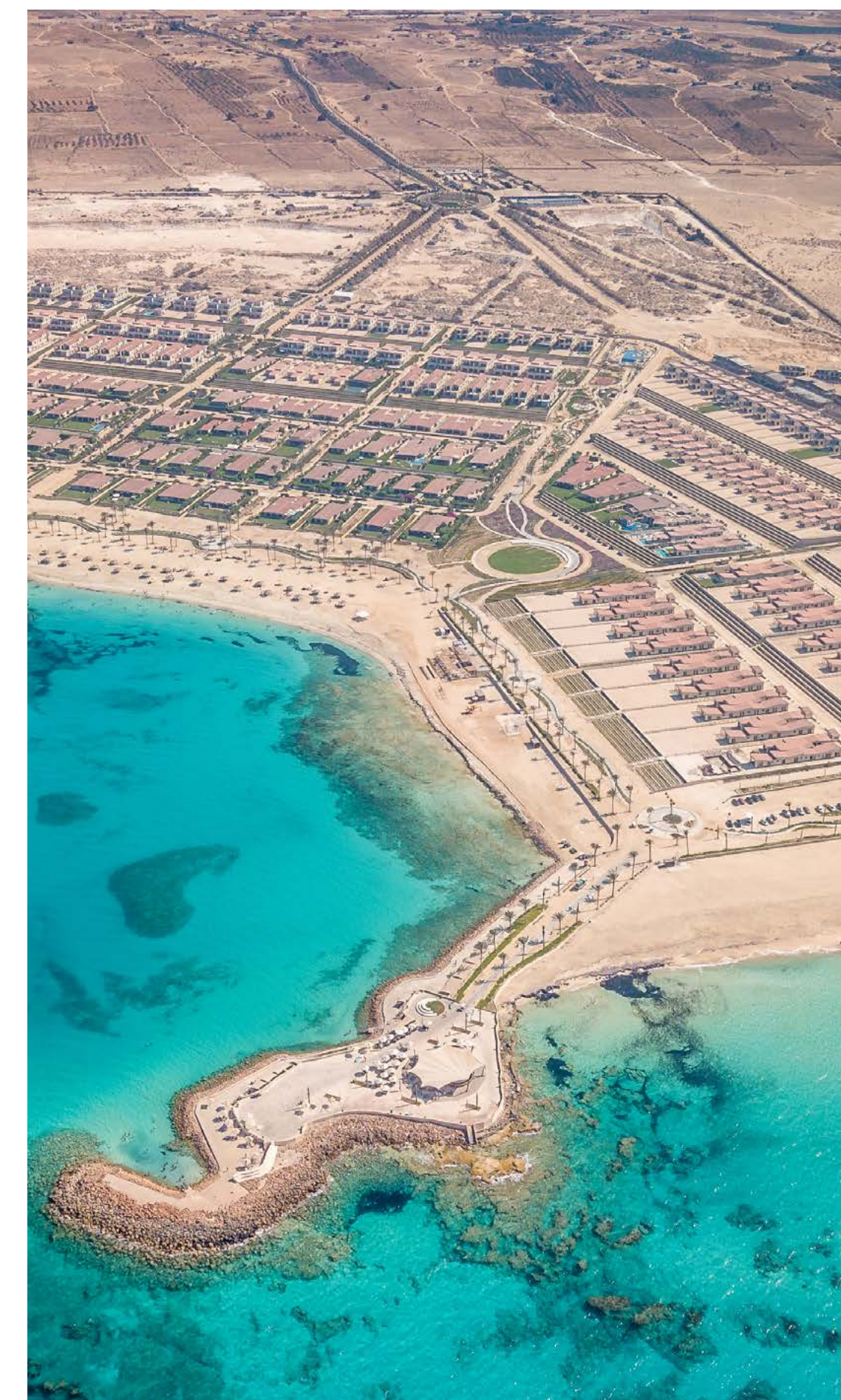
---

## 440 Acres

Additional land to be developed  
on the North Coast

Our design  
principles align with  
our **commitment  
to sustainable  
development.**

As we look to the future, our focus remains steadfast with an eye on implementing innovative and sustainable practices into all our developments. We are not just expanding our portfolio; we are setting new standards for sustainable and efficient real estate development and ensuring that our projects deliver long-term benefits to our clients and the environment.





# Creating sustainable communities with **more research and development.**



**Yasser El Said**  
Chief Projects Officer

At SODIC, we go above and beyond industry standards in our dedication to sustainability, which permeates every facet of the building process and includes waste management, worker health and safety, and construction material management. The emphasis is on using cutting-edge building techniques and sustainable materials to drastically lessen our environmental impact. Efforts are directed toward reducing and segregating waste through meticulous strategic planning and robust recycling initiatives, ensuring the efficient use of every resource. Consequently, we have been able to reach unprecedented track records in reduced waste generation by 29% YoY.

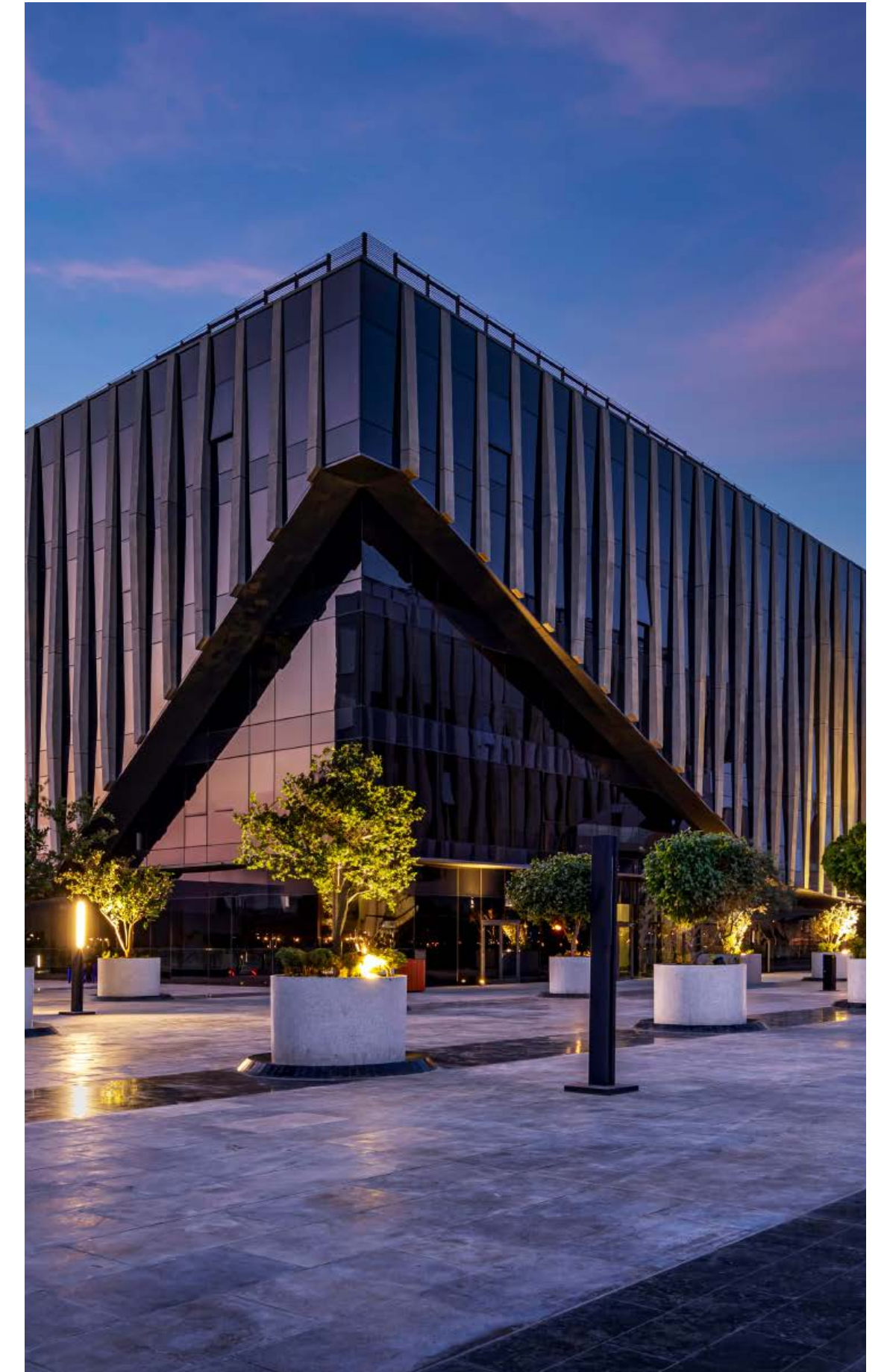
Safety protocols are rigorously implemented to guarantee a secure working environment underpinned by a culture dedicated to continuous improvement and development. Additionally, the commitment extends to constant research and development, actively testing and refining prototypes for sustainable materials, as well as exploring new construction methods. This proactive research and development approach keeps SODIC at the forefront of innovation. It also ensures that sustainable development is embedded in every project, transforming it from a mere goal into a tangible reality.

---

## 29%

Waste reduction YoY

We have been able to reach **unprecedented track records in reduced waste generation.**





# Building on our achievements with **more growth across the business.**



**Nadine Okasha**

Chief Strategy, Brand, and Sustainability Officer

2023 marked the beginning of our active implementation of the strategic objectives outlined in our EESG strategy that was developed in 2022. This significant shift involved aligning our operations, management, and stakeholders with the strategy's goals, all aimed at fostering innovative, responsible, and environmentally beneficial urban development. This enhanced commitment to sustainability is reflected in our improved S&P Corporate Sustainability Assessment score, which rose from 32 to 33 in 2023, showcasing advancements in our sustainability practices and operational efficiency. Such a pivotal shift had to be backed by a solid governance framework. That is why, over the course of the past year, we have developed more than 300 new work processes and 20 new policies to further fortify our endeavors. To ensure the effective implementation of SODIC's Sustainability Strategy (2023–2030), review the progress of ongoing initiatives, and explore potential new ones, SODIC's Sustainability Forum, which is made up of representatives of various departments, conducted six meetings throughout the year.

Customer satisfaction remains a fundamental focus at SODIC. The successful revamp of our customer experience over the past few years is underscored

by the continued increase in our Net Promoter Score (NPS), which has risen to 58 to lead the market for the third year in a row. This improvement highlights enhanced customer loyalty and satisfaction, validating our commitment to fostering a supportive and engaging environment for our clients.

Our corporate social responsibility (CSR) programs remain a priority. As such, our CSR spending has witnessed a surge of 1.25% compared to 2022, with education garnering the largest share of our focus, followed by environmental initiatives and relief programs, respectively. Since we have embarked on this journey, we have made it our commitment to enhance the lives of more than 9,000 Egyptian families every year, with a special focus on children and women. The choice of partners and projects is meticulously aligned with our business and sustainability strategies. Our decade-long partnership with Tawasol, is one such example that continues to be a key component of our commitment to social responsibility. This collaboration has profoundly impacted the community by advancing educational opportunities and fostering job creation and cultural development. We hope to continue pursuing impactful projects of this nature in the years to come.

---

# 58

Net Promoter Score for 2023

In 2023, we began **implementing the strategic objectives** outlined in our EESG strategy.



# About SODIC

SODIC is a leading EGX-listed real estate developer committed to creating meticulously planned, environmentally friendly projects. With over 27 years of experience, SODIC is a market pioneer in Egypt's real estate sector — an expert in creating large-scale, sustainable mixed-use communities that meet the need for upscale residential, commercial, and retail spaces. SODIC operates in West and East Cairo and the North Coast.

SODIC's holistic communities provide a plethora of services, such as schools, healthcare centers, theaters, sports facilities, and shops for more than 30,000 residents. This dedication to developing communities that positively impact the lives of residents is what sets the company apart from other developers. SODIC always aims to go above and beyond expectations while placing customer satisfaction at the core of everything it do.

SODIC's company ethos and activities are shaped by its core values, which include sustainability, creativity, leadership, and customer centricity.

## North Coast

*june. caesar*  
where it's always summer

## WEST CAIRO

V Y E

*Karmell*  
New Zayed

OCTOBER  
PLAZA  
EXCLUSIVE APARTMENTS

SODIC  
WEST

THE ESTATES  
NEW ZAYED

THE ESTATES  
RESIDENCES

CAIRO

## EAST CAIRO

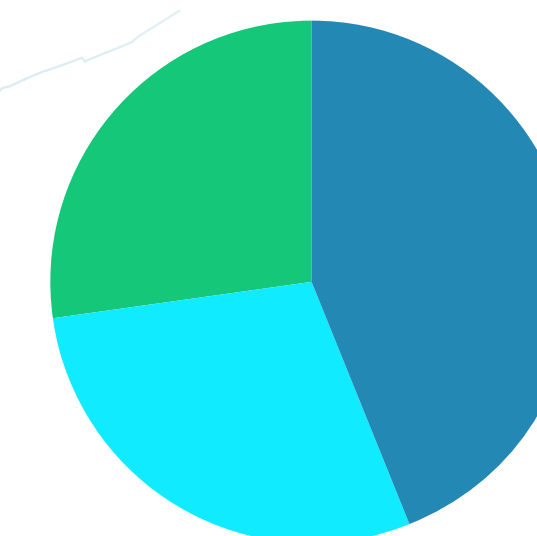
KATTAMEYA  
PLAZA

SODIC  
EAST  
NEW HELIOPOLIS

VILLETTE  
NEW CAIRO

EASTOWN  
NEW CAIRO

## Unlaunched Land Bank Across Key Markets



North Coast 44%

West Cairo 29%

East Cairo 27%

+7.2 MN  
M<sup>2</sup>



## SODIC in **Numbers**

27

Years of operation

+10

Developments

+14k

Units delivered

+18k

Units sold

91%

of units delivered ahead of time

58<sup>NPS</sup>  
RATING

Leading rating in the market

+17<sup>MN</sup>  
M<sup>2</sup>

Total Land Bank

+70%

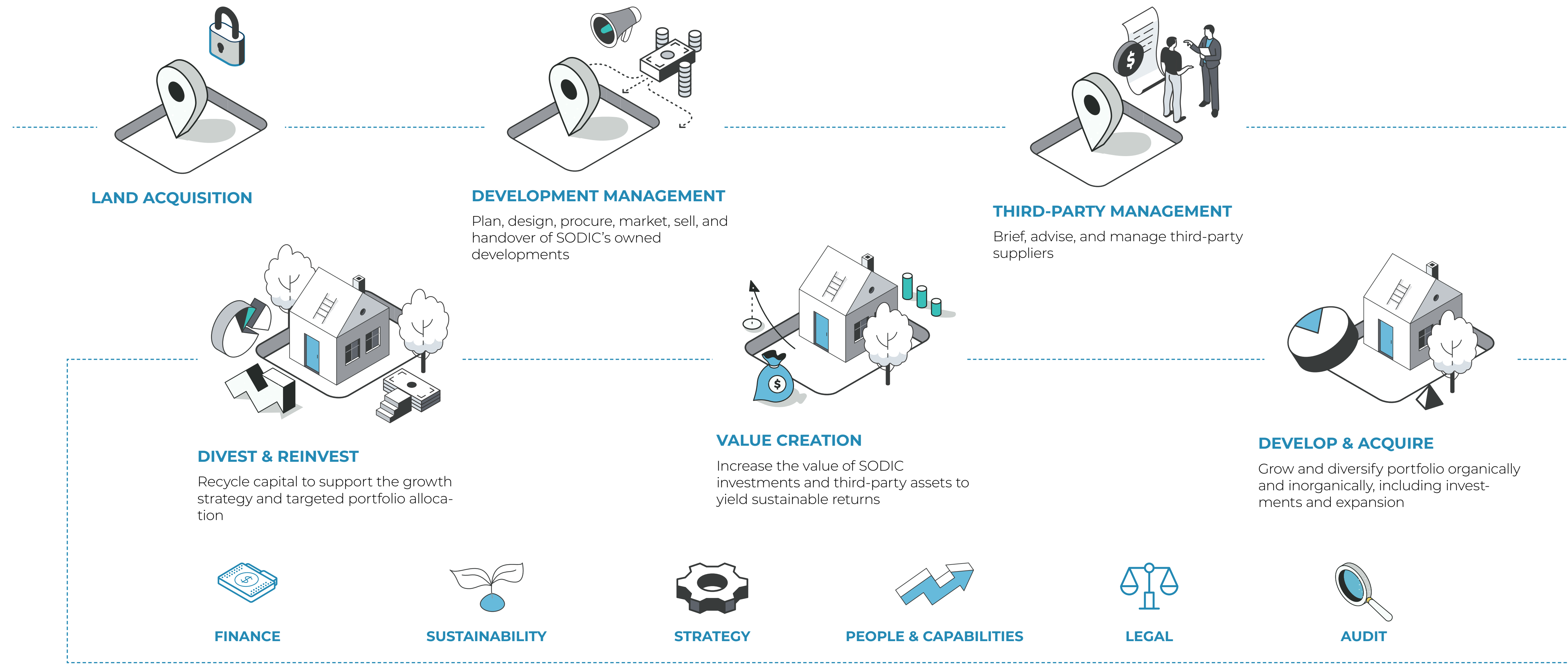
Developed

+30K

Residents



# The Core of SODIC





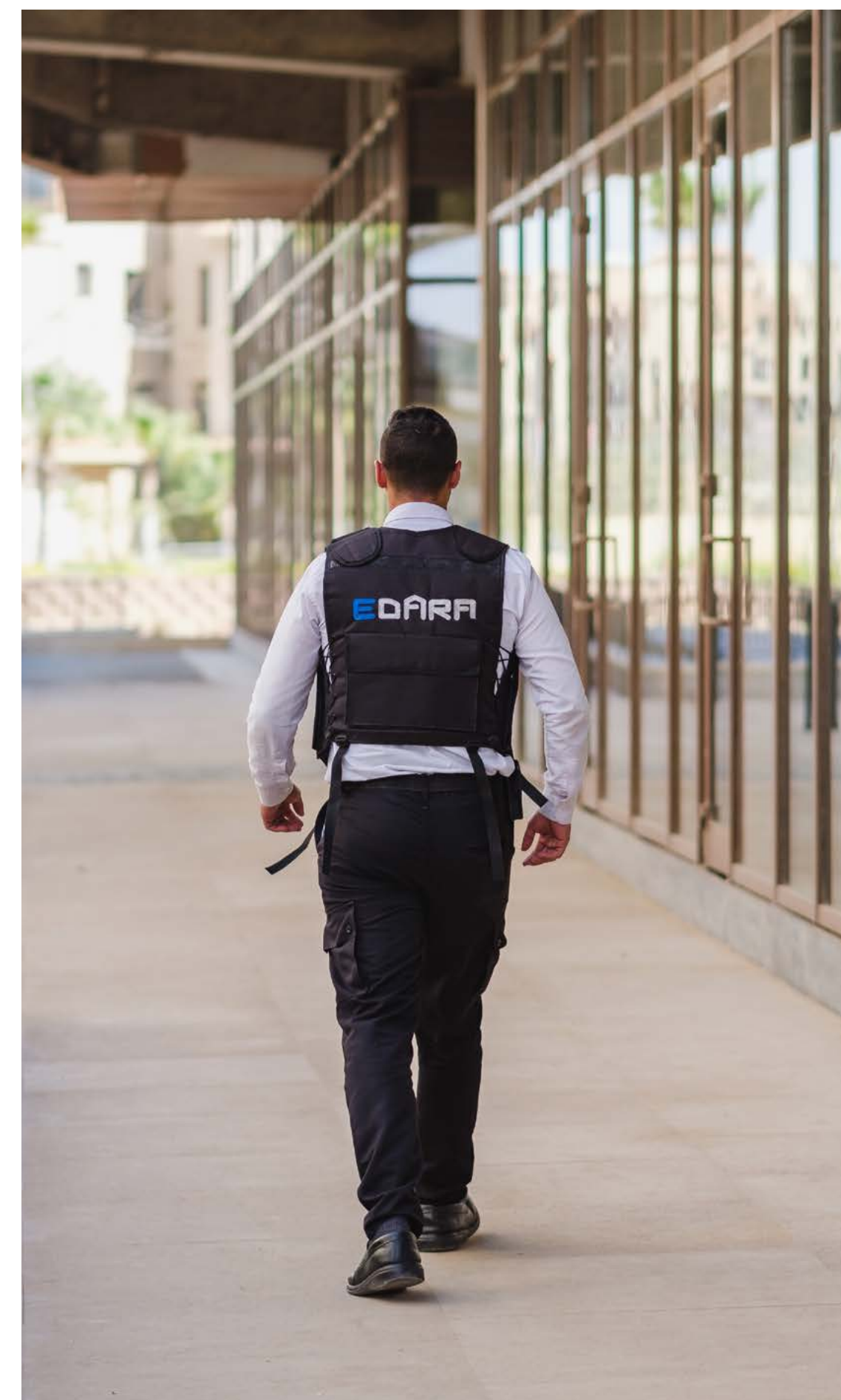
# SODIC's Subsidiaries



## SODIC Clubs: Your home away from home

As the company's specialized sports management division, SODIC Clubs currently owns and operates five sports clubs in East and West Cairo, with plans to open a sixth club in Villette, New Cairo, and a seventh club in SODIC East within the coming year. At SODIC, we believe clubs should act as focal points for our communities. They enhance people's lives by providing easy access to an active and healthy lifestyle and building deep social ties. Our goal at SODIC Clubs is to be your "home away from home."

We are also putting strong social and environmental systems into place and incorporating sustainable practices into every aspect of our operations, from waste management to golf course upkeep. Our dedication to providing top-notch services and a wide variety of sports and activities at our clubs has been key to the success of the division and the revenue growth that it has achieved. Our commitment to building inclusive and sustainable communities does not waver.



## EDARA: Sustaining communities

Our communities receive first-rate facility management services from EDARA Facilities Management, SODIC's fully owned facility management arm. Since its founding in 2010, EDARA has made a strong name for itself in property management. The company offers a range of services for the residents of multiple projects; buildings; and commercial, residential, and administrative spaces.

EDARA's dedication to excellence has been recognized with numerous awards, including World Business Outlook Magazine's "Leading Facility Management Services Provider in Egypt 2023" and International Business Magazine's "Best Integrated Facilities Management Solutions Provider Egypt." EDARA has also been awarded the ISO 14001, which underscores the company's dedication to environmental responsibility; ISO 9001, ensuring quality assurance in its operations; and ISO 45001, emphasizing its focus on occupational health and safety.

As the company grows, EDARA is focused on shaping its strategy around the fundamental principles of sustainability, efficiency, and customer satisfaction. As part of its vision, the company is working toward establishing a comprehensive Waste Management Framework to instill responsible and environmentally conscious practices throughout its operations.



# 2023 at a Glance

## Business Milestones

At SODIC, we are dedicated to generating long-term value for our shareholders by employing a strategic approach that emphasizes economic value and sustainable expansion. Our financial results demonstrate a well-rounded blend of prudent fiscal management, strategic investments, and a thorough understanding of the real estate sector. By consistently identifying and investing in lucrative prospects and maintaining financial stability, we guarantee our shareholders a strong return on investment.

Throughout the year, SODIC advanced its development portfolio with an emphasis on sustainability and efficiency. We have integrated low-carbon design principles across our projects, aligning with our commitment to sustainable development and healthier living environments.

Several key operational milestones were achieved, highlighting SODIC's ability to expand strategically. The year kicked off with the acquisition of 180 acres south of Caesar, our flagship North Coast project. Within three months of acquiring the land, we were able to successfully launch the project. Later in the year, SODIC secured a revenue-sharing deal to develop an additional 440 acres on the North Coast, further strengthening our foothold in the area. SODIC announced a new partnership with **Nobu Hospitality**, bringing the renowned brand's restaurants, hotels, and residences to two sites in Egypt for the first time. Before year end, SODIC began delivering properties in The Estates, our signature project in New Zayed, becoming the first developer in the country to deliver in this new area.



## Operational Achievements

30 EGP BN

Gross contracted sales  
(42% YoY increase)

10.5 EGP BN

Net cash collections

1,427

Delivered units



## Financial Results

10.33 EGP BN

Revenues  
(32% YoY increase)

3.57 EGP BN

Gross profit  
(63% YoY increase)

1.37 EGP BN

Net profit  
(164% YoY increase)



02 /

# Navigating sustainability.

Our goal at SODIC is to promote responsible, leading, and sustainable urban development in the real estate sector.





# 2023 Key ESG Highlights



## Supporting Low Carbon Transition

### Environmental

EDNC received **EDGE Certification**

Partnered with EME to **install 400 solar panels** in VYE

Global deal with Infinity to implement **EV charging stations network** across all SODIC's developments

**29%** waste reduction in Strip Malls

**Installed a solar-powered pergola** in Villette in collaboration with **Taqatak**

**93,897 MWh** total energy consumption

**7,061,147 m³** total water withdrawal

**450,381 tonnes** total solid waste

**38%** of SODIC's workforce use NFC cards



## Empowering Sustainable Communities

### Social

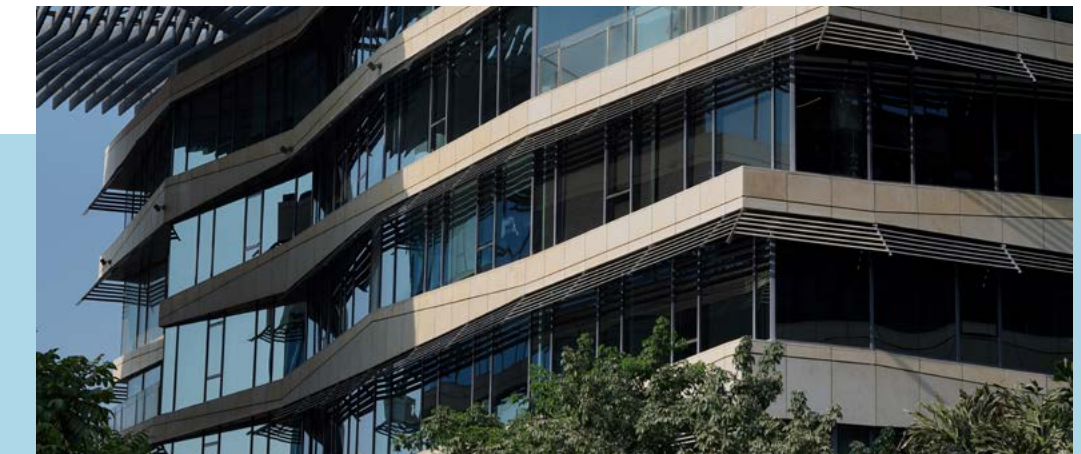
**EGP 7.5 million** donated to social enterprises

**10 years** of collaboration with Tawasol, benefiting +10,000 families

**Four pilot projects** completed under the internal innovation program

**Launched SODIC Imagine the Future** campaign generating +600 prompts using artificial intelligence (AI)

**58 NPS** Score, three-point increase from last year, leading the market for three years in a row



## Upholding a Responsible Business

### Governance

**S&P** Global ESG Score of 33, one-point increase from 2021

**GRESB** baseline score of 49 in 2022

**20%** female Board members

**20%** Independent Board members

**+300** new developed processes

**+20** new developed policies, with 100% of all change requests on the company governance network were deployed

**Six** Sustainability Forum meetings conducted

**Teammate portal** developed for the Internal Audit Team



# Minimizing our impact with **more materiality evaluations.**

We always strive to provide a thorough, proactive, preventive strategy supporting inclusivity, longevity, and well-being.

In keeping with our basic principles of honesty, excellence, dependability, and creativity, we have crafted our Sustainability Strategy for 2023–2030. It provides a structure for incorporating sustainable practices into every aspect of our real estate activities, guaranteeing compliance with agreements and standards that are acknowledged worldwide.

Our company culture is deeply rooted in our dedication to sustainability. Additionally, in terms of important priority areas, it closely complies with Egypt Vision 2030, the UN Sustainable Development Goals (SDGs), Egypt's National Climate Change Strategy (NCCS) 2050, the UNGC, the TCFD, and Good International Practices (GIP). Our focus on these areas reflects our dedication to social, economic, and environmental sustainability.

In line with the pillars of a **thriving society, a sustainable environment, strong governance, and a more rapid pace of economic growth**, SODIC is working toward reducing its environmental impact, handling

## We regularly monitor our performance and keep track of our impact **through materiality evaluations and KPIs.**

waste and hazardous materials responsibly, putting safety and quality first, and encouraging moral corporate conduct. We regularly track our sustainability performance through materiality evaluations and KPIs and actively communicate with stakeholders. This ongoing focus on sustainability reflects SODIC's goal to provide shared value for all parties and help ensure a better, more sustainable future for all.



# Ensuring **more materiality continuity.**

In 2023, we reviewed materiality to maintain our focus on key sustainability aspects in our strategy, risk management, and reporting. After thoroughly analyzing potential material areas in 2022, SODIC identified various ESG topics related to its industry, as well as national strategies and regulations, evaluating their potential impacts and significance to our stakeholders. All business units within SODIC were included in developing this list of issues, ensuring the ongoing relevance of our materiality assessments.

### Materiality Mapping

We conducted a materiality update to reaffirm our prioritization of key sustainability areas within our strategy, risk management, and reporting processes.

Supporting Low Carbon Transition	Empowering Sustainable Communities	Upholding a Responsible Business
Energy Management	Talent Acquisition and Retention	Governance, Ethics, and Transparenc
Water Management	Learning and Development	Digital Transformation and Cybersecurit
Climate Action	Employee Well-being and Health and Safety	Responsible Supply Chain Management
Biodiversity Preservation	Workforce Diversity and Inclusion	Responsible Investment and Diversified Growth
Smart and Resource-Efficient Design	Inclusive and Impactful Community Relations	
Circularity and Waste Management	Distinguished Customer Experience	
Innovations and Opportunities in Green Buildin		

### Reassessment and Reporting

To identify critical subjects that influence our reporting themes, we regularly reevaluate materiality, reflecting our commitment to transparency and active stakeholder engagement. A detailed examination of modifications to SODIC’s organizational and operational frameworks is part of this process, which is made possible by internal stakeholder engagement with all our major departments. We gain invaluable insights into the most relevant and pressing material issues by fostering collaboration and gathering input from various teams, including senior and executive management. This approach closely aligns with industry trends, ensuring a comprehensive and inclusive approach to prioritizing material topics.

#### Reassessment

We consistently assess SODIC’s operational and organizational structure changes to pinpoint key material topics. Our approach involves conducting internal stakeholder engagements across SODIC’s main departments and fostering collaboration. Their insights are invaluable in understanding the most relevant and pressing material topics. This method ensures a thorough and inclusive approach to prioritizing material themes, as it closely follows industry trends.

#### Reporting

We follow the guidelines of the Global Reporting Initiative (GRI) Standards by organizing our reporting

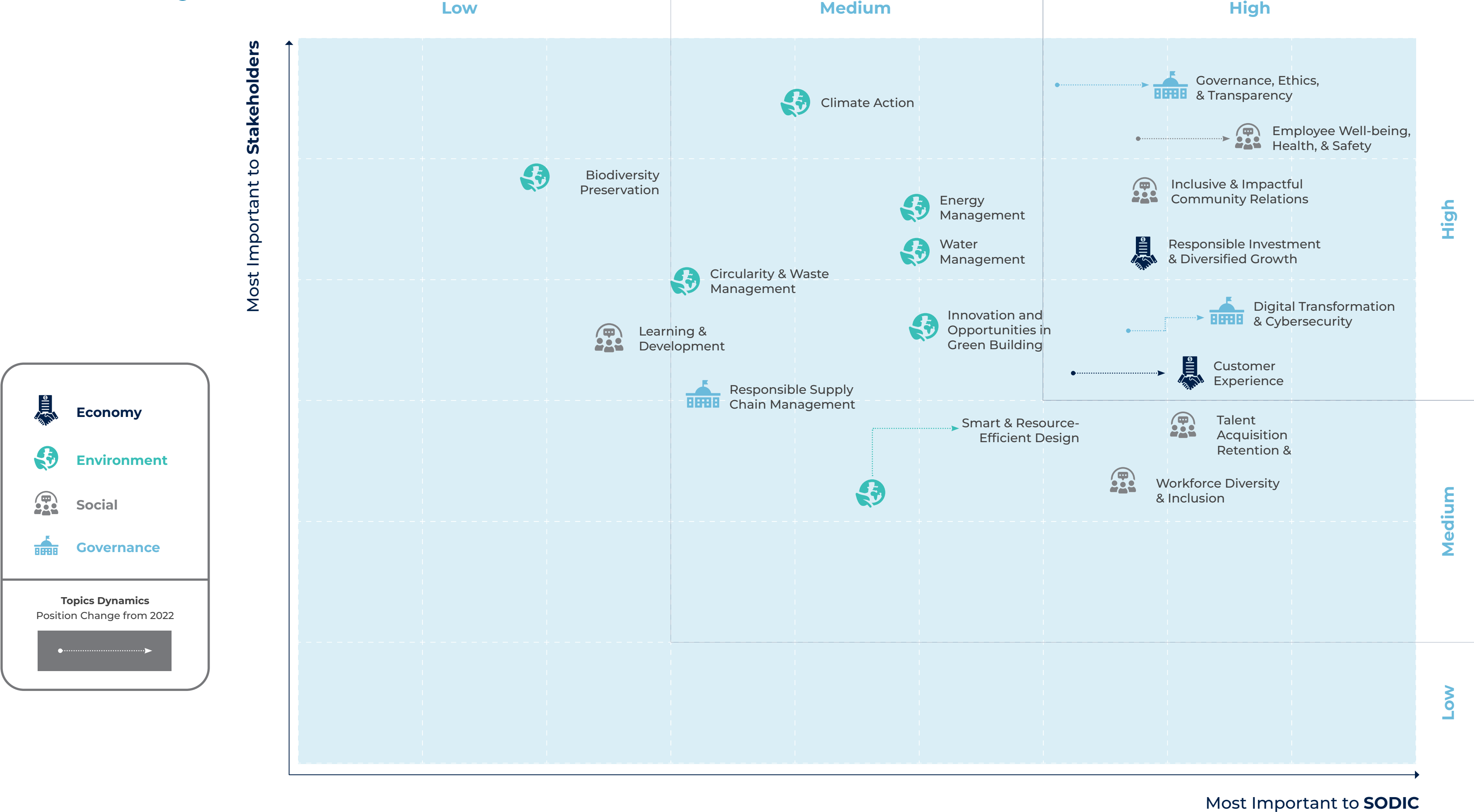
Through diligent assessment, reassessment, and reporting, we **consistently keep track** of our progress.

themes according to the reevaluated material topics. Adhering to these requirements ensures we effectively disclose material concerns and performance in our annual reporting of results.

We identified **17** relevant themes in our most recent materiality study. The 2023 management review restated for stakeholders the importance of each of the 17 areas. The content of SODIC’s 2023 Sustainability Report is also informed by topic-specific disclosures based on stakeholder impact, as specified by the GRI Standards, which are based on the following main themes.



# Materiality Matrix



Vertical movement refers to an impact increase on the economy, society, and environment.  
Horizontal movement refers to an impact increase on SODIC's business strategy direction.





# Fostering **more stakeholder engagement.**

At SODIC, we highly value and prioritize maintaining ongoing communication with our stakeholders so that they remain informed of the topics that matter most to them. Thanks to this ongoing dialogue, we are able to continuously improve our methods and adjust our strategy.

Customers Business Success Partners	Employees Our People	Shareholders and Investors Strategic Growth Partners	Government and Regulators Compliance and Sustainability Partners	Local Communities Social and Environmental Effort Partners	Suppliers and Contractors Supply Chain Excellence Trusted Partners	Banks and Lenders Financial Stability and Growth Partners
How We Engage						
<ul style="list-style-type: none"> <li>• Interactive customer portal and call center</li> <li>• Multi-channel communication (website, social media, newsletters, and SODIC Mobile App)</li> <li>• Customer surveys and feedback platforms</li> </ul>	<ul style="list-style-type: none"> <li>• Transparent communication (with a whistleblower system)</li> <li>• Training opportunities</li> <li>• Surveys and focus groups</li> </ul>	<ul style="list-style-type: none"> <li>• Investor presentations on a yearly basis</li> <li>• Annual General Meeting</li> <li>• Financial and non-financial disclosures</li> <li>• Regular shareholder meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory and on-site audits and meetings</li> <li>• Financial and non-financial disclosures</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in community development initiatives</li> <li>• Participation in social impact projects and programs</li> <li>• Community surveys, events, and newsletters</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier assessment forms and surveys</li> <li>• Procurement e-portal.</li> <li>• Regular communication via emails, calls, and on-site meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Quarterly and yearly financial and non-financial disclosures</li> <li>• Regular meetings discussing SODIC's financial performance</li> </ul>
Needs and Expectations						
<ul style="list-style-type: none"> <li>• Exceptional customer service.</li> <li>• High-quality, sustainable products</li> <li>• Improved local amenities</li> <li>• Transparent, customer-focused approach</li> </ul>	<ul style="list-style-type: none"> <li>• Work-life balance and a supportive culture</li> <li>• Professional growth opportunities</li> <li>• Safe work environment</li> <li>• Acknowledgment and rewards</li> <li>• Equal opportunities and non-discrimination</li> <li>• Fair pay</li> </ul>	<ul style="list-style-type: none"> <li>• Offering detailed business performance insights</li> <li>• Ensuring sustainable and profitable investments</li> <li>• Emphasizing growth, profitability, governance, and long-term value</li> <li>• Adhering to regulatory compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborating constructively</li> <li>• Supporting national sustainability goals</li> <li>• Ensuring legal compliance</li> <li>• Promoting transparency</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting social and cultural ventures</li> <li>• Improving local spaces</li> <li>• Minimizing environmental footprint</li> <li>• Positive social and environmental impact</li> </ul>	<ul style="list-style-type: none"> <li>• Just and clear procurement practices</li> <li>• Building partnerships for mutual gain</li> <li>• Prompt payments and explicit contract terms</li> <li>• Secure workplace</li> </ul>	<ul style="list-style-type: none"> <li>• Sustaining transparent financial reporting</li> <li>• Abiding by loan terms and financial commitments</li> <li>• Timely repayment of loans and interest</li> <li>• Financial steadiness and transparency</li> </ul>



03 /

# Supporting low carbon transition.

We have worked diligently to reduce our environmental impact by utilizing creative solutions and resource-conscious designs.





# Working to achieve more carbon control.

At SODIC, environmental sustainability is fundamental. As real estate developers, we understand the effects of our operations on the environment. As such, we have worked diligently to reduce our environmental impact by utilizing creative solutions and resource-conscious designs. Our daily operations, policies, and projects all demonstrate our commitment to sustainability, environmental stewardship, and appropriate energy use. Our goal is to make a sustainable, positive environmental impact by constantly innovating and taking a proactive approach toward energy efficiency.

Our goals are to evaluate the risks associated with climate change, reduce emissions, use more renewable energy, incorporate climate change into our operations, and make business decisions based on these variables. We are committed to being transparent about our greenhouse gas (GHG) emissions and emphasizing responsibility and consciousness in our environmental initiatives.

### Organizational Scope and Boundaries

The 2023 assessment adheres to the GHG Protocol Corporate Accounting and Reporting Standard, following the operational control consolidation approach, and accounts for our most significant activities across scopes 1, 2, and 3.

**Scope 1:** Encompasses direct emissions originating from sources owned or controlled by SODIC, such as emissions from our vehicles and on-site energy production.

**Scope 2:** Includes indirect emissions resulting from

purchased electricity generation, heating, and cooling consumed by SODIC.

**Scope 3:** Encompasses further indirect emissions often related to the company’s value chain. It covers emissions from activities such as tenant energy consumption and supply chain operations, including purchased goods, and services, such as construction raw materials; energy consumption at construction sites by contractors; water consumption; in addition to employee commuting and business travel.

This year’s assessment spans SODIC’s primary business

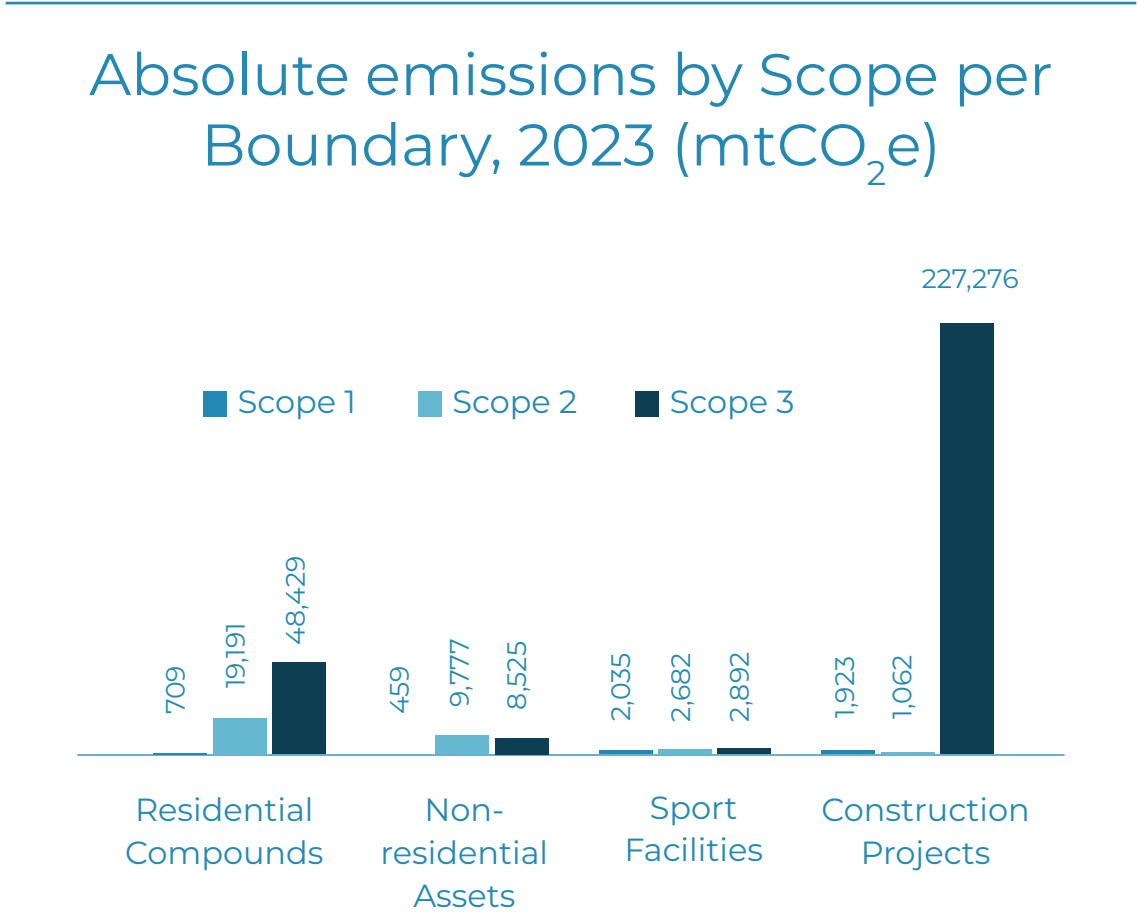
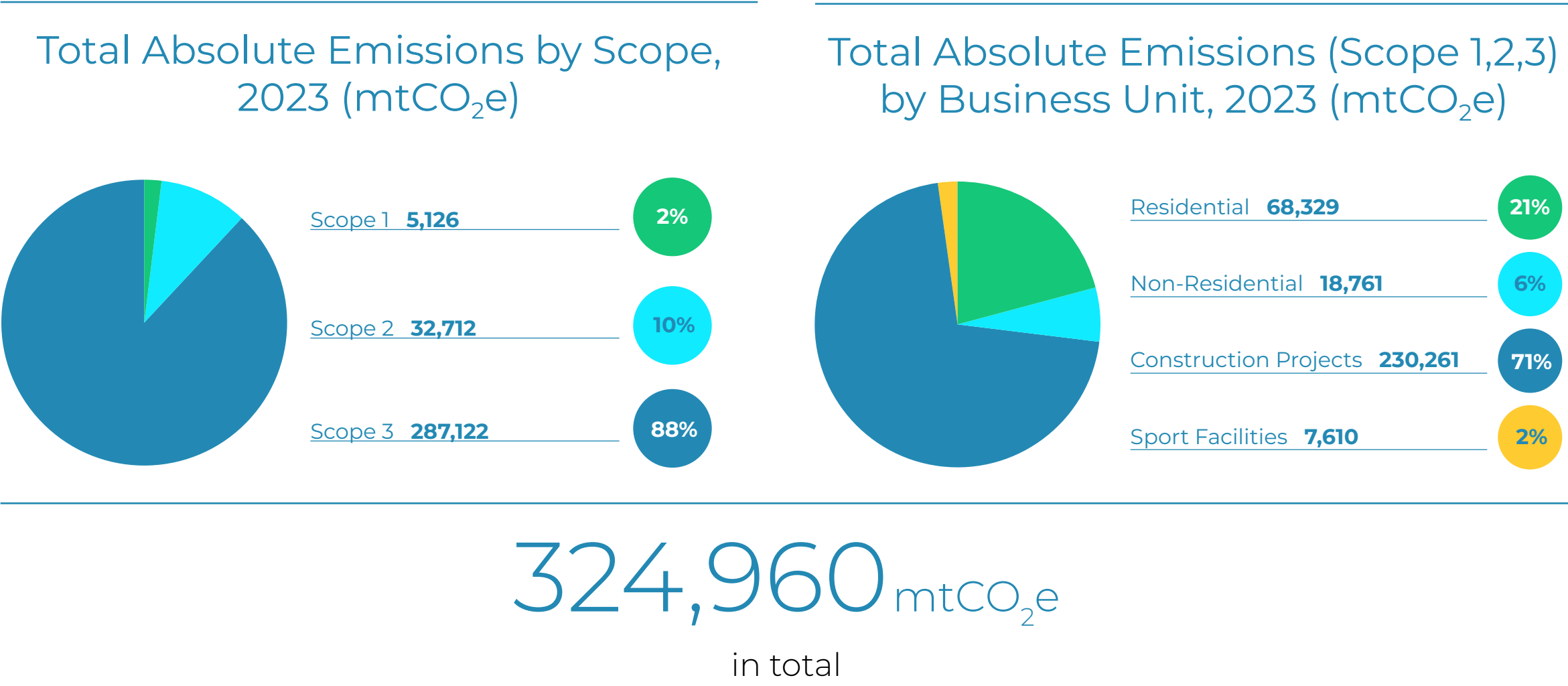
units, comprising residential projects and non-residential assets, which include administrative offices, retail and commercial spaces, and healthcare facilities. Additionally, the assessment extends to SODIC’s sports facilities and ongoing construction projects.

### Measuring Our Carbon Footprint

In 2023, our collective carbon footprint encompassing Scope 1, Scope 2, and Scope 3 emissions across Residential, Non-Residential, Sports, and Construction business units totaled **324,960 mtCO<sub>2</sub>e**. Among these, Scope 1 emissions contributed almost 2%, Scope 2 contributed 10%, and

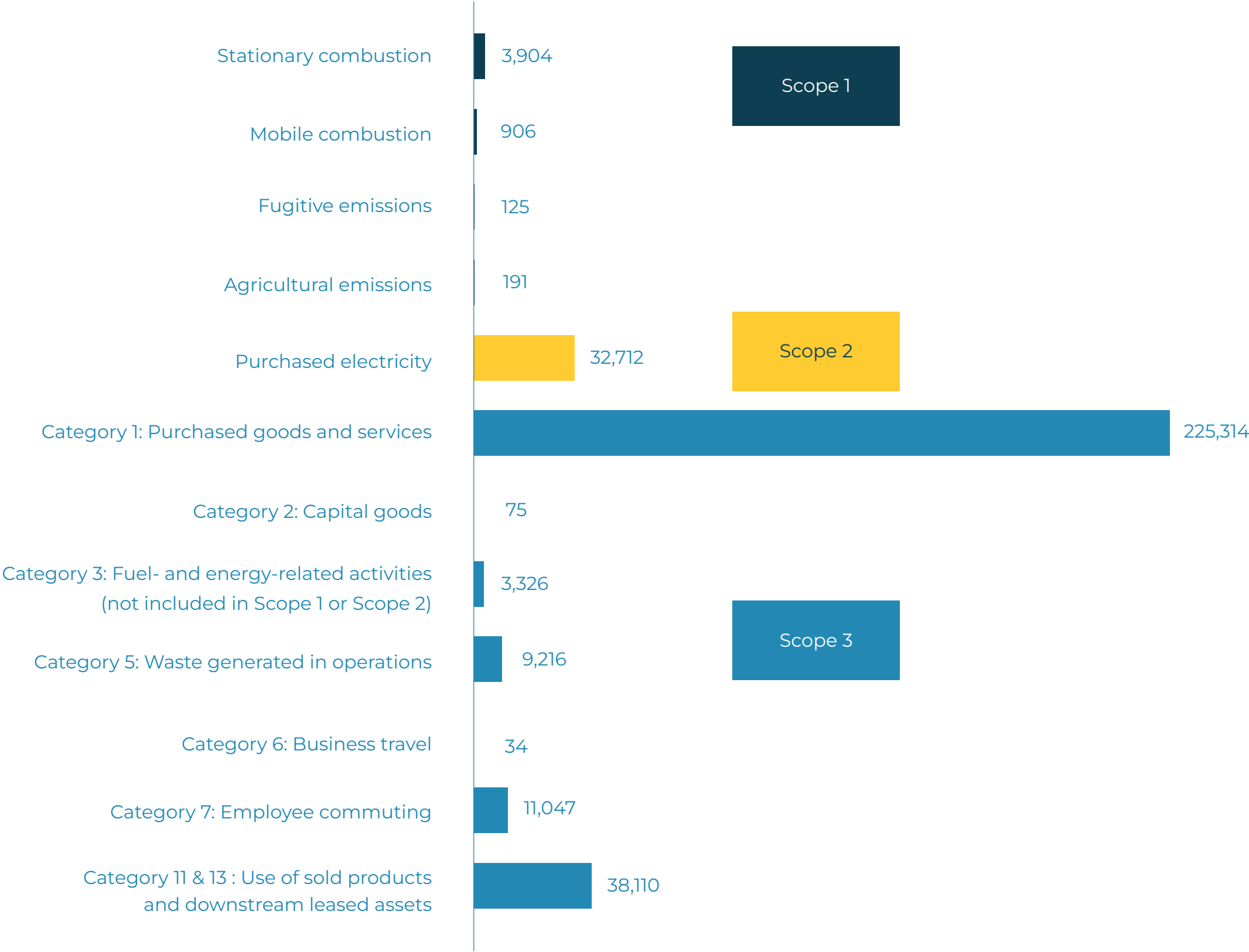


Scope 3 contributed a significant 88%. Specifically, emissions from Scopes 1 and 2 amounted to 37,838 mtCO<sub>2</sub>e or roughly 12% of the total amount. The Construction business unit accounted for the highest emissions, totaling 230,261 mtCO<sub>2</sub>e. Through an evolving methodology and expanded coverage, we’ve conducted a more comprehensive assessment, demonstrating our dedication to transparency, accountability, and our journey to achieving our targets.





Absolute Emissions by Activity and Scope, 2023 (mtCO<sub>2</sub>e)

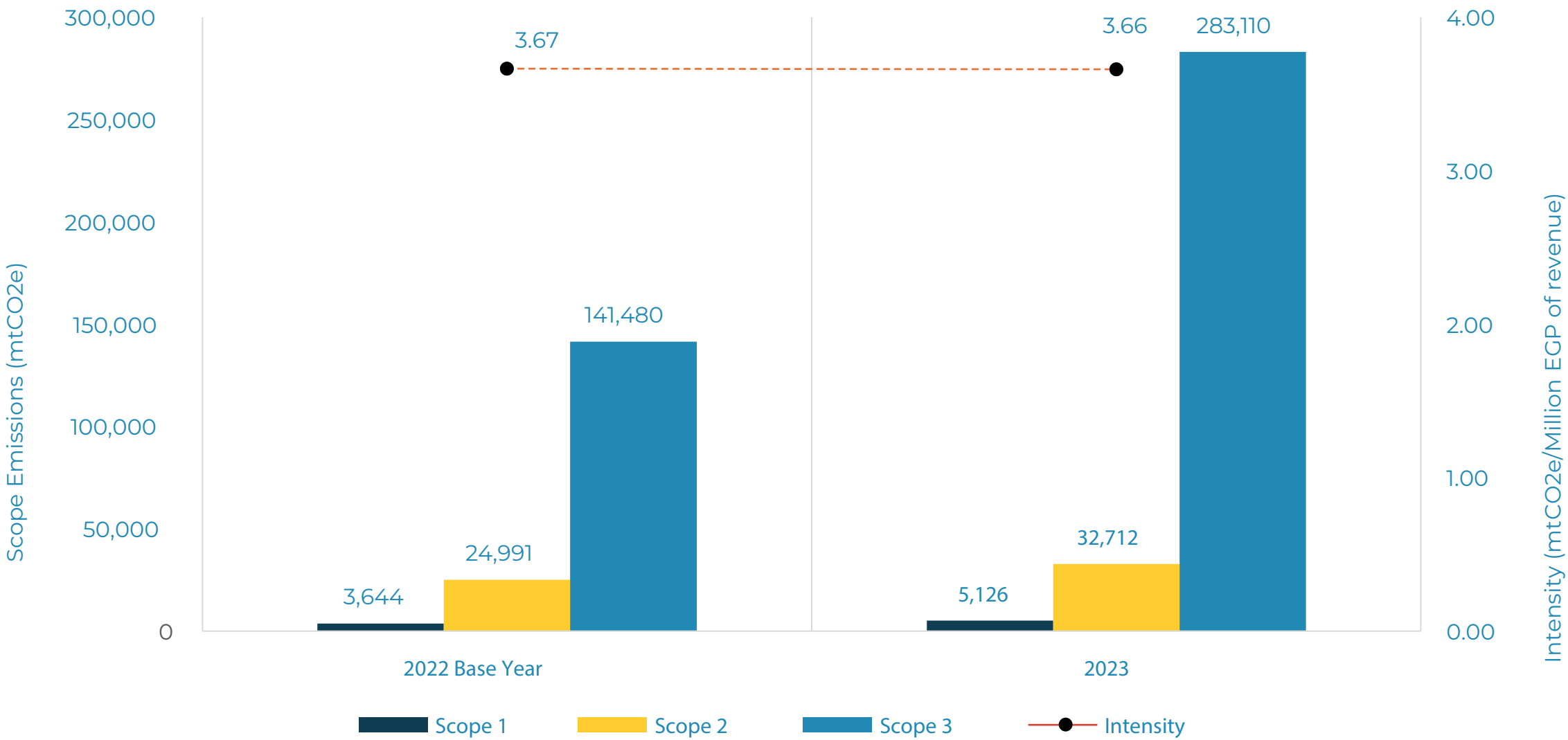


For more details on the carbon footprint assessment results and methodologies, please refer to [SODIC's 2023 Carbon Footprint Report](#).

Carbon Intensity Reduction

SODIC has managed to reduce its carbon emissions relative to its expanding operations. The decline in emissions per revenue at SODIC dropped from **3.67** mtCO<sub>2</sub>e/EGP 1 million in 2022 to **3.66** mtCO<sub>2</sub>e/EGP 1 million in 2023, representing a **0.27%** reduction from the base year. The reduction highlights SODIC's commitment to sustainability and responsible resource management, positioning it as a leader in environmentally conscious practices within the real estate sector.

YOY Scope Emissions with Intensity Trend





# Moving toward **more decarbonization.**

SODIC is dedicated to a comprehensive decarbonization plan, integrating environmentally friendly practices into core business activities. We aim to establish sustainable advancements by mitigating our environmental impact, encompassing carbon emissions and resource consumption. By interacting with important parties, we promote cooperation in order to achieve favorable ecological results.



## Key Business Activities

SODIC's primary operations encompass property development, construction, and real estate asset management. The organization is working toward creating vibrant, environmentally responsible spaces that improve people's quality of life and support the growth of surrounding communities.



## Reducing Environmental Impact

SODIC is aiming to lower its environmental impact and carbon footprint. This entails implementing green building practices, reducing waste, preserving resources, and adopting energy-efficient technologies. Circular design concepts, sustainable land management, and green procurement practices are also integrated into development processes. Renewable energy is given priority, and attempts are made to encourage residents to adopt sustainable habits. By taking a comprehensive approach to sustainability, SODIC hopes to reduce its negative impacts on the environment and achieve resource efficiency.



## Key Stakeholder Engagement

Building great relationships with partners, employees, investors, and communities is a top priority since it helps us ensure that our efforts meet their needs and goals, further solidifying our commitment to sustainable development. Aligning with Egypt's NCCS 2050 and Egypt Vision 2030, we support sustainable projects on a national scale. Our supplier engagement involves promoting sustainable practices, supporting startups, and encouraging sustainable initiatives. Similarly, through collaborating with communities and tenants, we share knowledge, support national projects, and incentivize sustainability among suppliers to improve building performance and resource efficiency. These efforts align with national sustainability objectives while benefiting all stakeholders involved.



# Striving to achieve **more resource efficiency.**

In our commitment to sustainable operations, SODIC prioritizes the efficient use and management of resources with a focus on energy conservation. We primarily rely on electricity to power our operational infrastructure. We use diesel fuel for generators and company vehicles, and natural gas is used to heat swimming pools during winter. Our energy usage extends beyond our properties to leased or sold assets and third-party construction activities.

In addition to energy conservation, responsible water management and conservation are a priority in all our real estate development projects. We aim to minimize water consumption across landscaping, irrigation systems, and building design by implementing advanced

technologies and practices. This dedication to reducing water consumption supports our commitment to environmental stewardship, ensuring that our developments combine luxury with sustainability principles.

### Energy Management

SODIC tracks energy consumption both within and outside the organization as part of its commitment to sustainability. Internally, we monitor energy usage across our business units to identify areas for improvement and optimize efficiency. Externally, we track the consumption of our contractors and partners to ensure responsible energy practices are implemented throughout our supply chain. By closely monitoring energy consumption

both within our operations and across our extended network, we strive to reduce our environmental impact and contribute to a more sustainable future.

### Energy Consumption within the Organization

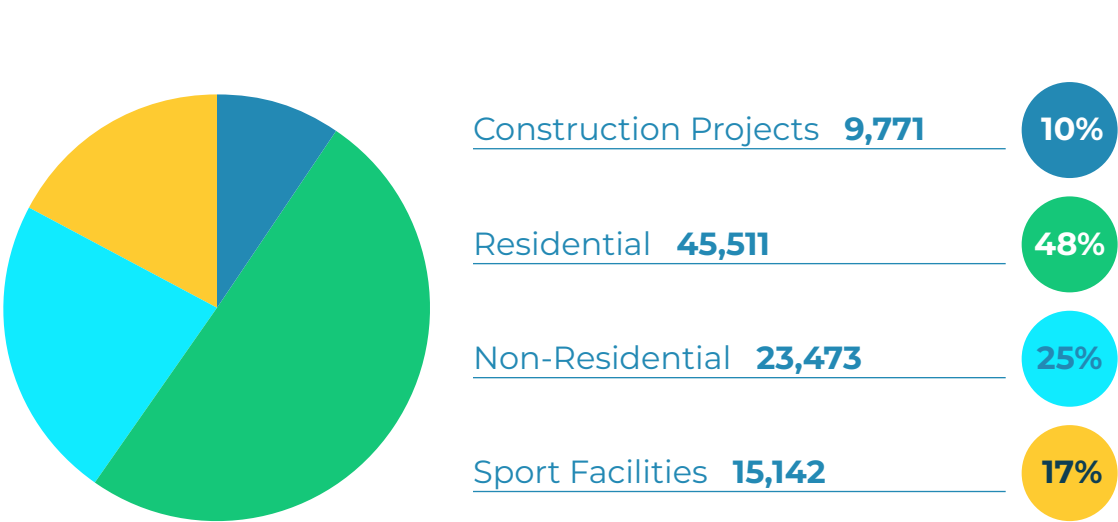
In 2023, our total energy consumption amounted to **93,897 MWh**, spread across our various business units: residential, non-residential, construction, and sport facilities. The bulk of our consumption comes from the Residential segment, which was responsible **for over 48%** of total consumption at 45,511 MWh. Electricity had the largest consumption, followed by natural gas, petrol, and diesel respectively. Lastly, renewable energy contributed 0.5% of our total energy consumption, amounting to **455 MWh**.

### Reducing Energy Consumption at Our Projects

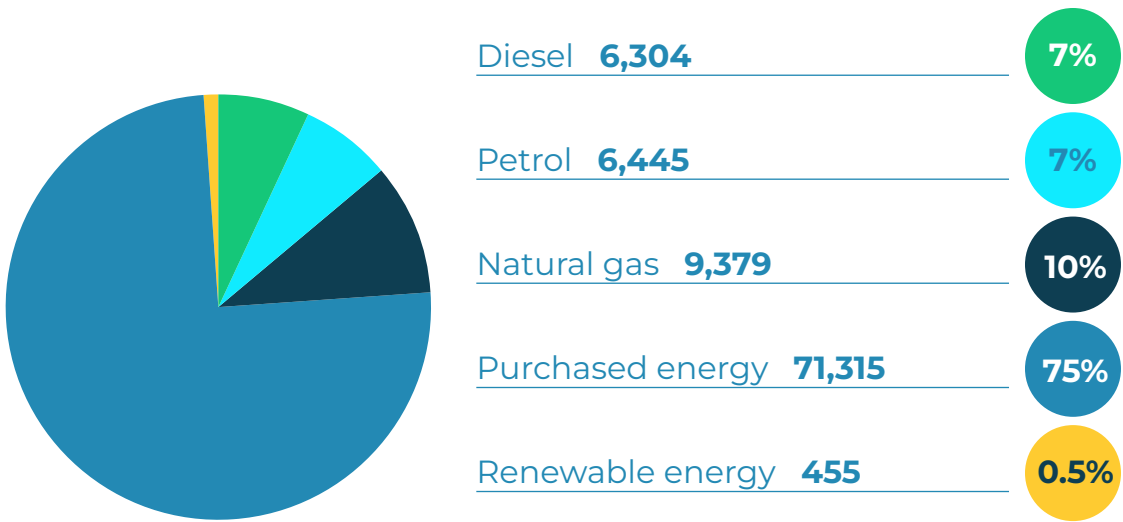
In Westtown Hub, implementing reduction plans, such as scheduling service rooms and utility rooms ACs, contributed to decreased emissions compared to 2022. Electricity usage in Westtown Hub also witnessed a remarkable **12%** reduction, achieved by turning off most mall lighting after midnight and shutting down one cooling tower pump during the night. Similar efforts in Strip Malls led to a **6%** decrease in electricity consumption compared to the previous year. These measures not only resulted in reduced purchased energy amounts but also played a significant role in mitigating indirect emissions.

The **efficient use and management** of energy and water resources is a priority across all of our projects and facilities.

Total Energy Consumption by Business, 2023 (MWh)



Total Energy Consumption by Source, 2023 (MWh)



93,897 (MWh)



12%

Reduction in electricity usage (Westtown Hub)



6%

Reduction in electricity usage (Strip Malls)



### LED Lighting Upgrade

SODIC initiated a project to enhance sustainable consumption by replacing the current metal-halide lighting system with LED fixtures within our Allegria community. The shift to LED reduced electricity consumption by 12% and moved us closer to our broader objective of sustainable resource management. We are currently in the process of swapping our old High-Pressure Sodium (HPS) fixtures with more energy-efficient LED models of street lighting. These modifications not only lowered our carbon emissions but also reduced our utility costs.

### Driving Toward Sustainability: Electric Vehicle Charging Stations at Westown Hub

We have penned a global partnership with Infinity, Egypt's renewable energy and electric vehicle (EV) charging provider. Through this strategic collaboration, we introduced **four** EV charging stations in Westown Hub's park area. We aim to cover all SODIC's developments to align with our efforts to promote sustainable transportation solutions and reduce carbon emissions. As the infrastructure phase of Westown Hub nears completion and we move to implementation, we have started offering this much-needed amenity to support the growing adoption of EVs and contribute to a cleaner environment.

### Collaboration with Taqatak for Sustainable Solutions

SODIC piloted with the clean energy startup Taqatak to install a solar-powered pergola that provides the residents of Villette in East Cairo with a phone charging station. Taqatak also installed LED lighting at Club-S, Westown's football court, resulting in both cost savings and reduced CO<sub>2</sub> emissions.

### 2023 Earth Hour

SODIC participated in the 2023 Earth Hour on 25 March, which involved powering down electricity in all communal areas and clubs within our communities. This resulted in an energy savings of **798 kWh** across these shared spaces. This marks an increase of **538 kWh** compared to our 2022 conservation achievements.

### Future-Proof Design: More Intelligent and Sustainable.

SODIC's commitment to a more sustainable future is reinforced by its design and operational use of circularity concepts. We proactively explore inventive and sustainable options in materials and solutions and have seamlessly incorporated them into our business approach.



## Setting the Standard: Egypt's First EDGE Advanced Business Park – EDNC

SODIC's Easttown District New Cairo (EDNC) has secured the IFC's prestigious EDGE Advanced Green Building Certification, making it the inaugural certified business park in Egypt.

The EDGE certification is a widely accepted benchmark for evaluating resource efficiency and quantifying energy and water savings. EDNC has proven its commitment to effective resource management and environmental sustainability by earning the EDGE Advanced Certification.

Designed and constructed in alignment with sustainable guidelines, EDNC has significantly reduced energy consumption, water usage, and embodied energy in materials, with notable decreases of **40%** in energy consumption, **33%** in

water usage, and **22%** in embodied energy. EDNC's design incorporates detailed plans for ventilation layout, roof plans, heat load calculations, and installation details to optimize energy efficiency. Additionally, EDNC's sustainability in construction initiatives include guidelines for promoting sustainable fit-out materials, implementing waste management practices, and encouraging environmentally friendly transportation choices.

This certification aligns seamlessly with SODIC's sustainability-led corporate strategy, reinforcing its commitment to environmental responsibility and carbon reduction efforts. SODIC remains dedicated to collaborating with clients to facilitate their transition to low-carbon operations and ensure long-term sustainability and growth.



## 1st Business Park in Egypt

### Easttown District New Cairo

**40%**

Reduction in energy consumption

**33%**

Reduction in water usage

**22%**

Reduction in embodied energy in materials



## Solar Energy

With an emphasis on solar and photovoltaic solutions, SODIC incorporates low-carbon technology and on-site renewable energy into the design of its projects.

Solar or photovoltaic technology is currently included in **15%** of all SODIC projects. Through the use of solar energy, SODIC aims to reduce its negative impact on the environment and promote the use of greener options throughout its real estate developments.

### Harnessing Solar Power at Westtown Hub

In line with our long-term plan to harness more renewable energy sources, SODIC installed a Solar Energy Station (Solar Shades) in Westtown Hub's parking area.

The station generated 172,203 kWh of clean energy in 2023, which resulted in the avoidance of approximately 79 tCO<sub>2</sub>e.

### Solar Collaboration at VYE

SODIC partnered with Electro-Mechanical for Energy (EME), a leading solar company, to install **400** rooftop solar panels with around 2MWp capacity at VYE, our mixed-use development in West Cairo. The solar panels can save 3.5GWh per year, reducing 1,600 tonnes of CO<sub>2</sub>, the equivalent of planting 35,000 trees. The partnership stands as the largest home solar-powered project in Africa and the second largest in the Middle East. This noteworthy milestone demonstrates our ongoing commitment to lowering our carbon footprint.

## Water Consumption

At SODIC, we prioritize efficient water use by closely monitoring our consumption and incorporating technologies and practices designed to conserve this precious resource. Our commitment to minimizing water waste spans several areas, including landscaping, irrigation systems, and architectural design.

### Water Efficiency at Our Projects

In 2023, Westtown Hub's water usage decreased by 8%, and the Strip Mall saw an 18% reduction compared to 2022.

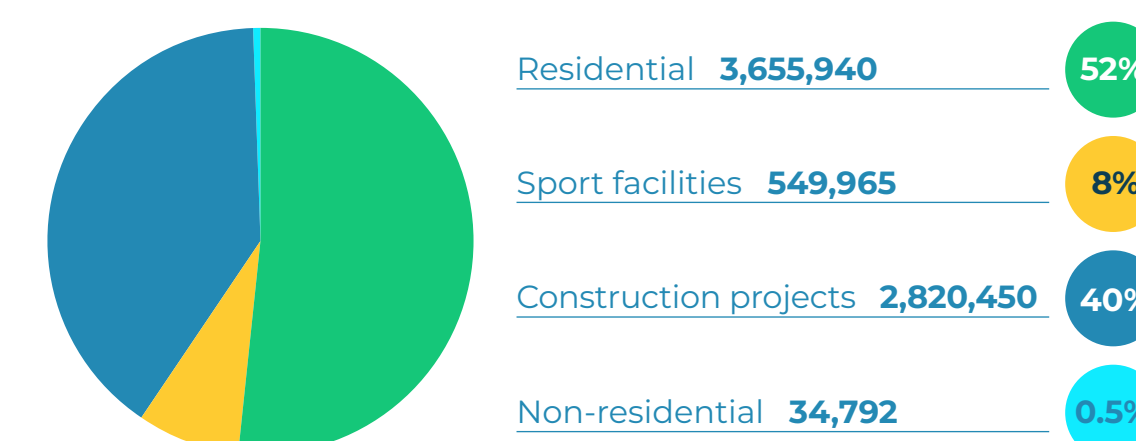
The reduction in water consumption in 2023 compared to 2022 was due to an adjustment made to

the irrigation system schedule, which was altered to operate for two hours per day instead of the previous six-hour duration.

### Wastewater Treatment Plants

The Caesar sewage treatment plant (STP) on the North Coast, initially constructed in 2018 and expanded to accommodate rising demand in 2021, remains an integral part of our environmental stewardship efforts. The Villette sewage treatment plant, with a capacity of **2,400** m<sup>3</sup>/day, was constructed in East Cairo in 2022 and is on track to commence operations in 2024. SODIC will continue to operate wastewater treatment plants for sustainable water management in its projects as necessary.

### Total Water Consumption by Business Type (m<sup>3</sup>)



7,061,147 (M<sup>3</sup>)



8%

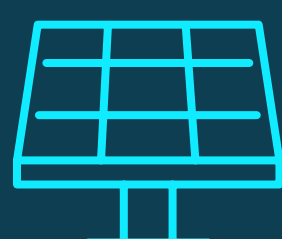
Decrease in water usage (Westtown Hub)



18%

Decrease in water usage (Strip Malls)

400



Rooftop solar panels to be installed in VYE New Zayed

Largest home solar project in Africa

2<sup>nd</sup> largest in the Middle East



# EDARA's Sustainable Interventions: **more energy and water efficiency.**

EDARA's sustainability unit has embarked on several initiatives to enhance energy and water efficiency within SODIC's Eastown development.

## Energy Efficiency Initiatives

The unit initiated pilot case studies to retrofit existing residential buildings to improve energy efficiency. Driven by the sector's significant energy consumption, particularly due to conventional residential lighting, the case studies focused on altering these systems to reduce energy consumption, resulting in a substantial 66% reduction in annual electricity usage. An economic assessment of the initiative indicated feasibility, with projected profitability by the sixth year. Moreover, the initiative's environmental impact assessment revealed substantial potential for reducing CO<sub>2</sub> and GHG emissions on the project scale.

## Water Efficiency Initiatives

EDARA implemented water efficiency measures by retrofitting existing water tanks and improving infrastructure to optimize water use. The project aimed to demonstrate economic feasibility and address irrigation water shortages by repurposing drinking tank purification water for irrigation purposes. The feasibility study also indicated that the project would be economically viable within the second year, with a **9%** reduction in water consumption. The reduction in water usage amounted to **35,383** m<sup>3</sup> annually.

## Transition to Natural Gas and Solar Energy

EDARA also initiated the transition of three cars to natural gas, reducing monthly operational costs by 60%, with minimal capital costs. Pilot solar energy solutions were implemented, including a solar water heater at the EDARA HQ building and solar-powered cameras in Allegría. EDARA also conducted a return on investment (ROI) study for replacing electric water heaters with solar water heating systems, demonstrating a promising ROI of **2.2** years. These initiatives collectively showcase EDARA's commitment to sustainability and its proactive approach to reducing its environmental impact across its developments.

---

# 35,383

Cubic meters (m<sup>3</sup>)  
(annual reduction in water usage)





# Prioritizing and nurturing **more biodiversity.**

SODIC places strong emphasis on conserving biodiversity and enhancing landscaping in its real estate projects. By incorporating green spaces and nurturing diverse ecosystems, we aim to create aesthetically pleasing surroundings that play a crucial role in safeguarding local biodiversity. These efforts enrich the living environments for residents and promote sustainable, environmentally friendly real estate development practices.

As part of SODIC's environmental and biodiversity impact assessment, the company integrates biodiversity and sustainability into every phase of its development process, starting from the land acquisition phase. We begin by establishing a detailed baseline of existing habitats and species at each of our sites. Comprehensive risk analyses then address potential impacts on ecosystems, including degradation, fragmentation, pollution, and external risks, such as habitat fragmentation due to infrastructure development.

SODIC's environmental biodiversity policy prioritizes waste management, habitat preservation, soil health enhancement, and the use of native species. The company ensures sustainable material selection throughout its project lifecycles and employs nature-based solutions to mitigate climate change effects and promote biodiversity conservation. SODIC follows core principles that focus on mitigating threats to biodiversity, establishing collaborative partnerships, and limiting

negative environmental impacts, thereby fostering a commitment to ecological balance.

## Landscaping at SODIC

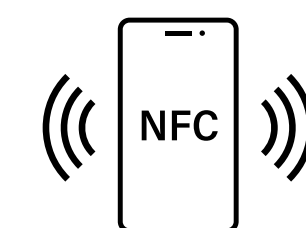
When designed and implemented thoughtfully, landscaping can protect and even regenerate healthy ecosystems. This approach yields ecosystem services, including carbon sequestration, air and water filtration, and climate regulation. By aligning land design and development methodologies with the functions of vibrant ecosystems, SODIC aims to create aesthetically pleasing surroundings that play a role in safeguarding local biodiversity. We protect important resources and increase biodiversity in the surrounding environment by using native plants in our developments. This method has been one of the components of our sustainability strategy for years, and we continued to prioritize it in 2023.



## Procuring Low-Carbon Steel

SODIC was able to procure 4,000 tonnes of low-carbon steel in 2023 as the result of a new strategic partnership with Elmarakby Steel. The partnership reaffirms our commitment to reducing our carbon footprint, aligns with global sustainability trends, and meets consumer demand for environmentally responsible products. Elmarakby Steel's dedication to environmentally friendly practices is evident in their production methods, which utilize

97.5% recycled materials, such as ferrous scrap, to produce steel rebar and wire rod for concrete reinforcement applications. This scrap-based production route is known to produce significantly fewer carbon emissions compared to other production methods, including the BF-route and DRI-route. According to the World Steel Association's CO<sub>2</sub> data report for 2023, scrap-based production saves approximately 71% over the BF-route and 50% of carbon emissions over the DRI-route. By opting to use low-carbon steel, SODIC reinforces its commitment to utilizing sustainable construction materials and minimizing environmental impact. This strategic partnership further supports this commitment as part of SODIC's long-term plan to contribute to a greener future.



## NFC Business Cards

SODIC embraced digital transformation by introducing Near Field Communication (NFC) technology to replace traditional paper business cards. This initiative significantly reduced paper usage and instilled an environmentally conscious culture among employees. By replacing paper business cards, SODIC's transition to NFC technology contributes to resource conservation, waste reduction, and lower carbon emissions. With **38%** of the workforce now utilizing NFC business cards, SODIC demonstrates its commitment to sustainability and efficiency.



# 38%

Of the workforce now utilize NFC business cards



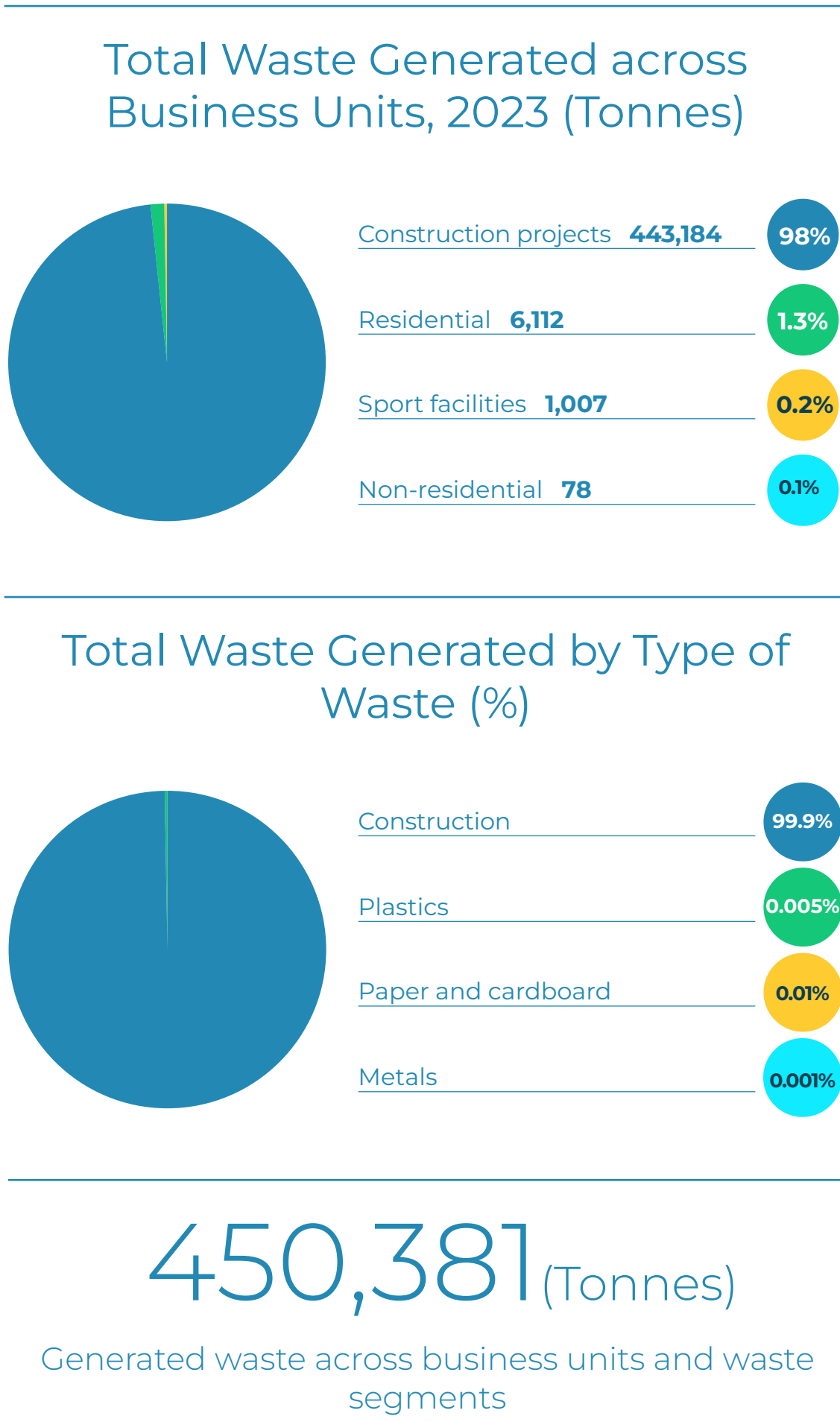
# Utilizing more circular solutions.

SODIC is working toward utilizing materials effectively and selecting environmentally sustainable options. Our efforts include diverting waste from landfills, engaging in awareness initiatives, ensuring the implementation of proper waste management techniques, conducting risk evaluations, designing for resource recovery, recording waste statistics, and prioritizing responsible suppliers.

### Managing Waste

We implemented a comprehensive waste management strategy across our operations, encompassing construction sites and projects. Our approach follows the waste hierarchy prioritizing reuse and recycle over land-fill disposal whenever technically and financially feasible. With the health and safety of our workforce in mind, we prioritize the proper storage and safe handling of solid and hazardous waste, as well as the safe transport of all hazardous material. We ensure that all staff who handle waste use personal protective equipment (PPE). To maintain our high standards, we schedule regular inspections and have put in place the proper reporting mechanisms to ensure full compliance with international waste management protocols.

In 2023, our generated waste totaled **450,381 tonnes** across business units and waste segments. Notably, the construction business unit accounted for the largest share, amounting to **443,184 tonnes**, making up nearly 98% of the total waste generated.



### Waste Reduction

In 2023, SODIC achieved some notable milestones in our waste reduction efforts at our Strip Malls. We successfully reduced waste generation by **29%** YoY. This reduction was particularly notable in Strip I and Strip II, where waste generation decreased by 13% and 16%, respectively. These achievements were the result of multiple initiatives, such as encouraging mall tenants to prioritize the use of recyclable and sustainable packaging materials and the production of long-lasting, recyclable items. Such reductions were also significantly boosted by shifts in mall occupancy and tenant turnover, particularly transitioning from F&B brands who use heavy-duty waste materials to retail shops.

### Waste Segregation

We implemented a solution to enhance waste segregation and recycling efficiency at Westown Hub. Since August 2023, the waste recycling process has been streamlined by installing **15** recycling bins with **three compartments**. This made it simpler for guests and tenants to dispose of waste and support our environmental objectives by facilitating appropriate waste segregation.

### Updating Guest Facilities at Westown Hub

We introduced more sustainable solutions at our guest facilities at Westown Hub. We replaced conventional toilet paper with new, recycled interfolded towels, namely brown interfolded towel tissues made from **100% recycled materials** and free from bleach or chemicals. Since this upgrade, **all six toilets** at Westown Hub, which represent **50%** of our total guest toilets in retail projects, have transitioned to using these tissues.

29%

Reduction in waste generation

15

New recycling bins in Westown Hub

50%

of our retail projects' guest toilets now use recycled brown tissues instead of conventional ones



04 /

# Empowering sustainable communities.

At SODIC, we are committed to improving the lives of the communities we serve and their surroundings through various initiatives and community engagement activities.





# Creating **more resilient communities.**

Throughout 2023, our corporate citizenship endeavors encompassed diverse initiatives spanning education, environment, equal opportunities, and relief programs. These efforts were crafted with specific goals in mind, such as community engagement, raising awareness, and making a tangible social impact. We recognize our capacity to tackle societal challenges and set a precedent for private sector involvement in nationwide community support. Our strategy is centered around forming strategic alliances to promote significant social and environmental changes. Our overarching goal is to play a vital role in fostering thriving, diverse, resilient, and creative communities. In 2023, we invested EGP **7.5** million in total in CSR activities, a considerable increase from the EGP 6 million we invested in 2022.

## Bridging Educational Gaps

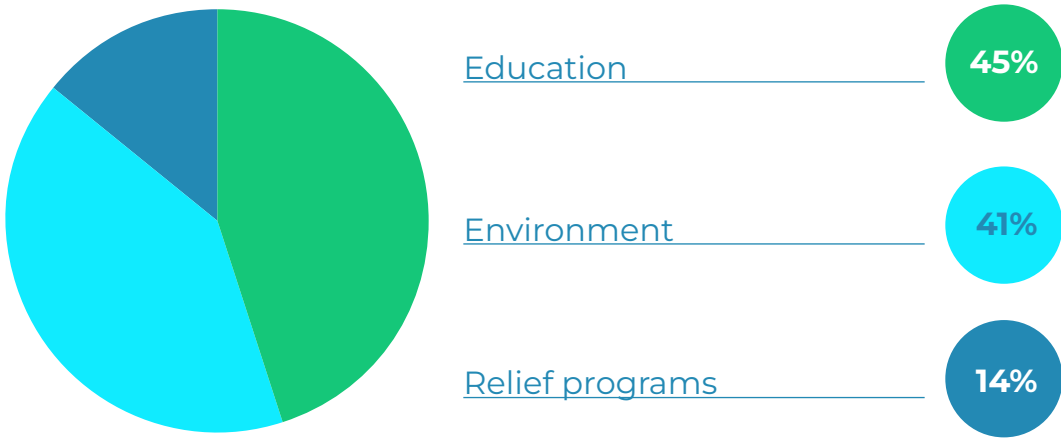
Education is a cornerstone of SODIC’s ongoing social responsibility efforts and stands as a reflection of its core belief in developing communities from within.



+9,000

Supported families to date

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



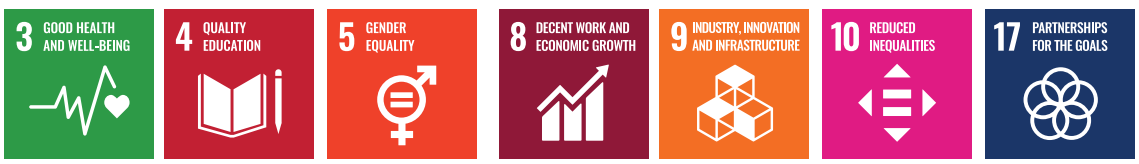
Total CSR investments in 2023

+7.5 EGP MN

Since inception, SODIC has proudly embraced its role as a proactive corporate citizen, dedicated to enhancing the lives of over **9,000** families annually through various social development programs and initiatives, with a significant emphasis on education.

## SODIC’s Collaboration with Alfano Venture Philanthropy for Man Ahyaha

SODIC has partnered with Alfano Venture Philanthropy and the Man Ahyaha Association to enhance educational opportunities for children in underprivileged



communities across Egypt. Man Ahyaha runs three community schools accredited by the Ministry of Education, **serving over 382 children** aged 6 to 14 in the villages of Behbeit, Baharwa, and Sohag.

These schools provide a unique educational experience rooted in a holistic philosophy that includes

active learning techniques, subject integration, and non-academic activities, such as arts and crafts, health education, and physical fitness. Man Ahyaha also offers a teacher training program that **empowers more than 95 young women** each year, providing them with employment opportunities and equipping them with the skills and knowledge needed to deliver high-quality education. Through this collaboration, SODIC, Alfano Venture Philanthropy, and Man Ahyaha aim to bridge educational gaps and create a brighter future for children in need.

+95

Empowered young women

+382

Impacted children



## A Decade of Impact: SODIC and Tawasol's Educational and Community Development Partnership

In 2023, SODIC and Tawasol Egypt marked a decade-long partnership dedicated to fostering educational and community development in Istabl Antar, Ezbet Khairallah. Over the past 10 years, SODIC has continuously supported Tawasol's community school, which caters to children who lack access to traditional schooling. The school offers educational, vocational, and performing arts training programs through an integrated learning approach. It is an essential tool for local artisans to market and sell their handcrafted goods. Since 2011, SODIC's donations have made a significant positive impact on the community, benefiting over **10,000** people and creating a brand-new, 1,050-m<sup>2</sup>, state-of-the-art school facility.



## Empowering Youth and People of Determination

One of SODIC's core values is a dedication to nurturing youth sports leadership and promoting diversity. These values are integral to our sustainability plan and reflect our longstanding commitment to actively engage with our communities. We have established collaborations with

elite athletes from diverse fields and organized athletic events that are aligned with our primary business goals of increasing awareness and strengthening brand reputation.

### Hosting CIB PSA World Tour Finals

From 20 to 25 June 2023, SODIC's premier commercial project, EDNC, was home to the CIB PSA World Tour

Finals. This competition served as the season finale for the PSA World Tour. The competition included eight male and female players in each division, featuring the top players according to the CIB Road to Egypt Standings. SODIC also expanded its support for squash by hosting the World Tour Finals, further solidifying its dedication to fostering sports excellence in Egypt.

In 2023, SODIC proudly continued to back three exceptional athletes – Ali Farag, the top-ranked PSA world squash player; Hania El Hammamy, ranked 3<sup>rd</sup> in the world for squash; and Eslam Abu Ali, a trailblazing para-triathlete.



### Eslam Abu Ali

Para-Athlete and SODIC Team Member



**Ranked 2<sup>nd</sup>**  
Africa

SODIC is honored to continue supporting Eslam Abu Ali, an exceptional athlete. Eslam has made history as the first Egyptian para-athlete to conquer the IRONMAN 70.3 race, demonstrating remarkable determination. His achievements extend globally, with a notable **5<sup>th</sup> place ranking** in the 100-m Breaststroke at the World Para-Swimming Championships in Mexico. Along with his athletic prowess, Eslam is a member of the SODIC team, and his remarkable feats as an adaptive athlete serve as an inspiration to others.



### Ali Farag

Reaching the Pinnacle as the World's Best Squash Player



**Ranked 1<sup>st</sup>**  
Worldwide

SODIC continues to back Ali Farag, who maintains his position as the number one squash player in the world. Ali's incredible career includes winning his first world championship in the 2018–2019 squash season, greatly contributing to Egypt's domination in the sport. He has also won titles like the CIB PSA World Champion and CIB Egyptian Squash Open Champion in 2022.

With a Harvard University education, Ali's accomplishments go beyond sports.



### Hania El Hammamy

An Emerging Force in Squash



**Ranked 3<sup>rd</sup>**  
Worldwide

In 2021, SODIC began a **three-year partnership** with renowned squash player Hania El Hammamy. Now ranked 3<sup>rd</sup> in the PSA global squash player rankings, Hania has progressed swiftly since winning the 2020 CIB Black Ball Women's Squash Open at age 19. She achieved notable success in the sport in 2023, winning multiple high-profile competitions.





Driving Environmental Innovation

SODIC has long been dedicated to driving progress in environmental preservation through innovative initiatives. We use our knowledge and resources to develop long-term solutions that improve our communities and the environment.

SODIC and Alfamar Launch Seed Cycle

SODIC and Alfamar initiated the Environmental Social Enterprise Seed Cycle 2023, targeting inventive social ventures addressing environmental issues while fostering job opportunities for marginalized women and youth. Spanning **six months**, the program entails rigorous screening of applications, competitive pitching, and participation in Alfamar’s Sustainable Social Enterprise Training (ASSET), featuring customized workshops and individual consultations for the **top five enterprises**. Based on evaluations, **two outstanding candidates** will proceed to receive additional support for business planning and potential long-term funding.

SODIC’s Collaboration with Alfamar Venture Philanthropy for Delta Oil

In 2023, SODIC collaborated with Delta Oil, a waste oil management startup, to expand its biodiesel industry ecosystem. Delta Oil is part of Alfamar Venture Philanthropy’s multi-year SUSTAIN portfolio, supported

by SODIC, which provides Delta Oil with comprehensive management support, training, and funding to foster the sustainable growth of its impact on vulnerable communities and the environment.

Delta Oil encourages disadvantaged communities to collect tonnes of used cooking oil, which is, in turn, sent for biodiesel processing, effectively maximizing recycled resource utilization and minimizing environmental impact. In 2023 alone, Delta Oil supported **over 20,000 individuals** from vulnerable communities to not only recycle used cooking oil but to also access essential staples — offered in place of the used cooking oil — and the equivalent of **5,500 food packages**.

SODIC’s partnership with Alfamar Venture Philanthropy enabled Delta Oil to expand operations into new governorates within Egypt, thus increasing employment opportunities — particularly for women.

Delta Oil has so far successfully enabled the production of **over 1.3 million liters of green fuel**, leading to an **86% reduction in carbon emissions**, which is equivalent to planting **over 3,000 trees**. This strategic approach not only supports SODIC’s commitment to waste reduction and carbon footprint mitigation but also emphasizes the importance of fostering a circular economy.

Delta Oil and Alfamar Collaboration Achievements

20,000

Lives impacted

5,500

Distributed food packages

1.3 MN  
Liters

Generated green fuel

86%

Reduction in carbon emissions



## Extending Outreach and Support

Since its founding, SODIC has worked to improve the lives of numerous families in need by actively engaging in various social welfare initiatives. SODIC aims to provide support and assistance by engaging in outreach activities and ensuring that resources are easily accessible when needed.

### SODIC's Relief Program

In its ongoing commitment to social responsibility, SODIC operates a dedicated Relief Program to provide essential support to vulnerable communities. This program encompasses annual donation drives, blanket distributions, and food-packing initiatives, all executed with meticulous care and attention. Since its inception in 2019, SODIC's Relief Program has profoundly impacted over **10,000** families in need.

### Annual Ramadan Food Distribution

SODIC's annual Ramadan food distribution event has become a tradition where employees unite to assemble bags of staple food for distribution to those in need. This collaborative effort embodies the spirit of giving and compassion, fostering unity among SODIC employees while positively impacting communities in need during Ramadan. In 2023, **75** employees packed **700** bags, further expanding the initiative's reach and impact.



### Run from the Heart

The 2023 annual SODIC Charity Run in support of the Magdi Yacoub Heart Foundation that funds work at the Aswan Heart Centre was organized by The TriFactory. The partnership dates back to 2017 when the Foundation was the charity partner at the inaugural SODIC Charity Run. They also collaborated with The TriFactory to organize the Aswan Marathon in 2017 and 2018. Held at SODIC West on 15 September, the event featured **10-KM** and **5-KM** races and a **3-KM** Fun Run, catering to participants of all ages and running abilities. Runners enjoyed scenic routes across SODIC West, including the Allegria Golf Course and Club S Westown. The TriFactory ensured that the event adhered to international standards, utilizing the MYLAPS timing system for accurate results. The Charity Run was a memorable occasion that united the community in support of a worthy cause.



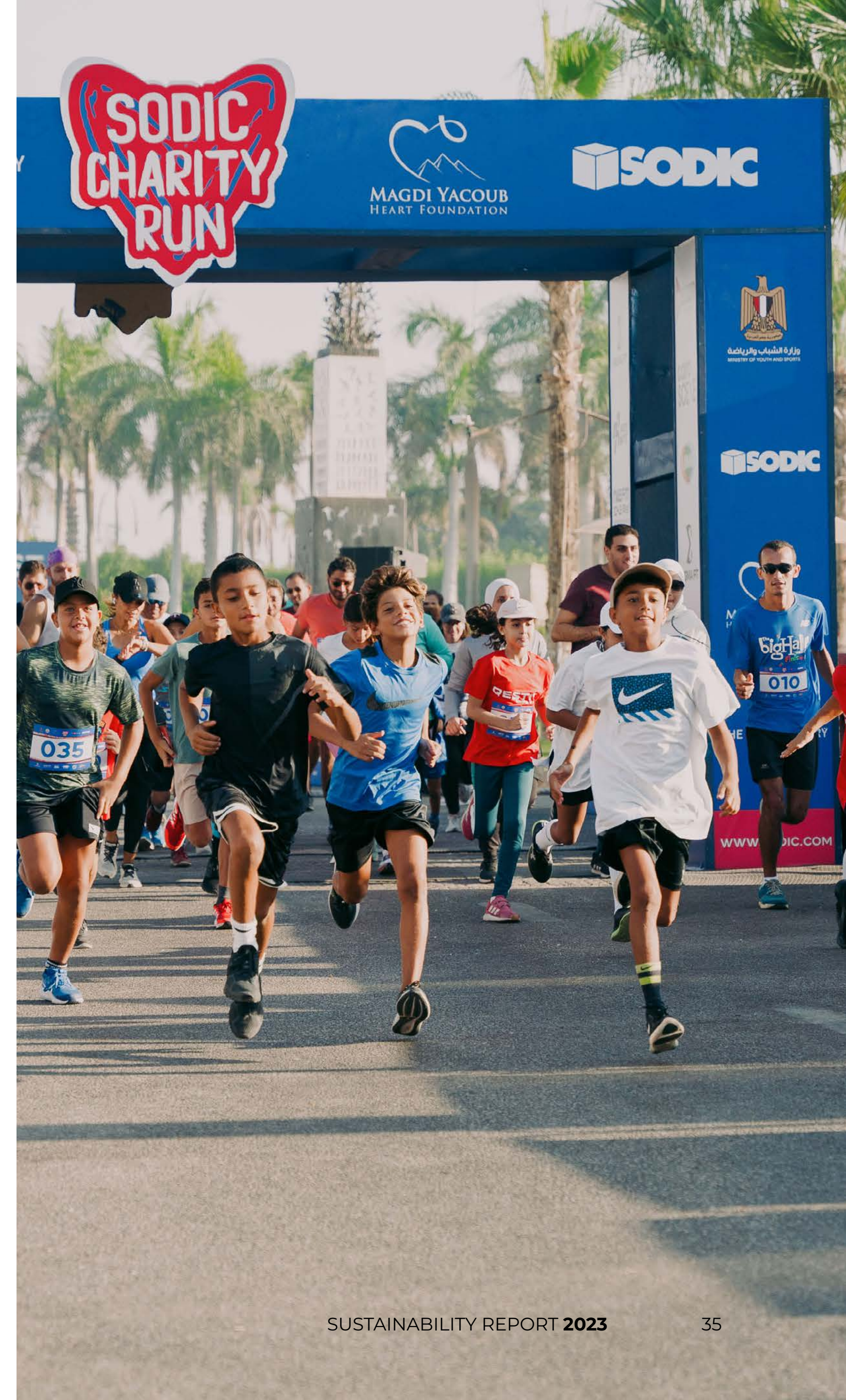
10,000

Supported families to date



75

Participants





# Unlocking more interactive experiences.

## Driving Digital Transformation

The foundation of SODIC’s digital transformation approach is cultivating a culture that values digital efforts and embraces technological advancements. Implementing a digital adoption platform facilitates the widespread adoption of digital tools and processes. Harnessing these advanced capabilities enhances SODIC’s ability to streamline operations and attain exceptional results.

Embracing this holistic strategy keeps SODIC ahead in digital innovation, positioning the company for continual growth and success amid today’s ever-evolving business environment.

## Driving Digital Evolution: SODIC’s Digital Transformation Policy

In response to the evolving technology landscape, SODIC has initiated a Digital Transformation Policy that entails the integration of cutting-edge digital tools and platforms across key business domains, such as marketing, sales, and operations. Using innovative digital solutions like **virtual property tours, online booking systems, and customer portals**, SODIC endeavors to optimize operational efficiency, expand customer accessibility, and deliver a more seamless and immersive experience.

### The SODIC App

The SODIC App is a vital tool that allows residents to

easily access and engage with SODIC facilities, encouraging them to use these facilities more frequently across the company’s various communities. Residents can also easily access information about various amenities through the app and stay updated on community events and policies.

## Operational Excellence

In 2023, SODIC embarked on automating various aspects of its operations to streamline processes and enhance overall efficiency through the implementation of numerous projects. Our focus on automating various processes related to initiatives such as **Data Loss Prevention, Enterprise Document Management, and SODIC Connect for Facility Management and Performance Management** reflects our commitment to leveraging technology for operational excellence



### Teammate Portal

Provides the Internal Audit team with a single platform for resource access, information exchange, and operational process simplification, thus improving teamwork, communication, and efficiency.

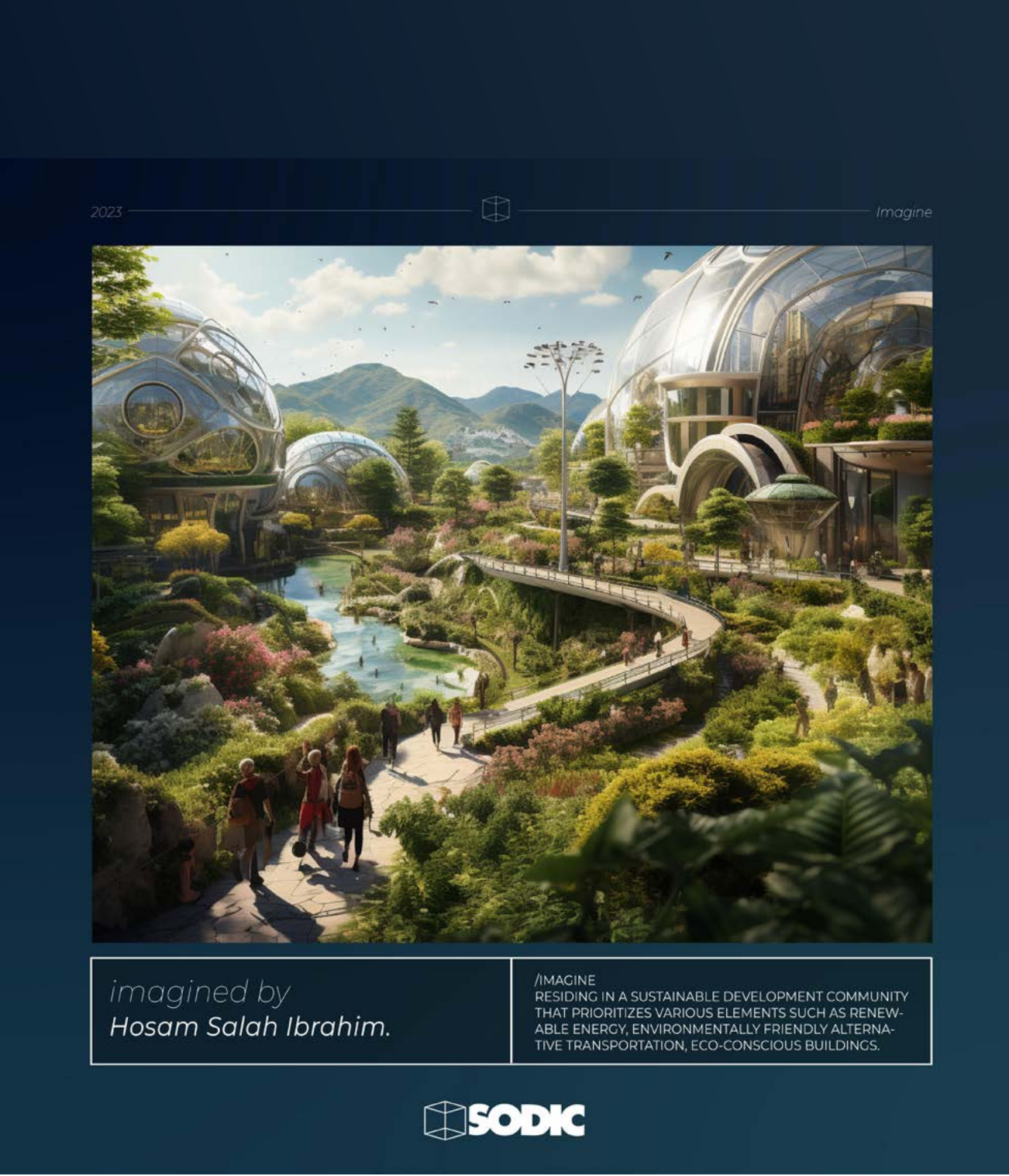
and sustained growth. Additionally, the development of the **Teammate Portal** aims to enhance collaboration, communication, and efficiency within the Internal Audit team. Serving as a centralized platform, the portal allows team members to access important resources, share information, and streamline various operational processes, specifically for its primary users: the Internal Audit team.

## Reimagining the Future of Living Spaces with AI

SODIC introduced “SODIC/Imagine” in 2023, a campaign that invites Egyptian creatives and individuals to envision the future of living spaces through the lens of AI technology.

Inspired by the imaginative contributions of renowned creatives like film director Mark Hanna and architect-artist Karim El Hayawan, SODIC is leading the integration of AI into real estate development. From homes that adapt to our moods to neighborhoods that transform at our command,

SODIC/Imagine empowers individuals to shape their ideal living environments and unlock the possibilities of tomorrow. As part of the campaign, participants are encouraged to explore their imaginations on the imagine.sodic.com platform, where AI brings their visions to vivid detail.



258,481

Engagements

600

Prompt submissions

+17 MN

Views



### Customer Centricity

Client satisfaction has always played an important role across our departments at SODIC. Our customer service team is recognized for its prompt and attentive approach to addressing customer needs, providing tailored solutions, and exceeding expectations to guarantee customer happiness. The team comprises informed and capable representatives who are well-trained in their roles.

SODIC is dedicated to digital innovation and enhancing customer experiences through various initiatives and tools spanning multiple channels. At the core of our efforts lies the implementation of robust digital customer experience (CX) platforms. These platforms empower us to collect comprehensive feedback using advanced survey capabilities, deliver personalized experiences, and ensure relevance through sophisticated branching logic. They also enable us to engage with customers across multiple channels, address concerns proactively through intelligent workflows, and provide predictive insights using data analytics.

We also actively **listen to social media**, which provides invaluable insights into customer sentiments and market trends. This involves monitoring social media channels to gauge customer opinions, benchmarking our performance, gathering feedback on our products and services, tracking media mentions, and conducting thorough research and analytics to inform our decision-making processes. Additionally, our ongoing digital initiatives, such as Marketing Automation, the SODIC Community App, CRM Enhancements, and Digital Sales 3D Visualization, further reinforce our commitment to customer-centric digital transformation.

24/7

Support

### Digitizing Customer Service

Digitizing customer care brings higher efficiency by streamlining processes and automating tasks, resulting in faster service. Additionally, digitization provides valuable data insights, enabling SODIC to better understand customer needs and preferences, thus leading to more targeted services and improved satisfaction.

### Developing Community Engagement

At SODIC, our top priority is creating thriving, sustainable communities that improve people’s quality of life. We have put in place a number of programs to encourage sustainability and community involvement throughout our developments in keeping with this goal.

One such initiative is the **Caesar Yard** seasonal community events and activations calendar, which offers a variety of activities that promote social contact and a sense of community. Furthermore, recycling bins have been placed throughout the village to encourage people to engage in sustainable activities and raise awareness of environmental issues.

In **Westown Hub**, our calendar of activations is another cornerstone of our community engagement efforts. The calendar of activities and partnerships highlights our dedication to environmental stewardship. We aim to create vibrant community spaces and instill a sense of

responsibility toward the environment among our residents, contributing to a more sustainable future for all.

At our Westown Hub Bazar, we collaborated with businesses and organizations, such as **Up-Fuse**, the **“Dawarha”** initiative, and **Hazel Farm**, to promote community engagement and educate consumers on the value of recycling. Visitors were given hands-on learning opportunities on the importance of recycling through interactive games and informational seminars. Additional activities on site, such as planting, provided residents and visitors alike with fun and interactive experiences that raised their level of environmental awareness and created a culture of environmental responsibility.

### Ensuring Homeowner Satisfaction

At SODIC, we are dedicated to providing our homeowners with unmatched living environments. Ensuring client satisfaction is at the heart of our goal and serves as the catalyst for our ongoing improvement efforts. In 2023, we took steps to further enhance homeowner satisfaction that included the updating of our Homeowners Manual and the approval of our Homeowner Violation Penalty Charts, aimed at addressing gaps in our performance and meeting the evolving needs of our valued homeowners. Additionally, we implemented property management capabilities to deliver high-quality service to the first model of October Plaza.





Through these efforts, we aim to strengthen our relationship with our homeowners and provide them with the exceptional living experiences they deserve.

Providing Community Spaces: SODIC Clubs

At SODIC, our clubs offer an array of premium sports and social activities catering to diverse interests. We provide a comprehensive range of amenities from sports academies and gyms to court rentals, golf courses, fine dining options, spa facilities, and various social and sporting events. Our commitment to building lasting customer relationships is evident in our tailored and diversified journeys, ensuring maximum value for all stakeholders. Our golf courses have been recognized among the **Top 100 Golf Courses** in the World Awards, and our prestigious Allegria Golf Course is **ranked number 1 in Egypt**. Both of our clubs in Allegria and Eastown operate at 50% capacity. With a vision to make Club S the preferred destination for leisure and recreation, our clubs aim to be a primary draw for residing in SODIC, offering vibrant and inviting spaces to spend quality time away from home.



**Ranked #1 in Egypt**

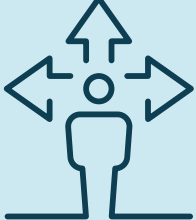
SODIC Allegria Golf

Continuing with Coffee Breaks

SODIC continued its Coffee Break initiative for the second year. By hosting group sessions with up to 15 participants, we have been able to connect directly with our clients to understand their challenges and find solutions to their problems in a collaborative manner. By engaging in these types of open dialogues, we aim to address concerns effectively, provide feedback on outcomes, and strengthen our client relationships.

Improving Our NPS Score

With an NPS of **58**, SODIC leads the market in its dedication to improving customer experiences. This is a significant improvement over the previous year’s score of 55, reflecting SODIC’s continuous commitment to transcending world-class scores. The improvement is a direct result of our ability to listen to our customers and implement their suggestions. We continue to learn about client satisfaction levels from the NPS survey, which serves as a valuable tool that helps us improve our services and ensure that every engagement with SODIC goes above and beyond.



**58 NPS Score**

3-point increase  
from 2022

8 points above  
world-class



Leading in Facility Management: EDARA

Established by SODIC in 2010, EDARA has emerged as a frontrunner in the Egyptian market, offering unparalleled facility management solutions. With practical knowledge and extensive experience, EDARA has earned the title of **“Leading Facility Management Services**

**Provider in Egypt for 2023”** by the esteemed World Business Outlook Magazine and **“Best Integrated Facilities Management Solutions Provider in Egypt”** by the International Business Magazine. EDARA’s commitment to excellence is evident in its services, delivered by a dedicated team of over 3,000 highly skilled staff members. Catering to our clients, EDARA serves more than 12,200 residential and 700 commercial units and maintains a landscape spanning 900,162 m². EDARA continues to set benchmarks in facility management, ensuring seamless operations and enhancing overall customer experience. In addition to ISO 14001, which underscores EDARA’s dedication to environmental responsibility, ISO 9001 is a true testament to ensuring quality assurance in its operations, whereas ISO 45001 emphasizes its focus on occupational health and safety.



**EDARA**

Leading Facility  
Management Services  
Provider in Egypt for 2023



05 /

# Upholding a responsible business.

We firmly believe that strong communities  
and empowered individuals can change lives.





# Providing a **more creative and engaging workplace.**

At SODIC, we firmly believe that strong communities and empowered individuals have the capacity to change lives. We are committed to improving the lives of our clients, staff, and underprivileged populations in the communities we serve, as well as their surroundings, through a variety of initiatives and community engagement activities. We prioritize staff development, well-being, and job satisfaction because we understand that people are our biggest asset. We are dedicated to providing our people with the tools they need to thrive and live happy, meaningful lives in vibrant, sustainable communities.

In an effort to satisfy the demands of the larger community and promote empowerment, we want to create a creative, welcoming, and inclusive work environment. We aim to establish a diverse workplace where each employee feels important, supported, and included. The continued engagement of our employees is a testament to our belief that engagement fosters innovation, resilience, and productivity.

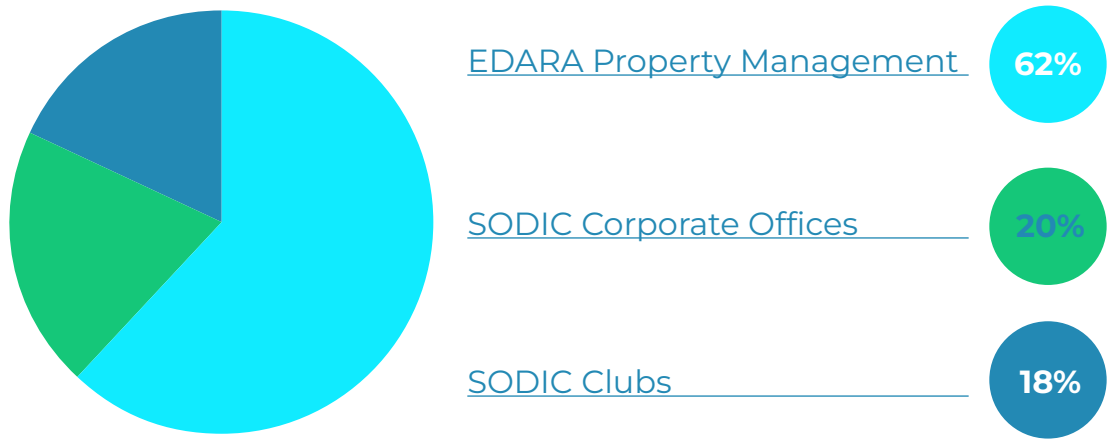
### Corporate Workforce Breakdown, Diversity, and Inclusivity

At SODIC, we aim to cultivate a welcoming atmosphere that values diversity. Our community's diverse perspectives, ideologies, and life experiences support our development and are crucial to our success. Our sustainable expansion is driven by a diverse workforce of over 3,457 full-time employees across our subsidiaries.

We achieved remarkable progress in 2023 in promoting inclusivity and diversity across SODIC's corporate offices.

Women now make up **27%** of a total of **679** staff members compared to 11% in 2022. We place a high value on hiring people with a variety of skills and ensuring that our offices are accessible. In line with our commitment to providing equal opportunities for all, we currently have **26** People of Determination (PoD) working for EDARA. Our staff is made up of people from different age groups: **23%** are under 30, **69%** are between 30 and 50, and **8%** are over 50, which makes SODIC a dynamic, multi-generational company. SODIC aims to nurture young talent under the mentorship of seasoned professionals across all business sectors, ensuring the company's enduring stability and progress. As such, **49%** of new hires across all subsidiaries are younger than 30 years old.

### SODIC Employees Distribution across Subsidiaries



3,457


Employees driving our success

## We are guided by four key pillars:

	<b>Communication</b> The Sodic Way Portal		<b>Engagement</b> Great Place to Work Survey
	<b>Culture</b> Remote Work Policy, Fair and Equitable Compensation		<b>Innovation</b> Four Pilot Projects







**27%**

Female representation in SODIC offices



**26**

PoD employees at EDARA



**49%**

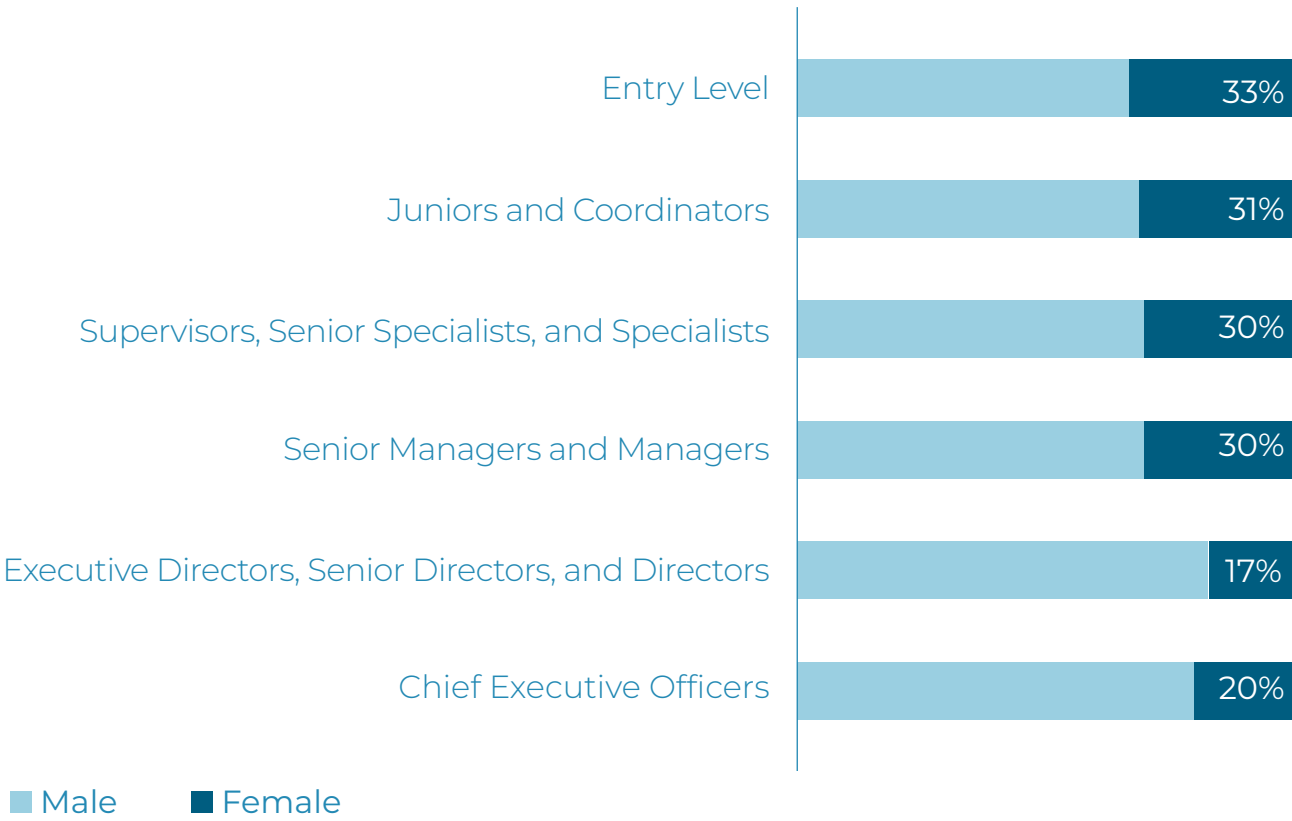
New hires below the age of 30



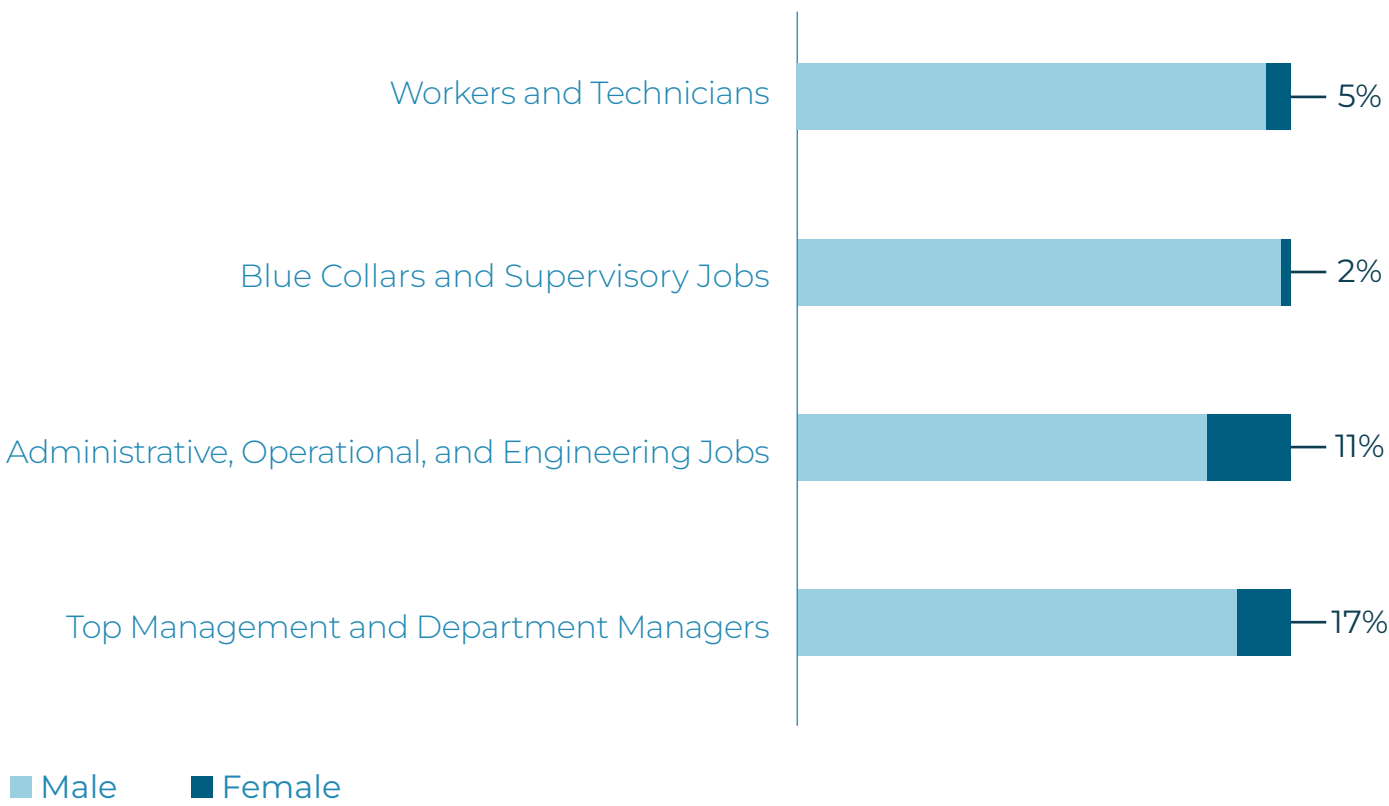
**334**

New hires in 2023

Employee Diversity Employees by Category (%)



EDARA Diversity Employees by Category (%)



For all workforce diversity data, please refer to the Appendix.





### Cultivating a Culture of Holistic Well-Being

Creating a healthy work environment is crucial for both company performance and employee happiness. We prioritize programs that promote equity, openness, and a welcoming environment for each and every employee.

#### Outsourced Employees

In an effort to prioritize fair and equitable employment practices, SODIC outlined conditions for outsourced employees to transition to **direct employment**.

#### Competitive Salary Structure

SODIC introduced the Competitive Level policy, affirming its commitment to offering competitive salaries in line with industry standards. This policy ensures that employees receive fair and equitable compensation that reflects their valuable contributions to the company.

#### Remote Work Policy

In 2023, SODIC drafted its Remote Work policy to be put into action in 2024. The policy sets guidelines for remote work while providing more flexibility and promoting a better work-life balance for staff members. This initiative aims to increase staff autonomy, introduce flexibility, and improve overall well-being and job satisfaction.

#### Enhanced Medical Coverage

In an effort to enhance our overall health and well-being benefits, we updated our Medical Insurance policy and clarified key information about qualifying dependents, the issuing of insurance cards, and the medical claims process. Providing employees and their families with

convenient access to healthcare services and comprehensive coverage has always been an important component of the employee benefits program at SODIC.

#### New Transportation Benefits

SODIC introduced a new policy that outlines the eligibility requirements for the use of company buses and extended the use of transportation services to include after-hours work and business travel in cases where eligibility requirements are met. By doing so, we seek to improve work-life balance for all our employees through the provision of safe and practical commuting options.

#### Expanded Leave Policy

We have updated our Leave policy and added new categories, including **Compassionate, Study, and Paternity Leave**. The new additions demonstrate SODIC’s dedication to helping staff members through life’s major turning points and personal struggles, creating a loving and encouraging work environment.



Paternity Leave



Study Leave



Compassionate Leave



#### Providing Financial Support

The introduction of SODIC’s Salary Advance Guidelines gives employees access to financial assistance when needed. The program was introduced to provide employees with a financial cushion and an added sense of security during trying times.

#### Yoga Practice and Mindfulness on International Women’s Day

In observance of International **Women’s Day**, SODIC threw a unique celebration that included yoga and meditation classes, as well as gift cards. The program recognized and highlighted the hard work and valuable contributions of our female staff members, in

line with SODIC’s mission to foster an environment where everyone is valued and supported.

#### Year-End Employee Getaway

In December 2023, SODIC held its annual employee retreat, which took place over four days at three different sites in Egypt. The purpose of the retreat was to develop a sense of camaraderie among participants by providing an opportunity to celebrate successes, fortify interpersonal relationships, and create a foundation for future success. The successful retreat left a lasting imprint on the team members who participated and strengthened our corporate culture.



Innovation

SODIC is dedicated to integrating innovation into every aspect of its business. We make sure that our employees are equipped with the necessary tools and expertise to generate groundbreaking ideas that transform our operational processes.

Innovation Policy Manual

SODIC’s Innovation Policy Manual, created in 2023, delineates the responsibilities and operations of SODIC’s innovation department and outlines governance policies for collaborations with startups.

SODIC Innovation Program

Our innovation program has been driving creativity, experimentation, and collaboration to meet the growing demand for innovation since its establishment in 2019. The program aims to enhance the capabilities of our innovation community and adopts open innovation approaches while firmly embedding them within SODIC’s culture.

We have implemented a process for generating, evaluating, and implementing ideas to achieve successful outcomes, like cost savings and enhanced customer satisfaction. In 2023, four pilot projects within our innovation program were successfully completed, integrating novel technologies into our offerings and generating **EGP 12 million** in revenues and **EGP 2.2 million** in savings. Concurrently, we introduced the “Product R&D” initiative, which enhanced our product range with a focus on innovation and customer preferences. A pipeline for “Technical R&D” was also established, leveraging Open Innovation principles to explore innovative building materials and technologies across departments.

4 Pilot Projects Completed in 2023



Unidome

The first building using Unidome’s voided slab, led by Mahmoud Abdel Kader, was piloted in 2023 in the VYE/ Karmell project. This resulted in a **20%** reduction in CO<sub>2</sub> emissions and presented opportunities for establishing research and development units within projects at a low cost. It facilitated a 10% decrease in cement usage and an 18% reduction in steel usage.



Employee Looping

Employee Looping, led by Mahmoud Sweilam, was piloted through our employee rotation concept to improve team collaboration. The pilot utilized subject matter experts to enrich their colleagues’ knowledge, ensuring expertise remains within the organization.



Increase Financial Resources

Financial Expansion, led by Magdy Attia, introduced a new revenue stream, yielding **EGP 12.1 million**. This initiative optimized resource use, turning a cost center into profit and enhancing employee efficiency. Instead of issuing documents, such as transfer of ownership, for free, SODIC has started collecting money for these types of services to generate revenue.



Smart Buildings

Led by Kholoud Adel, a home automation system at SODIC East and Villette was piloted. It operates seamlessly for multi-family and standalone units, prioritizing connectivity to main alarm panels. In security or safety incidents, it promptly alerts clients and our FM team for swift resolution. Smart buildings operate with both wired and wireless internet connections, ensuring accessibility at all sites.

RiseUp Summit

As part of our innovation endeavors at SODIC, we actively participated in the RiseUp Summit 2023 to raise awareness on innovation. We invited members of our innovation community, comprising **16 employees**, to attend.

Participation in this event served as a platform to foster knowledge exchange, explore emerging trends, and cultivate a culture of innovation within our organization. We aimed to inspire our team members

and ignite their passion for driving innovation in their respective roles and projects.



Communication

Our goal is to empower each and every member of the community by shedding light on open and efficient channels of communication that make them feel important and involved. We also aim to fulfill the diverse demands of our workforce by having open discussions, encouraging teamwork, and building resilience, creativity, and productivity.

Internal Communications Policy Manual

In 2023, SODIC developed an Internal Communications Policy Manual: a comprehensive document encompassing several procedures pertinent to employee engagement and interaction. Most processes can be accessed through a centralized internal portal, **The Sodic Way**, which has seen the addition of **309** Standard Operating Procedures (SOPs) and **23** policies in 2023. These enhancements include various functions within SODIC, ensuring the organization operates at the pinnacle of excellence.



Communication Email Accounts

Provides efficient and effective ways to transmit all kinds of electronic data and information.



Corporate Intranet

Improves internal communication, connects SODIC across locations, and helps employees find information.



Employee Grievance

Enables SODIC’s employees to air their grievances, clarify the nature of the grievance, investigate the reasons for dissatisfaction, and obtain a speedy resolution to the problem.



Employee Recognition and Achievements

Ensures that everyone in the company is recognized and rewarded according to their skills, their contributions, and the nature of their work.



Employee Requests

Provides an approach for quickly and successfully reviewing and responding to all managerial requests.



Employee Survey

Collects insights into different work-related issues, like compensation, benefits, appraisals, policies, retention, and many other factors, and determines and measures employee satisfaction levels.



Internal Corporate Identity

Protects the brand and supports consistency in all internal communications.



Recognition

Honors SODIC’s employees’ efforts and achievements.



Rewards Redemption

Acknowledges the efforts and accomplishments of SODIC’s employees.



SODIC Events

Strengthens and nurtures the community within SODIC and engages external stakeholders to take specific action.



Prepare and Submit Internal Communications

Ensures that SODIC employees are kept up to date and engaged with what is happening at SODIC.



## Engagement

Creating a vibrant and effective work environment requires the active engagement of our workforce. We do our best to foster a sense of community and cooperation among our employees through various programs and activities.

### Connecting in Ramadan

#### Ramadan Iftar:

Every year, SODIC hosts an annual Ramadan Iftar to promote a sense of community and camaraderie among its staff. The average satisfaction rating for this year's Iftar was **8.54** out of 10.

#### Ramadan Tournaments:

During Ramadan 2023, SODIC organized a Ramadan Sports Tournaments featuring football and padel tournaments. The football tournament featured **four** teams consisting of 37 employees, while the padel competition featured **16** teams consisting of 32 employees. These events attracted players from many departments, helping to create a sense of unity and camaraderie within the various departments.

#### Great Place to Work Survey

Maintaining our partnership with the esteemed Great Place to Work® Institute, we conduct thorough employee engagement surveys to gain invaluable insights into our workforce. These results have played a crucial role in guiding our plans to enhance communication channels and ensure our staff is continuously informed and involved. The survey, conducted in March 2023, comprised 38 Likert scale statements, and the results placed SODIC's employee satisfaction level at **61%**.

# 61%

SODIC employee satisfaction level



Our employee engagement survey **results guide our plans to enhance communication channels** to ensure our staff is informed and involved.





# Prioritizing more learning and development.

SODIC’s Learning and Development (L&D) programs are tailored to suit the needs of employees across SODIC’s offices, EDARA, and Club S divisions, offering a diverse range of training options. We cover a wide spectrum of topics, encompassing technical expertise and soft skills, carefully customized to align with our organization’s specific roles and responsibilities. Our approach to comprehensive training involves a blend of in-house and external instructors, ensuring access to high-quality training for all employees. Additionally, we provide an extensive collection of e-learning modules through our internal portal, making these resources readily available to every member of the SODIC team.

We provide a range of activities, including training programs, mentorship opportunities, and frequent performance evaluations, to facilitate our personnel’s professional growth and advancement. In 2023, we covered **32** training topics: Business Writing, PMP, CLAC 30, HR Diploma, Communication and Business Skills, and more. Our aim is for each employee to participate

in annual training. Notably, there has been a significant increase in training hours across all subsidiaries, amounting to **3,295** hours in 2023.

### Performance Monitoring and Coaching

In 2023, SODIC introduced performance monitoring and coaching processes to ensure employee progress according to established performance standards. This strategy contributes to upholding high standards of performance excellence and is consistent with our commitment to supporting our workforce’s professional development. Our mission is to enable our staff members to realize their full potential and make valuable contributions to the success of our company via ongoing supervision and individualized coaching.

### SODIC Graduate Development Program

The SODIC Graduate Development Program offers promising young talents the opportunity to pursue future leadership roles within the company. This rotational program within the Technical Division enables

participants to refine their skills and gain hands-on experience across various departments. Over the course of a full year, the program exposes participants to a wide range of situations, promotes lifelong learning, and supports active self-development. Enabling participants to make well-informed decisions about their career pathways provides them with extensive professional experiences and insights into every aspect of the Technical Division. Since its launch in late 2020, the program has drawn **153** applicants in total. **Four** talented individuals were onboarded across different technical departments following a rigorous selection process, marking the program’s success in nurturing and cultivating future leaders within SODIC.

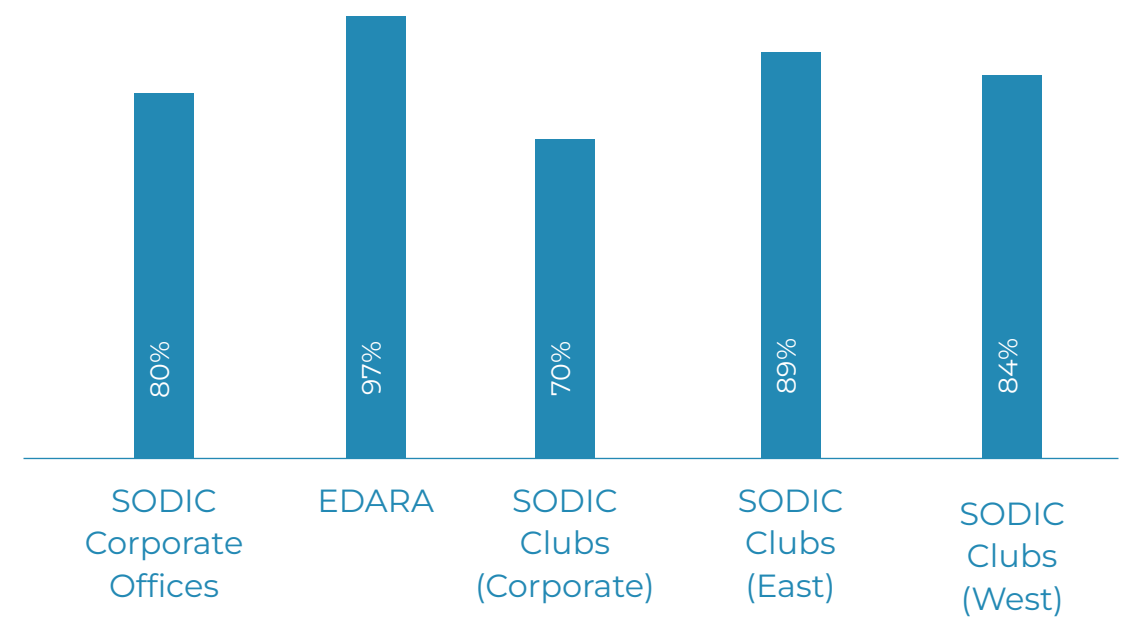
### Performance and Career Development Reviews

SODIC cultivates a feedback-driven culture to improve career advancement prospects for its employees and promote organizational excellence and personal improvement.

Our career development approach guarantees transparency and connection with individual goals by giving staff members clear paths for internal promotion opportunities. Concurrently, we maintain our dedication to quality processes and outcome-driven work by conducting regular performance evaluations.



Employees who Received Performance and Career Reviews in 2023 (%)



32

Training topics

3,295

Training hours in 2023

153

Applicants to date



# Focusing on **more safety, health, and well-being.**

At SODIC, we are dedicated to putting employee safety and well-being first. We understand that cultivating a happy and healthy work environment is key for the well-being of every individual in the organization and crucial to achieving success as a team. We aim to foster a culture of respect and support by constantly improving our benefits packages and support programs to meet the needs of all our staff members. Health and happiness at SODIC are supported by various wellness tools and programs that cover both physical and mental health.

### Promoting Health and Safety

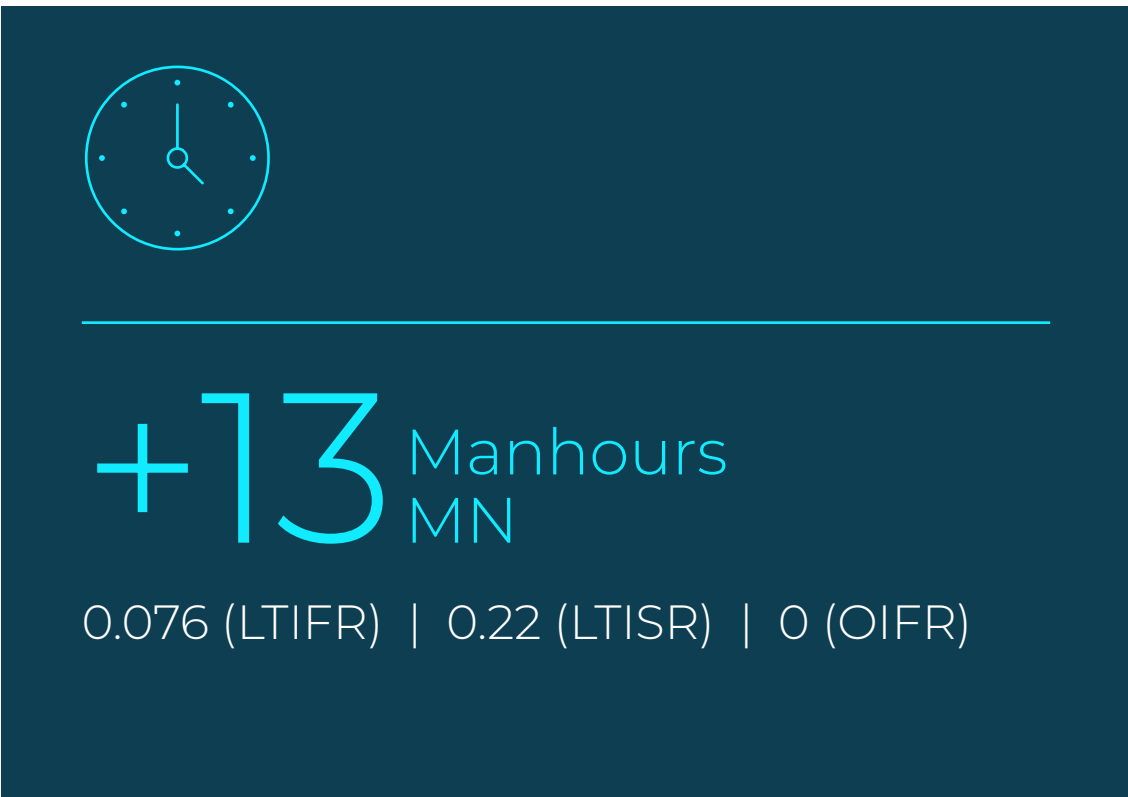
SODIC is dedicated to maintaining and improving workplace safety standards. Through proactive planning and appropriate resource allocation, our commitment

guarantees a safe working environment to protect the health and well-being of all employees, contractors, and outsourced workers.

### Safeguarding Health and Safety

Implementing health, safety, and environment (HSE) protocols and ensuring organizational adherence across all business units and subsidiaries are fundamental to SODIC. This includes developing a culture where SODIC's leadership, managers, and supervisors actively exemplify their dedication to HSE policies through tangible actions. Clear accountabilities are established, and procedures are fully integrated and effectively implemented throughout the organization. In 2023, SODIC conducted extensive training and awareness

campaigns and implemented various successful initiatives, according to ISO 45001 standards. These efforts led to a significant increase in incident-free working hours. In 2023, **100%** of the **eight** operating project sites that include a total of 5,162 workers were covered by the HSE Management System. SODIC continued to maintain its record of **no** work-related fatalities. The lost-time injury severity rate (LTISR) dropped from 0.8 in 2022 to **0.22** in 2023, the occupational illness frequency rate (OIFR) was **Zero**, and the lost-time injury frequency rate (LTIFR) dropped from 0.3 to **0.076**. Only **one** lost-time incident and **three** injuries that required medical treatment were recorded in 2023, each undergoing thorough procedures and detailed investigations to determine their cause.





HSE at Work Policy

In order to guarantee a safe working environment, appropriate upkeep of facilities and equipment, and the development of efficient work processes, SODIC unveiled its Health, Safety, and Environment (HSE) at Work Policy in 2023. This policy promotes a culture of responsibility and awareness throughout the company by encouraging workers at all levels to actively seek HSE goals.

SODIC Clubs HSE Manual

In 2023, SODIC Clubs took significant steps to enhance health and safety standards. This included the development of a comprehensive HSE Manual facilitated by the engagement of a professional consultant. These efforts led to increased safety for both clients and employees, alongside more efficient incident management, resulting in a reduction in the number of incidents.

Health and Safety Assessments

SODIC regularly performs Occupational Health and Safety (OHS) audits at construction sites. These assessments enable safety leadership to monitor advancements and pinpoint areas needing enhancement. Evaluated against the HSE Management System (HSE MS), these audits encompass safety performance, accident management, and training. Any noted issues are promptly dealt with through corrective measures, ensuring stringent safety standards are maintained.

28

Quarterly OHS audits

60

Fire audits

8 Main Projects

SODIC East		June	
SODIC West		Easttown	
October Plaza		VYE and Karmell	
Villette		The Estates	



Clubs

4 Food safety audits | 4 Water safety audits





### OHS Training

In 2023, SODIC prioritized health and safety training, delivering **492** hours across **22** sessions. These sessions were attended by **370** direct employees and **5,162** contracted employees.



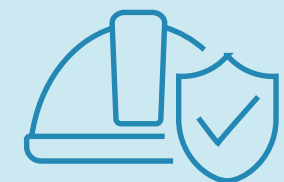
**370**

Direct employees received HSE training



**5,162**

Contracted employees received HSE Training



**22**

Delivered HSE sessions



**492**

Hours of HSE training sessions

All of SODIC's managers and supervisors **actively exemplify their dedication to HSE policies** through tangible actions.





## Establishing a **unified governance framework.**

We are dedicated to maintaining a strong governance structure throughout our organization and functions. Our goal is to improve data reporting and quality to reduce risks. This includes developing a flexible framework that leads us toward healthy and sustainable development.

In 2023, SODIC continued to align its policies with global and national standards. Expanding on the initiatives launched in the preceding year, SODIC deepened its integration within the company's revised structure, referred to as **SODIC 2.1**. This approach focused on reinforcing synergies and establishing a unified governance framework in collaboration with Aldar Properties.

and regulatory authority directives. This guarantees that the Executive Management prioritizes the best interests of the company and its shareholders while carrying out its responsibilities in accordance with set plans. The Board also ensures that SODIC's internal controls and risk management procedures are operating effectively and supervises the company's obligations to the community and the environment. It also determines the best approach to implementing governance systems to enhance organizational performance. As of year-end 2023, the Board comprised **10** members with a **one-year** average tenure, including **two** Independent Non-Executive Directors and **two** female members, making up **20%** of its composition.

### SODIC's Board

The Board, appointed by the general assembly, supervises the company's operations and functions. It sets strategic objectives and conducts business activities in compliance with applicable laws, company regulations,



# 20%

Female representation on the board



# 20%

Independent board members

## SODIC **continues to align its policies with global and national** best practices.





# Board of Directors



Talal Al Dhiyebi  
Chairman of the Board  
(Non-Executive)



Osama Saleh  
Deputy Chairman of the Board  
(Independent)



Jonathan Emery  
Board Member (Non-Executive)



David Dudley  
Board Member (Non-Executive)



Fahad Abdulla Al Mahmood  
Board Member (Non-Executive)



Dalia Khorshid  
Board Member (Independent)



Magued Sherif  
Board Member (Non-Executive)



Emma O'Brien  
Board Member (Non-Executive)



Roque Solabarrieta  
Board Member (Non-Executive)



Khalifa AlBlooshi  
Board Member (Non-Executive)

SODIC's Board includes **two Independent Non-Executive Directors and two female members making up 20%** of its composition.



## Executive Management



Ayman Amer  
General Manager



Ashraf Hamdy  
Chief Financial Officer



Yasser El Said  
Chief Projects Officer



Ahmed El-Halawany  
Chief Development Officer



Nadine Okasha  
Chief Strategy, Brand, &  
Sustainability Officer



Aly El Samra  
Chief Commercial Officer



Marwa El Khodary  
General Council

SODIC takes great pride in having **a strong corporate governance framework and prudent management.**





### Board Committees

Board Committees have been established in accordance with applicable laws, the Egyptian Corporate Governance Code, and industry standards. These committees assist the Board of Directors by supervising several business areas, such as human resources (HR), risk management, auditing, and compliance.

Proposing rules for bonuses and rewards for top executives and Board and committee members alike is the responsibility of the **ESOP, Nomination, and Remuneration Committee**, which consists of two Independent Board members and one Non-Executive Board member. In order to improve long-term performance, it also performs annual evaluations and establishes performance-related requirements for deciding on said bonuses. The committee is also in charge of managing senior management nominations and assessing long-term incentive programs.

The effectiveness and integrity of the business' audit and internal control operations are guaranteed by the **Audit, Risk, and Compliance Committee (ARCC)**. It ensures adherence to laws, rules, and internal policies and provides the Board with advice on governance and risk management procedures.

Strategic decision-making is the responsibility of the **Executive Committee (EXCO)**, which is led by the General Manager and is made up of key function heads and a few members of the Board. Its duties include overseeing financial and operational operations, reviewing departmental work, discussing business possibilities, approving investment strategies, and monitoring strategy implementation.

### Improvements to SODIC's Policies

The Center of Excellence (CoE) division of SODIC has made great strides in improving business processes, governance, and organizational performance during 2023. The CoE oversaw governance charters, led organizational reorganization initiatives, and assessed governance effectiveness. It

# +300

New developed processes

# +20

New developed policies

crafted over **300** new processes, implemented **20** new policies, and seamlessly integrated all change requests within the governance framework.

Looking ahead, the CoE remains dedicated to bolstering SODIC's strategic goals through effective governance practices and the ongoing refinement of business processes.

### Strengthening SODIC's Governance Framework

SODIC made notable progress in enhancing its governance framework in 2023. This involved maintaining SODIC's Delegations of Authority (DOA) and establishing key Management Committees. All change requests related to DOA were promptly addressed, highlighting a commitment to agility. Additionally, **nine** Management Committees were activated to focus on driving strategic initiatives. The development of Management Committee Charters and the ongoing maintenance of SODIC's DOA reflect the company's dedication to meeting business needs and ensuring effective governance practices company wide.

# 9

Activated management committees

# 100%

Deployment of change requests




Sustainability Governance

SODIC has integrated sustainability into its Governance framework through a structured approach. This includes appointing dedicated members to oversee and report on key sustainability initiatives, resulting in the formation of a specialized **Sustainability Forum** overseen by the General Manager.

Sustainability Forum

The Sustainability Forum was established as a direct response to evolving sustainability demands. This forum plays a critical role in the development and execution of SODIC’s Sustainability Strategy for the period 2023–2030. To facilitate effective implementation, SODIC has initiated executive-level orientations and delivered extensive ESG training across all employee levels. The Forum is composed of representatives from various departments, each bringing their specific expertise to shape the strategy and its objectives. Currently, these representatives are working together to define more precise sustainability targets that align with the company’s strategic commitments and priorities. Participants in this forum, known as Sustainability Champions, were selected based on their skills, competencies, and relevant experience in their fields.

Comprising experts and stakeholders from various domains, the committee contributes diverse insights into advance sustainability efforts across the organization. In 2023, the committee convened **six** times to review the progress of current initiatives and explore potential new ones, reflecting its active engagement in driving sustainable practices within SODIC.



6

Committee sessions held in 2023

The Forum’s Structure
General Manager (Forum Chair)
Chief Financial Officer
Chief Projects Officer
Chief Executive Officer, EDARA
Director – Business Development and Operators
Head of Business Development
Senior Manager – Internal Communications
Manager – Business Development – Dev. BU
Chief Development Officer
Chief People and Capabilities Officer
Chief Executive Officer, SODIC Clubs
Director – Technical Procurement
Facility Management Director
Executive Director – Project Management
Projects Director
Chief Strategy, Brand, and Sustainability Officer
Head of Sustainability
EDARA Business Planning Director
Technology Executive Director
Executive Director – Design and Engineering
Executive Director – Property Management





## Upholding an Ethical Business

Our actions and identity are guided by ethical business practices, which form the core of our identity and conduct. We have established a thorough Ethics and Compliance framework, facilitating our adeptness to changing regulatory standards.

### Adhering to Regulations

In 2023, our revised Code of Conduct — which directs our behavior and promotes accountability — remained a vital business component. It promotes ethical behavior, legal adherence, and transparency throughout our organization. Applicable to all employees, the Code ensures consistency and reflects our commitment to ethical standards. Oversight of its implementation continues to fall under the Chief People and Capabilities Officer, ensuring alignment with governance principles. Instances of non-compliance are reported directly to this officer. We emphasize professionalism, ethical conduct, and transparent communication, fostering a supportive workplace environment.

### Whistleblowing Policy

By enabling stakeholders to submit infractions or complaints, SODIC's whistleblower program demonstrates its emphasis on accountability and openness.

This policy promotes integrity and honesty throughout the organization, regardless of the report's source. Management responds proactively to whistleblowing reports to prevent unethical behavior and protect SODIC's reputation. To ensure confidentiality, a secure reporting mechanism guarantees anonymity for whistleblowers. Reports should be supported by objective evidence to facilitate thorough investigations into suspicious activities, such as unethical behavior, fraud, or policy violations. Whistleblowers can submit their concerns through a third-party managed system accessible via SODIC's intranet and public website. SODIC's Internal Audit team conducts investigations while respecting privacy requirements, and it may request additional information from whistleblowers through the reporting system while protecting their anonymity.

### Policies Against Discrimination and Harassment

In order to further demonstrate its commitment to a respectful workplace, SODIC adopted anti-discrimination and anti-harassment policies. These guidelines outline inappropriate conduct, offer avenues for reporting, and seek to stop and promptly resolve harassment and discrimination. Maintaining honesty and equity, SODIC places a high priority on providing a secure and welcoming work environment for all of its employees.

### Fraud and Anti-Corruption

We are dedicated to maintaining a comprehensive Anti-Corruption framework and internal controls at SODIC. Our updated Fraud Policy outlines the necessary measures to protect the company from fraudulent activities. It aims to develop controls that prevent and identify fraud, promoting consistent organizational behavior. The policy lays forth guidelines for preventing

and identifying fraud and other anomalies, and it is overseen by SODIC's executive management, which includes the General Manager and their immediate reports. Every executive management team member needs to be aware of any potential irregularities within their purview and disclose any concerns immediately to the Head of Internal Audit so they may be looked into.

## Risk Management

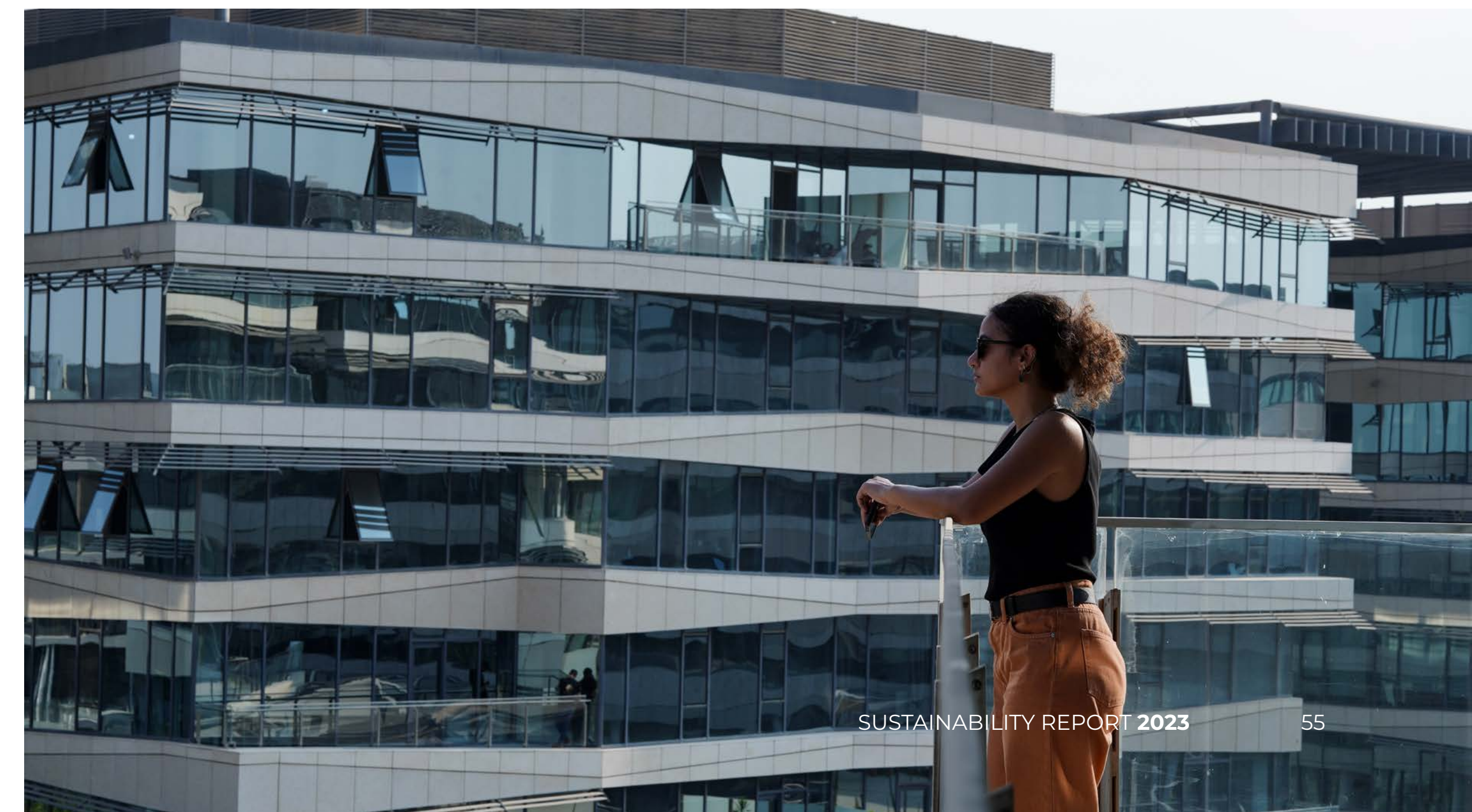
The primary responsibility of our Enterprise Risk Management (ERM) function is to detect, assess, and rank important risks that influence our strategic objectives. We continued this process in 2023 as ERM is essential to guaranteeing consistent decision-making across governance, strategy, and day-to-day operations.

SODIC has developed an ERM framework aligning risk considerations with our overall strategy, driving sustainable performance and securing long-term success. Sustainability is deeply integrated into our strategy and ERM framework. We are committed to identifying certain sustainability-related risks, like those associated with climate change, and assessing how they will affect our sustainability goals, which include managing and choosing vendors.

We strive to minimize negative consequences on the environment, society, and stakeholders while increasing our positive impact by proactively tackling sustainability risks.

10

Cases of whistleblowing reported, investigated, and resolved in 2023





## Ensuring **more cybersecurity.**

# 90%

Cybersecurity training completion for new users

SODIC embraces digital advancements to improve operational efficiency and elevate stakeholder interactions. Committed to safeguarding data and systems, SODIC emphasizes strong cybersecurity measures. By implementing advanced technology and stringent security measures, SODIC guarantees the safeguarding of confidential data and reduces the likelihood of cyber-attacks to provide stakeholders and customers with a seamless, secure experience.

### Cybersecurity

SODIC continues to enhance its comprehensive cybersecurity protocols and procedures, ensuring protection against cyber threats. A thorough management framework, supported by SOPs, integrates security measures across operations, with regular testing to confirm efficacy. Proactive security initiatives include vulnerability management, advanced technologies, limited data access principles, DNS security controls, ATP deployment, disaster recovery planning, and organization-wide security training.

### Cybersecurity Training

As part of its cybersecurity training, SODIC implemented a monitoring incident response system to gauge how swiftly employees can identify and report security issues. This ensures adherence to security policies and procedures and helps quantify the reduction in security incidents attributable to human error. Employees' feedback regarding training utility and their confidence

## Cybersecurity protocols and procedures **ensure protection against cyber threats.**

in managing cybersecurity tasks also informs the evaluation process. Additionally, training effectiveness is measured through phishing or attack simulation campaigns conducted by the SODIC IT Security Team.

In 2023, our cybersecurity training program at SODIC achieved significant participation and completion rate milestones. Among the 867 new users enrolled, 776 completed the training, reflecting a completion rate of **90%**.

Moreover, in Part I of the training, which engaged 883 users, 566 individuals completed the course, resulting in a completion rate of **64%**. Similarly, in Part II, involving 867 users, 492 participants completed the training, representing a completion rate of **57%** and reflecting the effectiveness of the company's training efforts in equipping employees with crucial cybersecurity knowledge and skills.





# Achieving **more responsible sourcing.**

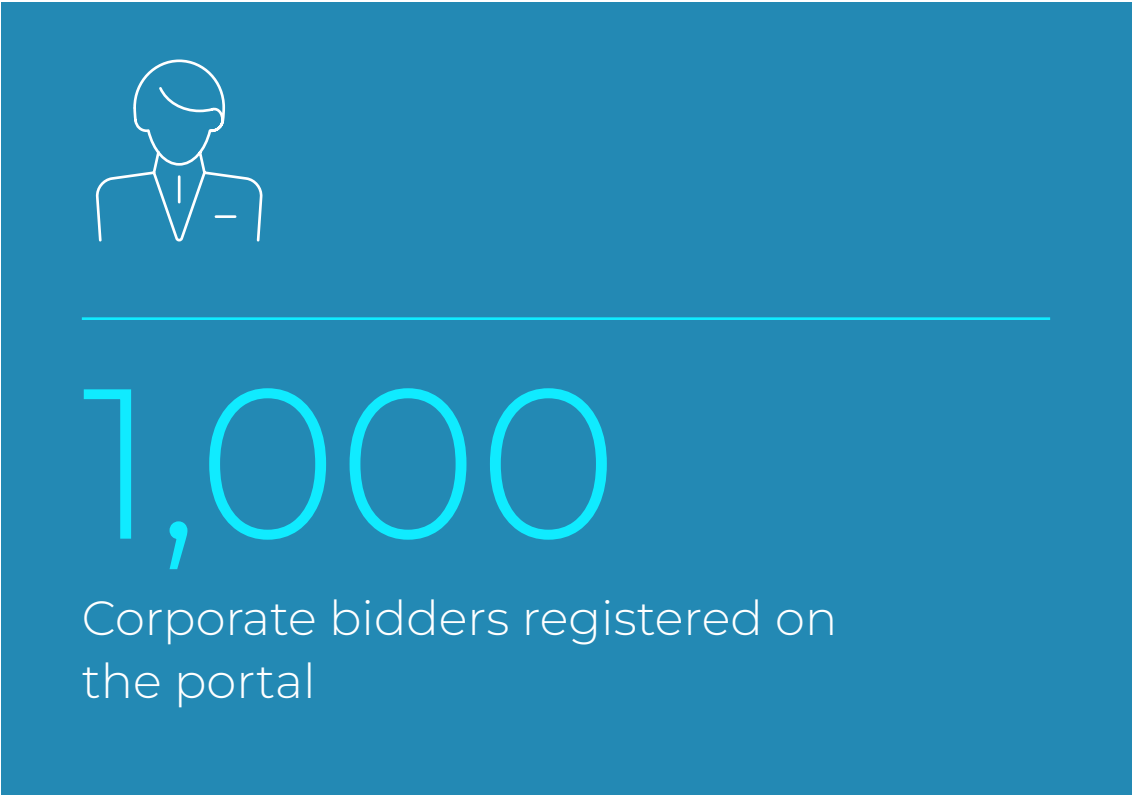
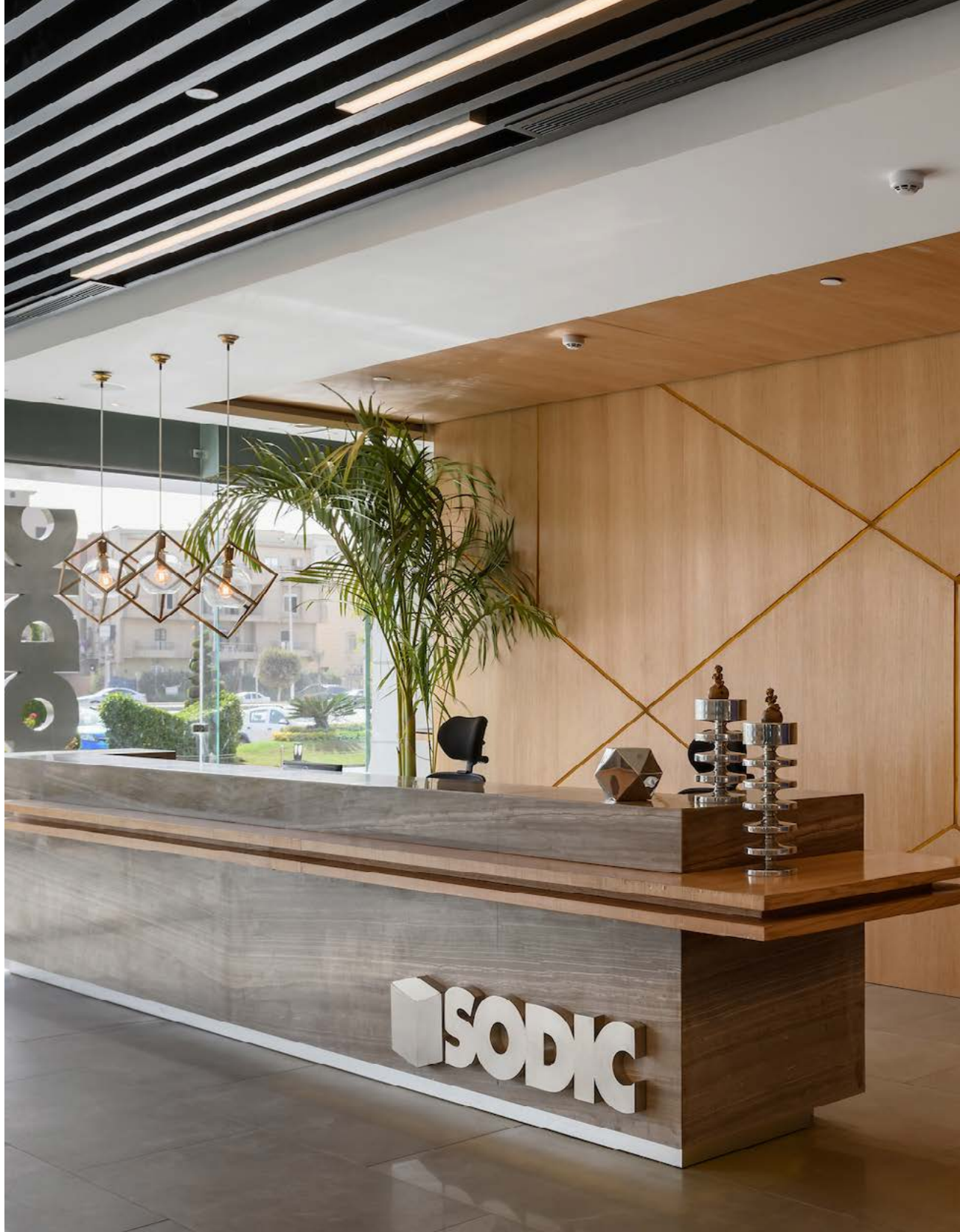
SODIC continued to strengthen its dedication to environmentally friendly supply chain procedures in 2023. Technical and corporate procurement policies were refined and made available to ensure alignment with responsible sourcing principles. With the procurement department already certified by the Chartered Institute of Procurement and Supply (CIPS), SODIC reaffirmed its dedication to upholding industry best practices. SODIC continued to prioritize local suppliers, allocating **97%** of the total EGP-293-million budget to local corporate vendors and **99%** of the total EGP 6.53 billion in purchases to technical local vendors. This focus on local sourcing promotes local economic development and lessens the environmental impact of logistics and transportation associated with the importation of goods from outside the country.

## Local sourcing **promotes economic development and lessens environmental impact.**

SODIC continues to lead by example when it comes to sustainable, responsible sourcing throughout its supply chain.

### E-Procurement Portal

To simplify our procurement processes, SODIC has developed an E-Procurement platform that is in keeping with our dedication to efficiency and openness. In order to ensure a smooth bidder registration and submission process, a thorough guidebook has been produced. New bidders receive committed assistance from our procurement staff at every stage of the process. The fully automated platform allows bidders to easily upload their submissions. The automated process also ensures fairness and competitiveness by guaranteeing equal access to information and providing all bidders with identical details. As of year-end 2023, the E-Procurement portal had enrolled more than **4,000** technical bidders and **1,000** corporate bidders, demonstrating its efficacy within our procurement ecosystem.





06 /

# ESG Annexes





# Assurance Statement

## Introduction and Objectives of the Engagement

Masader Environmental and Energy Services S.A.E (the “Assurance Provider”) has been engaged by the Sixth of October Development and Investment Co. – SODIC S.A.E (the “Reporting Organization”) to provide Moderate Assurance Type 1 (the “Assurance”) regarding adherence to the AA1000AS v3 (2020) over SODIC’s 2023 Sustainability Report (the “Report”).

## Scope, Subject Matter, and Limitations

The report covers the ESG performance data and information of the Reporting Organization for the year that concluded on 31 December 2023. The assurance’s scope is restricted to a study of the particular data that follows:

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

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

- Verifying the data or information provided by SODIC, as stated in the Introduction section and SODIC’s Top Management Letters.
- Appropriateness of definitions and any internal reporting criteria adopted by SODIC for its disclosures.
- Appropriateness of any new commitments and objectives established and communicated by SODIC.
- Content of external websites or documents linked from the Report and SODIC.

We have not been engaged to:

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

## Intended Users

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

## Reporting Criteria

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

## Responsibilities of the Reporting Organization

The provision of the Selected Information in the Report is the sole responsibility of SODIC’s Management.

The Reporting Organization is responsible for calculating the chosen KPIs in compliance with SODIC’s “Basis of Reporting” and preparing the Report in

compliance with the reporting criteria and the GRI 2021 Universal Standards.

## Assurance Provider’s Responsibilities

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

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

## Methodology

To form our conclusion, we undertook the following procedures:

- Interviewed management and other persons responsible for the Reporting Organization’s ESG performance to assess the application of the GRI 2021 Universal Standards in the preparation of the report.
- Analyzed and evaluated the key structures, processes, procedures, and controls related to the preparation of the Report.
- Evaluated whether the management approach for the material topics presented in the report is consistent with SODIC’s overall sustainability management and performance.

- Assessed the completeness and accuracy of the GRI, SASB, TCFD, and UNGC content indexes concerning the disclosures and their omissions.
- Interviewed management and data owners regarding the identification, data collection, consolidation, and reporting process for the selected KPIs.
- Reviewed the selected KPIs in relation to SODIC’s internal calculations and supporting documentation.
- 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 its ability to provide an independent and impartial statement.

## Statement of Competence

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

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



Recommendations

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

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

Conclusion

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

Based on the procedures performed and the evidence obtained, as described above, nothing has come to our attention that causes us to believe that the Selected Information of the Report of SODIC for the year ended 31 December 2023 has

not been prepared, in all material respects, in accordance with the standards, frameworks, and principles indicated in the “Reporting Criteria” section above.

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

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

**Dr. Abdelhamid Beshara**  
Founder and Chief Executive Officer  
Masader, Environmental and Energy Services (S.A.E)  
Cairo, 2 June 2024

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



# Abbreviations and **Acronyms**

ADQ	Abu Dhabi Developmental Holding Company PJSC
AI	Artificial Intelligence
BoD	Board of Directors
CoE	Center of Excellence
CRM	Customer Relationship Management
CSR	Corporate Social Responsibility
DoA	Delegation of Authority
EDNC	Eastown District New Cairo
EGP	Egyptian Pounds
EGX	Egyptian Stock Exchange
ESG	Environmental, Social, and Governance
ERM	Enterprise Risk Management
GHG	Greenhouse Gas

GRESB	Global Real Estate Sustainability Benchmark
GRI	Global Reporting Initiative
GWh	Gigawatt hours
HPS	High-Pressure Sodium
HSE	Health, Safety, and Environment
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
NFC	Near Field Communication
OIFR	Occupational Illness Frequency Rate

OHS	Occupational Health and Safety
PoD	People of Determination
ROI	Return on Investment
S&P CSA	S&P Global Corporate Sustainability Assessment
SASB	Sustainability Accounting Standards Board
SODIC	Six of October Development and Investment Co.
SOP	Standard Operating Procedure
STP	Sewage Treatment Plant
TCFD	Task Force on Climate-Related Financial Disclosures
mtCO <sub>2</sub> e	Metric Tons of Carbon Dioxide Equivalent
UNFCCC	United Nations Framework Convention on Climate Change
UNGC	United Nations Global Compact
Y-O-Y	Year-Over-Year



# ESG Data

## 2023 Environmental Performance Indicators

### GHG Emissions

		Unit	2022*	2023
Scope 1 (Direct)	Total	mtCO <sub>2</sub> e	3,644	5,126
Scope 2 (Indirect)	Total (location-based)	mtCO <sub>2</sub> e	24,991	32,712
Scope 1+2	Total	mtCO <sub>2</sub> e	28,635	37,838
Scope 3 (Other indirect)	Total	mtCO <sub>2</sub> e	138,586	287,122
	Category 1: Purchased goods and services	mtCO <sub>2</sub> e	83,060	225,314
	Category 2: Capital goods	mtCO <sub>2</sub> e	223	75
	Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	mtCO <sub>2</sub> e	622	3,326
	Category 5: Waste generated in operations	mtCO <sub>2</sub> e	8,078	9,216
	Category 6: Business travel	mtCO <sub>2</sub> e	998	34
	Category 7: Employee commuting	mtCO <sub>2</sub> e	11,406	11,047
	Category 11: Use of sold products	mtCO <sub>2</sub> e	34,199	38,110
Scope (1+2+3)	Total	mtCO <sub>2</sub> e	167,221	324,960

		Unit	2022*	2023
Carbon Intensity	Sports clubs facilities carbon intensity	mtCO <sub>2</sub> e/ Gross Land Area m <sup>2</sup>	0.01	10.09
	Residential compounds carbon intensity	mtCO <sub>2</sub> e/ Gross Floor Area m <sup>2</sup>	0.01	7.09
	None-residential facilities carbon intensity	mtCO <sub>2</sub> e/ Gross Floor Area m <sup>2</sup>	0.01	33.1
	Scope 1+2 Emissions per MN EGP of revenue	mtCO <sub>2</sub> e/ Million EGP	3.67	3.66

\*2022 data figures have been restated from SODIC’s 2022 Sustainability Report.



Scope 1, 2, 3, GHG Emissions across Business Units, 2023 (mtCO2e)\*

Business Unit	Scope 1 (mtCO <sub>2</sub> e)		Scope 2 (mtCO <sub>2</sub> e)		Scope 3 (mtCO <sub>2</sub> e)		Total (mtCO <sub>2</sub> e)	
	2022	2023	2022	2023	2022	2023	2022	2023
Construction Projects	62	1,923	-	1,062	83,025	227,276	83,087	230,261
Residential Compounds	809	709	18,518	19,191	40,496	48,429	59,823	68,329
Non-Residential Facilities	331	459	3,987	9,777	11,609	8,525	15,927	18,761
Sport Facilities	2,442	2,035	2,486	2,682	3,456	2,892	8,384	7,610
Total SODIC	3,644	5,126	24,991	32,712	138,586	287,122	167,221	324,960

\*2022 data figures have been restated from SODIC’s 2022 Sustainability Report.



Energy and Water

Total Energy Consumption by Source (MWh)

Business Unit	Natural Gas		Diesel <sup>1</sup>		Petrol <sup>2</sup>		Purchased Electricity <sup>3</sup>		Renewable Energy	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Construction Projects	-	-	92	2,129	147	5,327	-	2,315	-	-
Residential Compounds	1,379	1,251	773	2,257	-	164	40,371	41,838	-	1
Non-Residential Facilities	-	201	727	852	376	652	8,692	21,315	153	454
Sport Facilities	9,655	7,927	1,093	1,066	544	301	5,421	5,847	-	-
Total	11,034	9,379	2,685	6,303	1,067	6,445	54,484	71,315	153	455

Total Water Withdrawals by Business Unit (m³)

Business Units	Water Withdrawals (m³)	
	2022	2023
Construction Projects	214,190	1,776,450
Residential Compounds	3,337,613	4,699,940
Non-Residential Facilities	30,603	34,792
Sport Facilities	1,293,559	549,965
Total	4,875,966	7,061,147

<sup>1</sup>Includes both stationary combustion (diesel generators), mobile consumption by tractors, and transport vehicles (vans, and buses). Average fuel conversion factors (100 liters/km) of the types of vehicles owned were used to calculate the average total energy consumed as a result of fuel consumption by SODIC's owned vehicles (vans and buses).

<sup>2</sup>Average fuel conversion factors (100 liters/km) of the types of vehicles owned were used to calculate the average total energy consumed as a result of fuel consumption by SODIC's owned passenger cars.

<sup>3</sup> Purchased electricity consumed across SODIC's owned and controlled assets; its emissions have been accounted for under Scope 2.



Materials and Waste

Total Materials Consumption (tonnes)

Material Type	Total Weight	
	2022	2023
Aggregates	-	144,668
Asphalt	3,696	26,247
Mortar	7,313	79,065
Concrete	234,439	568,384
Low Carbon Steel	-	4,000

Material Type	Total Weight	
	2022	2023
Steel	11,560	30,916
Wood	1,664	6,813
HDPE	185	1,420
PVC	341	1,201
Total	259,198	718,046

Total Waste Generated (tonnes), 2023

Business Unit	Type of Waste	Total Generated Amount	
		2022	2023
Construction Projects	Construction	653,583	443,184
Residential Compounds	Refuse	6,776	6,112
Non-Residential Facilities	Paper and cardboard	22	22
	Refuse	58	56
Sport Facilities	Plastics	131	21
	Paper and cardboard	-	18
	Metals	-	3
	Refuse	1,080	965
Total		661,649	450,381



2023 Social Performance Indicators

Disclosure	SODIC Corporate Offices	EDARA Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Employees Breakdown						
Total Number of Employees	679	2,137	79	88	474	3,457
Male	497	2,025	67	80	405	3,074
Female	182	112	12	8	69	383
People of Determination	2	26	-	-	2	30
Full-Time Employees	679	2,137	60	88	474	3,438
Male	497	2,025	48	80	405	3,055
Female	182	112	12	8	69	383
Part-Time Employees	-	-	19	-	-	19
Male	-	-	19	-	-	19
Female	-	-	-	-	-	0
Permanent Contract	411	2,137	60	88	474	3,170
Male	328	2,025	48	80	405	2,886
Female	83	112	12	8	69	284
Temporary Contract	268	-	19	-	-	287
Male	169	-	19	-	-	188
Female	99	-	-	-	-	99



Disclosure	SODIC Corporate Offices	EDARA Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Workers Who Are Not Employees (No.)						
Service Agreements	12	-	-	-	-	-
Outsourced Workers	243	920	-	-	-	1,163
Sub-Contractors and Suppliers	4,600 <sup>4</sup>	41 <sup>5</sup>	-	-	-	-
Employees by Age Group (%)						
% Under 30 years	10%	25%	20%	36%	30%	23%
% 30–50 years	78%	67%	67%	61%	65%	69%
% Above 50 years	11%	8%	13%	2%	5%	8%
New Hires (No.)						
Total Number of New Hires	72	234	15	3	10	334
New Hires – Male	50	213	15	3	8	289
New Hires – Female	22	21	-	-	2	45
New Hires – Under 30 years	20	132	9	1	3	165
New Hires – 30–50 years	50	98	5	2	7	162
New Hires – Above 50 years	2	4	1	-	-	7
New Hires – People of Determination	0	1	-	-	-	1

<sup>4</sup> This number includes transportation and medical services across SODIC Corporate Offices and SODIC Clubs.  
<sup>5</sup> This number includes 28 subcontractors and service providers, 12 transportation service providers, and one medical service provider.



Disclosure	SODIC Corporate Offices	EDARA Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
% Internal Hires from Total <sup>6</sup>	22.22%	-	-	-	2%	-
% Internal Hires – Male	56%	91%	100%	100%	100%	-
% Internal Hires – Female	44%	9%	-	-	-	-
Average Hiring Cost per Employee <sup>7</sup>	Confidential	Confidential	Confidential	Confidential	Confidential	-
Turnover (No.)						
Total Turnover	107	648	38	41	162	996
Turnover – Voluntary	104	621	38	41	161	965
Turnover – For Cause	3	27	-	-	1	31
Turnover – Male	77	587	33	36	136	869
Turnover – Female	27	61	5	5	26	124
Turnover – Under 30 years	13	266	17	13	75	384
Turnover – 30–50 years	93	353	18	26	83	573
Turnover – Above 50 years	1	29	3	2	4	39
Turnover – People of Determination	-	1	-	-	1	2

<sup>6</sup> Percentage from total of open positions filled by internal candidates.  
<sup>7</sup> For SODIC Clubs: the figures represent the average hiring cost per employee per month.



Disclosure	SODIC Corporate Offices	EDARA Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Turnover Rate <sup>8</sup>						
Total Turnover Rate	15%	28%	58%	45%	37%	27%
Turnover Rate – Voluntary	15%	26%	58%	45%	37%	27%
Turnover Rate – For Cause	0.4%	1%	-	-	0.2%	1%
Turnover Rate – Male	11%	25%	51%	40%	31%	24%
Turnover Rate – Female	4%	3%	8%	5%	6%	3%
Turnover Rate – Under 30 years	2%	11%	26%	14%	17%	11%
Turnover Rate – 30–50 years	13%	15%	28%	29%	19%	16%
Turnover Rate – Above 50 years	0.1%	1%	5%	2%	1%	1%
Turnover Rate – People of Determination	-	0.04%	-	-	0.2%	0.1%
Employee Training and Development						
Total Number of Training Hours	422	1362	320	436	755	3295
Average Training Hours per Employee	0.62	0.63	4.05	4.9	1.59	0.95
Average Training Hours Breakdown by Gender and Employee Category						
Male	0.605	0.637	3.552	4.6	1.453	-
Female	0.664	0.008	6.833	8.5	1.884	-
Band S: Chief Executive Officers	NA	-	9	-	-	-
Band O: Executive Directors, Senior Directors, and Directors	NA	1.8	8	12	-	-
Band D: Senior Manager and Manager	0.812	1.128	4.857	16	16	-

<sup>8</sup> Total turnover rate represents the number of leavers divided by the average number of employees in 2023.



Disclosure	SODIC Corporate Offices	EDARA Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Band I: Supervisors, Senior Specialists, and Specialists	0.899	3.481	3	18	6.857	-
Band C: Juniors and Coordinators	-	0.657	2.8	10	2.25	-
Entry Level	-	-	4.2	4.614	0.57	-
Pay Gap Indicators – Gender Pay Ratio (Female-to-Male)						
Executive Level (base salary only)	Confidential	Confidential	0.62	-	0.53	-
Executive Level (base salary + other cash incentives)	Confidential	Confidential	0.55	-	0.53	-
Management Level (base salary only)	Confidential	Confidential	0.99	-	0.82	-
Management Level (base salary + other cash incentives)	Confidential	Confidential	0.99	-	0.82	-
Non-Management Level (base salary only)	Confidential	Confidential	1.50	0.91	0.82	-
Parental Leave						
Number of Employees who were Entitled to Parental Leave	182	83	-	-	3	268
Male	-	-	-	-	-	-
Female	182	83	-	-	3	268
Number of Employees who Took Parental Leave during 2023	5	7	-	-	3	15
Male	-	-	-	-	-	-
Female	5	7	-	-	3	15
Number of Employees who Returned to Work after Parental Leave Ended	5	4	-	-	3	12
Male	-	-	-	-	-	-
Female	5	4	-	-	3	12
Return to Work Rate	100%	57%	-	-	100%	80%




Performance and Career Development Reviews

Performance and Career Development Reviews	SODIC Corporate Offices	EDARA Property Management	SODIC Clubs (Corporate)	SODIC Clubs (EAST)	SODIC Clubs (WEST)	Total
Total no. of Employees that Received Career Development Reviews	543	2,070	55	78	396	3142
% Employees from Total that Received Performance and Career Development Reviews	80%	97%	70%	88%	84%	91%
Total no. of Male Employees	387	1,966	44	70	347	2814
% from Total Male Employees	78%	97%	66%	88%	86%	92%
Total no. of Female Employees	156	104	11	8	49	328
% from Total Female Employees	86%	93%	92%	100%	71%	86%
Total no. of Band S: Chief Executive Officers	8	NA	4	-	-	12
% from Total Band S: Chief Executive Officers	80%	NA	100%	0.0%	0.0%	86%
Total no. Band O: Executive Directors, Senior Directors, and Directors	32	NA	3	1	1	37
% from Total Band O: Executive Directors, Senior Directors, and Directors	89%	NA	60%	100%	100%	86%
Total no. Band D: Senior Manager and Manager	107	NA	14	1	10	132
% from Total Band D: Senior Manager and Manager	80%	NA	86%	100%	91%	83%
Total no. Band I: Supervisors, Senior Specialists, and Specialists	321	NA	16	2	28	367
% from Total Band I: Supervisors, Senior Specialists, and Specialists	92%	NA	62%	100%	100%	91%
Total no. Band C: Juniors and Coordinators	82	NA	12	14	79	187
% from Total Band C: Juniors and Coordinators	94%	NA	60%	100%	98%	93%
Total no. Band X: Ancillary Jobs	-	NA	8	60	278	346
% from total Band X: Ancillary Jobs	-	NA	80%	86%	79%	70%
Total no. Grade A: Top Management and Department Managers	NA	29	NA	NA	NA	29
% from Total Grade A: Top Management and Department Managers	NA	97%	NA	NA	NA	97%
Total no. Grade B: Administrative, Operational, and Engineering Jobs	NA	234	NA	NA	NA	234
% from Total Grade B: Administrative, Operational, and Engineering Jobs	NA	94%	NA	NA	NA	94%
Total no. Grade C: Blue Collars and Supervisory Jobs	NA	295	NA	NA	NA	295
% from Total Grade C: Blue Collars and Supervisory Jobs	NA	100%	NA	NA	NA	100%
Total no. Grade D: Worker and Technicians	NA	1,504	NA	NA	NA	1,504
% from Total Grade D: Worker and Technicians	NA	96%	NA	NA	NA	96%



Diversity Across Employee Categories per Subsidiary

 SODIC Corporate Offices	Breakdown by Gender		Breakdown by Age Group		
	Male	Female	Under 30	30–50	Above 50
Band S: Chief Executive Officers	80%	20%	-	70%	30%
Band O: Executive Directors, Senior Directors, and Directors	83%	17%	-	67%	33%
Band D: Senior Managers and Managers	70%	30%	3%	85%	12%
Band I: Supervisors, Senior Specialists, and Specialists	70%	30%	13%	82%	5%
Band C: Juniors and Coordinators	69%	31%	25%	60%	15%
Band X: Ancillary Jobs	98%	2%	2%	77%	22%
Entry Level	67%	33%	30%	67%	3%
Employee Diversity Across Management Positions (%)					
Top Management	80%	20%	-	70%	30%
Middle Management	83%	17%	-	67%	33%
Junior Management	70%	30%	3%	85%	12%
Management Positions in Revenue-Generating Functions	90%	10%	10%	90%	-

EDARA Property Management	Breakdown by Gender		Breakdown by Age Group		
	Male	Female	Under 30	30–50	Above 50
Category 1: Grade A: Top Management and Department Managers	83%	17%	-	70%	30%
Category 2: Grade B: Administrative, Operational, and Engineering jobs	89%	11%	31%	60%	4%
Category 3: Grade C: Blue Collar and Supervisory jobs	98%	2%	14%	78%	8%
Category 4: Grade-D: Workers and technicians	95%	5%	26%	65%	8%



SODIC Clubs (Corporate)	Breakdown by Gender		Breakdown by Age Group		
	Male	Female	Under 30	30–50	Above 50
Band S: Chief Executive Officers	75%	25%	-	75%	25%
Band O: Executive Directors, Senior Directors, and Directors	40%	60%	-	100%	-
Band D: Senior Managers and Managers	79%	21%	7%	57%	36%
Band I: Supervisors, Senior Specialists, and Specialists	85%	15%	19%	81%	0%
Band C: Juniors and Coordinators	90%	10%	40%	40%	20%
Band X: Blue Collar	100%	-	20%	80%	-

SODIC Clubs (EAST)	Breakdown by Gender		Breakdown by Age Group		
	Male	Female	Under 30	30–50	Above 50
Band S: Chief Executive Officers	-	-	-	-	-
Band O: Executive Directors, Senior Directors, and Directors	100%	-	-	100%	-
Band D: Senior Managers and Managers	100%	-	-	100%	-
Band I: Supervisors, Senior Specialists, and Specialists	100%	-	-	100%	-
Band C: Juniors and Coordinators	79%	21%	36%	50%	7%
Band X: Blue Collar	93%	7%	39%	61%	1%

SODIC Clubs (WEST)	Breakdown by Gender		Breakdown by Age Group		
	Male	Female	Under 30	30–50	Above 50
Band S: Chief Executive Officers	-	-	-	-	-
Band O: Executive Directors, Senior Directors, and Directors	100%	-	-	100%	-
Band D: Senior Managers and Managers	82%	18%	-	64%	36%
Band I: Supervisors, Senior Specialists, and Specialists	89%	11%	7%	31%	4%
Band C: Juniors and Coordinators	86%	14%	19%	74%	7%
Band X: Blue Collars	85%	15%	36%	61%	3%



Occupational Health and Safety

Work-Related Injuries

Health and Safety Indicators	Direct Employees		Contracted Employees	
	2022	2023	2022	2023
Manpower (no. of employees per year)	235	370	2,944	5,162
Lost-Time Injuries (LTI) (no.)	0	0	2	1
Lost Days due to Injuries (no.)	0	0	6	3
Fatalities (No.)	0	0	0	0
Lost-Time Injury Frequency Rate (LTIFR)	0	0	0.3	0.076
Lost-Time Injury Severity Rate (LTISR)	0	0	0.8	0.22

Work-Related Injuries

Audits Conducted for Projects in 2023	
Quarterly OHS and Fire Audits	28
Food Safety Audits	4
Water Safety Audits	4
Fire Audits	60
Other Audits	3

Health and Safety Training Performance

Occupational Health and Safety Training and Induction	2022	2023
No. of Hours of Health and Safety Training Sessions Delivered	598	492
No. of Health and Safety Sessions Delivered	22	22
No. of Direct Employees Who Received HSE Training	235	370
No. of Contracted Employees Who Received HSE Training	2,944	5,162

Prioritizing the Welfare of Our Workers

HSE Management System Coverage	2022	2023
No. of Contracted Employees/ Workers in the Year	235	370
% of Employees that Are Covered by SODIC’s HSE MS	100%	100%
No. of Construction Project Sites that Were Operating during the Year	8	8
% of Sites Compared to Total Number of Sites in the Year that Were Covered by the HSE MS	100%	100%



# Basis for Reporting 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 <sup>9</sup>

Disclosure	Definition	Scope	Units	Method
Headcount	Total number of full-time employees (FTE) as of 31 December 2023.	FTEs across all business units and fully owned subsidiaries.	Number (#)	The sum of employees across all business units and fully owned subsidiaries.
Gender Representation	Percentage of female and male employees among total headcount as of 31 December 2023.	FTEs across all business units and fully owned subsidiaries.	Percentage (%)	Number of employees for 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-or part-time and FTEs with permanent or temporary contracts.	Number (#)	Number of employees with their designated type of employment within each subsidiary.
Workers Who Are Not Employees	Representing the type of non-employment work and the number of workers in each category across subsidiaries.	Total number of workers across subsidiaries who are not employed across the subsidiaries.	Number (#)	Number of workers with their designated type of work divided within each subsidiary.

<sup>9</sup> The reported disclosures/indicators originated from the HR departments of each SODIC subsidiary and have been obtained from their respective database systems.



Disclosure	Definition	Scope	Units	Method
Age Representation	Percentage of employees belonging to specific age groups as of 31 December 2023.	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 31 December 2023.	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 31 December 2023.	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 2023 by gender, geographical location, and age groups.	FTEs across all business units and fully owned subsidiaries.	Number (#)	The sum of employees hired during 2023 across businesses.
Turnover	Percentage of employees (gender-wise) who left the organization during 2023 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 2023.	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 31 December 2023.



Disclosure	Definition	Scope	Units	Method
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 31 December 2023.
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 who are 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 31 December 2023.	FTEs across all business units and fully owned subsidiaries.	Number (#)	Sum of employees who have received the performance and career reviews across the subsidiaries.
Percentage of Employees Who Received Career Reviews	Percentage of employees who received career and development reviews during the reporting period ended on 31 December 2023.	FTEs across all business units and fully owned subsidiaries.	Percentage (%)	The total number of employees who received reviews divided by the total number of employees across the subsidiaries.
Percentage of Employees Who Received Career Reviews by Gender and Employee Category	Percentage of employees who received performance and career development reviews during the reporting period.	FTEs across all business units and fully owned subsidiaries.	Percentage (%)	Total number of employees who received reviews divided by the total number of employees across each gender and employee category within each subsidiary.



# ESG Indexes

## 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 1 January 2023 to 31 December 2023.
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					
	2-1 Organizational details	About This Report (p. 4) <a href="https://ir.sodic.com/">https://ir.sodic.com/</a>				
	2-2 Entities included in the organization’s sustainability reporting	About This Report (p. 4)				
	2-3 Reporting period, frequency, and contact point	About This Report (p. 4)				
	2-4 Restatement of information	None				
	2-5 External assurance	Assurance Statement (p. 59)				
	Activities and Workers					
	2-6 Activities, value chain, and other business relationships	Introduction (p. 5-14)				
	2-7 Employees	Providing a more creative and engaging workplace (p. 40)				8.5, 10.3
	2-8 Workers who are not employees	ESG Data (p. 67)				8.5
	Governance					
	2-9 Governance structure and composition	Establishing a unified governance framework. (p. 50-52)				5.5, 16.7
	2-10 Nomination and selection of the highest governance body	Establishing a unified governance framework. (p. 50)				5.5, 16.6, 16.7
	2-11 Chair of the highest governance body	Establishing a unified governance framework. (p. 51)				16.6
	2-12 Role of the highest governance body in overseeing the management of impacts	Establishing a unified governance framework. (p. 53-54)				16.7
	2-13 Delegation of responsibility for managing impacts	Establishing a unified governance framework. (p. 53-54)				



GRI Standard	Disclosure	Direct Response / Section in This Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Establishing a unified governance framework. (p. 54)				
	2-15 Conflicts of interest	Establishing a unified governance framework. (p. 55)				16.6
	2-16 Communication of critical concerns	Establishing a unified governance framework. (p. 54 & 55)				
	2-17 Collective knowledge of the highest governance body	Establishing a unified governance framework. (p. 54 & 55)				
	2-18 Evaluation of the performance of the highest governance body	Establishing a unified governance framework. (p. 54 & 55)				
	2-19 Remuneration policies	Establishing a unified governance framework. (p. 53)				
	2-20 Process to determine remuneration	Establishing a unified governance framework. (p. 53)				16.7
	2-21 Annual total compensation ratio	Establishing a unified governance framework. (p. 53)				
	Strategy, Policy, and Practices					
	2-22 Statement on sustainable development strategy	Our journey toward a more sustainable future (p. 5)				
	2-23 Policy commitments	Establishing a unified governance framework. (p. 53)				16.3
	2-24 Embedding policy commitments	Establishing a unified governance framework. (p. 55)				
	2-25 Processes to remediate negative impacts	Establishing a unified governance framework. (p. 55)				
	2-26 Mechanisms for seeking advice and raising concerns	Establishing a unified governance framework. (p. 55)				16.3
	2-27 Compliance with laws and regulations	Establishing a unified governance framework. (p. 55)				
	2-28 Membership associations	Green Transformation Partners (GTP), United Nations Global Compact (UNGC)				



GRI Standard	Disclosure	Direct Response / Section in This Report (pg. #)	OMISSIONS		SDG Mapping
			Requirement Omitted	Reason	
GRI 2: General Disclosures 2021	Stakeholder Engagement				
	2-29 Approach to stakeholder engagement	Fostering more stakeholder engagement. (p. 20)			
	2-30 Collective bargaining agreements	Establishing a unified governance framework. (p. 55)			8.8
GRI 3: Material Topics 2021					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Fostering more stakeholder engagement. (p. 20)			
	3-2 List of material topics	Ensuring more materiality continuity. (p. 18-19)			
Governance, Ethics, and Transparency					
GRI 3: Material Topics 2021	3-3 Management of material topics	Establishing a unified governance framework. (p. 55)			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Establishing a unified governance framework. (p. 55)			16.5
	205-2 Communication and training about anti-corruption policies and procedures	Establishing a unified governance framework. (p. 55)			16.5
	205-3 Confirmed incidents of corruption and actions taken	Establishing a unified governance framework. (p. 55)			16.5
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Establishing a unified governance framework. (p. 55)			16.3
Digital Transformation and Cybersecurity					
GRI 3: Material Topics 2021	3-3 Management of material topic	Ensuring more cybersecurity. (p. 56)			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ensuring more cybersecurity. (p. 56)			16.3, 16.10



GRI Standard	Disclosure	Direct Response / Section in This Report (pg. #)	OMISSIONS		SDG Mapping
			Requirement Omitted	Reason Explanation	
Responsible Investment and Diversified Growth					
GRI 3: Material Topics 2021	3-3 Management of material topics	About this Report (p. 4) Establishing a unified governance framework. (p. 54)			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Creating more resilient communities. (p. 32-35) Establishing a unified governance framework. (p. 54)			5.4, 9.1, 9.4, 11.2
	203-2 Significant indirect economic impacts	Creating more resilient communities. (p. 32-35) Establishing a unified governance framework. (p. 54)			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	Moving toward more decarbonization. (p. 24) Striving to achieve more resource efficiency. (p. 25-27)			
Responsible Supply Chain Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Achieving more responsible sourcing. (p. 57)			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Achieving more responsible sourcing. (p. 57)			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Achieving more responsible sourcing. (p. 57)			
	308-2 Negative environmental impacts in the supply chain and actions taken	Achieving more responsible sourcing. (p. 57)			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Achieving more responsible sourcing. (p. 57)			
	414-2 Negative social impacts in the supply chain and actions taken	Achieving more responsible sourcing. (p. 57)			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Achieving more responsible sourcing. (p. 57)			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Achieving more responsible sourcing. (p. 57)			



GRI Standard	Disclosure	Direct Response / Section in This Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Customer Experience						
GRI 3: Material Topics 2021	3-3 Management of material topics	Unlocking more interactive experiences. (p. 36-38)				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Creating more resilient communities. (p. 32-35)				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Creating more resilient communities. (p. 32-35)				16.3
Talent Acquisition and Retention						
GRI 3: Material Topics 2021	3-3 Management of material topics	Providing a more creative and engaging workplace. (p.40 - 42)				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Diversity (p. 41) ESG Data (2023 Social Performance Indicators) (p. 67-68)				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	Cultivating a Culture of Holistic Well-being. (p. 42)				3.2, 5.4, 8.5
	401-3 Parental leave	ESG Data (2023 Social Performance Indicators) (p. 70)				5.1, 5.4, 8.5
Learning and Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	Prioritizing more learning and development. (p. 46)				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG Data (2023 Social Performance Indicators) (p. 69)				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	Prioritizing more learning and development. (p. 46)				8.2, 8.5
	404-3 Percentage of employees receiving regular performance and career development reviews	Prioritizing more learning and development. (p. 46) ESG Data (2023 Social Performance Indicators) (p. 71)				5.1, 8.5, 10.3



GRI Standard	Disclosure	Direct Response / Section in This Report (pg. #)	OMISSIONS		SDG Mapping
			Requirement Omitted	Reason	
Employee Well-being and Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Focusing on more safety, health, and well-being. (p. 47)			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Focusing on more safety, health, and well-being. (p. 47)			3.3, 3.4, 3.9, 8.8, 16.1
	403-2 Hazard identification, risk assessment, and incident investigation	Focusing on more safety, health, and well-being. (p. 47)			8.8
	403-3 Occupational health services	Focusing on more safety, health, and well-being. (p. 47)			8.8
	403-4 Worker participation, consultation, and communication on occupational health and safety	Focusing on more safety, health, and well-being. (p. 48)			8.8, 16.7
	403-5 Worker training on occupational health and safety	Focusing on more safety, health, and well-being. (p. 49)			8.8
	403-6 Promotion of worker health	Focusing on more safety, health, and well-being. (p. 47-49)			3.3, 3.5, 3.7, 3.8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Focusing on more safety, health, and well-being. (p. 48-49)			8.8
	403-8 Workers covered by an occupational health and safety management system	Focusing on more safety, health, and well-being. (p. 47)			8.8
	403-9 Work-related injuries	Focusing on more safety, health, and well-being. (p. 47) ESG Data (2023 Social Performance Indicators) (p. 74)			3.6, 3.9, 8.8, 16.1
	403-10 Work-related ill health	Focusing on more safety, health, and well-being. (p. 47)			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	Providing a more creative and engaging workplace. (p. 40-45)			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESG Data (2023 Social Performance Indicators) (p. 66-67)			5.1, 5.5, 8.5
	405-2 Ratio of basic salary and remuneration of women to men	ESG Data (2023 Social Performance Indicators) (p. 66-67)			5.1, 8.5, 10.3



GRI Standard	Disclosure	Direct Response / Section in This Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Inclusive and Impactful Community Relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Creating more resilient communities. (p. 32)				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Creating more resilient communities. (p. 32-35)				
	413-2 Operations with significant actual and potential negative impacts on local communities	Creating more resilient communities. (p. 32-35)				1.4, 2.3
Energy Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Moving toward more decarbonization. (p. 24-26)				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Striving to achieve more resource efficiency. (p. 25) ESG Data (2023 Environmental Performance Indicators) (p. 64)				7.2, 7.3, 8.4, 12.2, 13.1
	302-2 Energy consumption outside of the organization	Working to achieve more carbon control. (p. 22) ESG Data (2023 Environmental Performance Indicators) (p. 64)				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	Striving to achieve more resource efficiency. (p. 25)				7.3, 8.4, 12.2, 13.1
	302-5 Reductions in energy requirements of products and services	Striving to achieve more resource efficiency. (p. 25-27)				7.3, 8.4, 12.2, 13.1



GRI Standard	Disclosure	Direct Response / Section in This Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Water Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Striving to achieve more resource efficiency. (p. 27)				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Striving to achieve more resource efficiency. (p. 27)				6.3, 6.4, 6.A, 6.B, 12.4
	303-2 Management of water discharge-related impacts	Striving to achieve more resource efficiency. (p. 27)				6.3
	303-3 Water withdrawal	Striving to achieve more resource efficiency. (p. 27) ESG Data (2023 Environmental Performance Indicators) (p. 64)				6.4
Climate Action						
GRI 3: Material Topics 2021	3-3 Management of material topics	Working to achieve more carbon control. (p. 22-23)				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Working to achieve more carbon control. (p. 22-23) ESG Data (2023 Environmental Performance Indicators) (p. 62-63)				3.9, 12.4, 13.1, 14.3, 15.2
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Data (2023 Environmental Performance Indicators) (p. 62-63)				3.9, 12.4, 13.1, 14.3, 15.2
	305-3 Other indirect (Scope 3) GHG emissions	Working to achieve more carbon control. (p. 22-23) ESG Data (2023 Environmental Performance Indicators) (p. 62-63)				3.9, 12.4, 13.1, 14.3, 15.2
	305-4 GHG emissions intensity	Working to achieve more carbon control. (p. 23) ESG Data (2023 Environmental Performance Indicators) (p. 62-63)				13.1, 14.3, 15.2
	305-5 Reduction of GHG emissions	Moving toward more decarbonization. (p. 24-27) Working to achieve more carbon control. (p. 22-23)				13.1, 14.3, 15.2



GRI Standard	Disclosure	Direct Response / Section in This Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Biodiversity Preservation						
GRI 3: Material Topics 2021	3-3 Management of material topics	Prioritizing and nurturing more biodiversity. (p. 29)				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Prioritizing and nurturing more biodiversity. (p. 29)				
	304-2 Significant impacts of activities, products and services on biodiversity	Prioritizing and nurturing more biodiversity. (p. 29)				
	304-3 Habitats protected or restored	Prioritizing and nurturing more biodiversity. (p. 29)				
	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	Striving to achieve more resource efficiency. (p. 25-27)				



GRI Standard	Disclosure	Direct Response / Section in This Report (pg. #)	OMISSIONS			SDG Mapping
			Requirement Omitted	Reason	Explanation	
Circularity and Waste Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Utilizing more circular solutions. (p. 30)				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	ESG Data (2023 Environmental Performance Indicators) (p. 65)				
	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 report.	
	301-3 Reclaimed products and their packaging materials		a, b			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Utilizing more circular solutions. (p. 30)				3.9, 6.3, 6.6, 11.6, 12.4, 12.5
	306-2 Management of significant waste-related impacts	Utilizing more circular solutions. (p. 30)				3.9, 6.3, 8.4, 11.6, 12.4, 12.5
	306-3 Waste generated	Utilizing more circular solutions. (p. 30) ESG Data (2023 Environmental Performance Indicators) (p. 65)				3.9, 6.6, 11.6, 12.5, 12.4, 15.1
	306-4 Waste diverted from disposal	Utilizing more circular solutions. (p. 30)				3.9, 11.6, 12.4, 12.5
	306-5 Waste directed to disposal	Utilizing more circular solutions. (p. 30)				3.9, 6.6, 11.6, 12.5, 12.4, 15.1



SASB Content Index

SASB Standard – Real Estate				
Accounting Metric	Category	Unit of Measure	Code	Report Section(s) or Direct Response
Energy Management				
Energy consumption data coverage as a percentage of total floor area by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-130a.1	Striving to achieve more resource efficiency. (p. 25)
ESG Data (2023 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	Striving to achieve more resource efficiency. (p. 25) ESG Data (2023 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	Data is not currently available but will be disclosed in the next reporting cycle.
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 cycle.
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	Striving to achieve more resource efficiency. (p. 25-27)
Water Management				
Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress by property subsector	Quantitative	Percentage (%) by floor area	IF-RE-140a.1	Data is not currently available but will be disclosed in the next reporting cycle.
(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 (m3), Percentage (%)	IF-RE-140a.2	Striving to achieve more resource efficiency. (p. 27) ESG Data (2023 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	Data is not currently available but will be disclosed in the next reporting cycle.
Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	IF-RE-140a.4	Striving to achieve more resource efficiency. (p. 27)



SASB Standard – Real Estate				
Accounting Metric	Category	Unit of Measure	Code	Report Section(s) or Direct Response
Management of Tenant Sustainability Impacts				
(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area by property subsector	Quantitative	Percentage (%) by floor area, square feet (ft2)	IF-RE-410a.1	Data is not currently available but will be disclosed in the next reporting cycle.
Percentage of tenants that are separately metered or submetered 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 but will be disclosed in the next reporting cycle.
Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Discussion and Analysis	n/a	IF-RE-410a.3	Striving to achieve more resource efficiency. (p. 25-27) Unlocking more interactive experiences. (p. 36)
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 but will be disclosed in the next reporting cycle.
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Discussion and Analysis	n/a	IF-RE-450a.2	SODIC is working on integrating climate risk assessments within its current enterprise risk management systems. This information shall be disclosed within the next two years.
Activity Metric				
Number of assets by property subsector	Quantitative	Number	IF-RE-000.A	Introduction (p. 5-14)
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 cycle.
Average occupancy rate by property subsector	Quantitative	Percentage (%)	IF-RE-000.D	Data is not currently available but will be disclosed in the next reporting cycle.



UNGC Content Index

Principle	Description	Report Section(s)
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Establishing a unified governance framework. (p. 55)
Principle 2	Businesses should make sure they are not complicit in human rights abuses.	Establishing a unified governance framework. (p. 55)
Labor		
Principle 3	Businesses should uphold the freedom of association and effectively recognize the right to collective bargaining.	GRI 2-30 Providing a more creative and engaging workplace. (p. 40-45) Establishing a unified governance framework. (p. 53, 55)
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	Establishing a unified governance framework. (p. 55)
Principle 5	Businesses should uphold the effective abolition of child labor.	Establishing a unified governance framework. (p. 55)
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Providing a more creative and engaging workplace. (p. 40-45) Establishing a unified governance framework. (p. 53, 55)
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Introduction (p. 4) Ensuring more materiality continuity. (p. 18-20)
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Striving to achieve more resource efficiency. (p. 25-28)
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Striving to achieve more resource efficiency. (p. 25-28) Establishing a unified governance framework. (p. 54)
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Establishing a unified governance framework. (p. 55)



TCFD Content Index

TCFD Recommendation	Report Section(s) (or direct answer)
Governance	
a. Describe the board's oversight of climate-related risks and opportunities.	Establishing a unified governance framework. (p. 50-54)
b. Describe management's role in assessing and managing climate-related risks and opportunities.	
c. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Navigating Sustainability. (p. 16-20) SODIC focuses on developing and integrating climate risk assessments into its risk management system. This involves identifying various climate-related risks, such as market risks arising from increased demand for low-carbon products. Additionally, SODIC aims to capitalize on opportunities by transitioning to renewable energy sources and exploring low-carbon technologies and products. The organization is committed to identifying additional risks and opportunities as part of its decarbonization action plan and establishing a comprehensive ESG management system.
d. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
e. Describe the resilience of the organization's strategy, considering different climate-related scenarios, including a 2°C or lower scenario.	SODIC has completed its second assessment of the organizational carbon footprint and is currently formulating a decarbonization action plan. SODIC is actively considering implementing a climate-related scenario analysis in the coming years as part of this ongoing initiative.

TCFD Recommendation	Report Section(s) (or direct answer)
Risk Management	
a. Describe the organization's processes for identifying and assessing climate-related risks.	SODIC established a new Risk Management Department in 2022 and has been working to integrate ESG risk assessments and climate risk assessments into its overall risk management system. SODIC has also assessed its organizational carbon footprint, developed a decarbonization action plan, and is working on a group-wide ESG management system. This system will enable the identification and management of climate-related risks and the integration of climate risk assessments into SODIC’s risk management framework.
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.	Working to achieve more carbon control. (p. 22-24) ESG Data (2023 Environmental Performance Indicators) SODIC 2023 Carbon Footprint Report
b. Disclose Scope 1, Scope 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.	



