



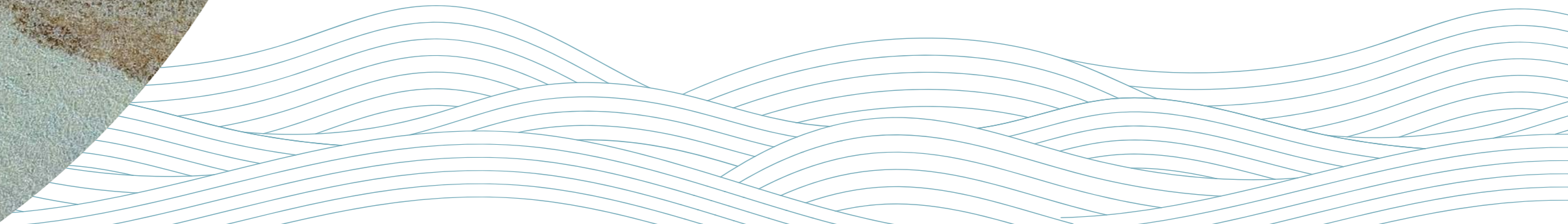
Life with Purpose

ENVIRONMENTAL, SOCIAL &
GOVERNANCE 2024 REPORT





Contents



01

Introduction

SETTING THE STAGE

Orascom Development is committed to creating a sustainable future for our integrated towns and communities. Our Life With Purpose platform is underpinned by our unifying principles, strategic pillars and portfolio and demonstrates our dedication to environmental responsibility, social engagement, and strong governance.

IN THIS SECTION:



ABOUT THIS REPORT

PURPOSE OF THIS REPORT

Orascom Development's ESG 2024 Report is a companion to our Annual Report 2024. Our aim is to provide our key stakeholders, who include external groups such as our customers, partners and investors as well as talented internal teams, with a transparent and comprehensive overview of our performance on significant sustainability topics and demonstrate our commitment to sustainable business practices.

SCOPE OF THIS REPORT

The data in this report covers the 2024 fiscal year, from 1 January to 31 December 2024, unless otherwise specified.

The scope of this report encompasses our business operations, including corporate offices in Egypt, Oman and the United Arab Emirates (UAE) and operating destinations in the following geographic locations:

- **Egypt:** El Gouna, Makadi Heights, O West, Taba Heights and Byoum Al Fayoum
- **Montenegro:** Luštica Bay
- **Oman:** Jebel Sifah and Hawana Salalah
- **United Kingdom (UK):** West Carclaze Garden Village

We have not included destination information for the countries below for the following reasons:

- **Morocco (MOR):** While we own land in Morocco, we do not have any construction or development activity underway.
- **Switzerland (CHE):** We hold a 49% stake in Andermatt Swiss Alps (ASA), which is not included in the Group's consolidated financials; however, a separate ESG report for ASA is available at: www.anderlatt-swissalps.ch.
- **United Arab Emirates (UAE):** In June 2024, we announced the pending sale of The Cove Rotana Resort in Ras Al Khaimah, UAE; therefore, it is not included in "Operating Assets" for reporting purposes as it is considered an asset held for sale.

RELEVANT REPORTING FRAMEWORKS

This report has been developed to align with the following international frameworks, standards and guidelines:

- Global Reporting Initiative (GRI) Sustainability Reporting Standards.
- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Global Compact (UNGC)
- Swiss Code of Obligations

We have chosen to structure our report in accordance with GRI's latest standards and aligned with UN SDGs to serve as guidance for the report's content and quality, including stakeholder inclusivity, materiality, clarity and accuracy.

REPORT PRESENTATION AND PREPARATION

Orascom Development's Group ESG team is responsible for this report, which is the result of a thorough review of internal documentation and interviews with various internal departments and stakeholders. The content and disclosures presented in the report have received formal approval from the company's Board of Directors and relevant Executive Committee members. This is the company's second ESG Report, and no data from the first report was restated.

We hope you find the report informative and interesting. We welcome any feedback or comments on our ESG performance and reporting at OD.ESG@orascomdh.com.



LETTER FROM GROUP CEO



"As we look ahead, we are inspired by the immense opportunities to shape better, more sustainable communities."

Sustainability is not just a goal – it is a responsibility. Orascom Development’s Environmental, Social, and Governance (ESG) 2024 Report reflects our ongoing commitment to environmental responsibility, social inclusion, and transparent governance.

In 2024, we continued to champion placemaking and communities, fostering environments where residents thrive and local economies prosper. Our towns are designed to uplift people, foster a shared sense of belonging and create a positive impact on the communities and environments in which we operate.

LIFE WITH PURPOSE PLATFORM

We reaffirm our promise to our customers to experience “Life As It Should Be” – a guiding philosophy that has evolved to shape our ESG platform: Life With Purpose. This framework reflects our broader commitment to developing and living responsibly, with the aim of leaving a positive legacy for future generations.

Operating across Europe, the Middle East, and North Africa (EMEA), we remain at the forefront of creating integrated towns and destinations that serve as catalysts for economic, social, and environmental resilience. Our partnerships with public and private stakeholders contribute to our vibrant communities that create opportunities for all.

REFLECTING ON 2024

Over the past year, we have built on our unifying principles introduced in 2023 and deepened our efforts to advance Orascom Development as a sustainable, multi-national developer of prime destinations.

As part of our commitment to combating climate change, we have expanded our efforts to decarbonize operations and incorporate nature-based solutions. Through initiatives such as renewable energy adoption and habitat restoration, we are contributing to a healthier planet and nurturing ecological resilience. Our towns aim to lead in energy efficiency, water conservation, and waste management in their markets and safeguard local biodiversity.

Our people continue to drive our success. In 2024, we strengthened our employee initiatives, with an emphasis on health, safety, and professional development programs. By investing in our people and empowering our teams, we motivate and equip them to achieve our sustainability ambitions and uphold our operational standards.

We continue to prioritize customer trust and engagement. Through smart urban planning, digital innovation, and numerous amenities and services, we are enriching the lives of residents, visitors, and businesses across our destinations.

Governance, transparency, and ethics remain foundational to our operations. Over the past year, we have reinforced our governance frameworks, placing greater emphasis on accountability, integrity, and open communication with our stakeholders. We are guided by our principles in interacting with our colleagues, suppliers, and partners – strengthening our reputation as a trusted industry leader.

LOOKING AHEAD

This year’s ESG report is another step in our journey toward a more sustainable and inclusive future. Supported by our Board of Directors and aligned with global, regional and local frameworks, we are steadfast in our resolve to create lasting value for our stakeholders.

In conclusion, I would like to thank all our colleagues, customers, partners and stakeholders for being a part of our journey. We look forward to working with you to innovate, adapt, and lead on our aim in delivering sustainable, prime destinations.

Sincerely,

Omar El Hamamsy

Group CEO, Orascom Development

OUR UNIFYING PRINCIPLES



OUR VISION

Become a global leader in destination development and partner of choice for transforming land into thriving centers of life



OUR MISSION

Create integrated destinations and build vibrant communities where people are inspired to live, play and work, with passion and purpose.



OUR VALUES

- **Customer Obsessed:** Putting our customers at the center of everything we do
- **Team Oriented:** Recognizing we win when we work as one team
- **Driven and Resourceful:** Creating positive impact through determination
- **Committed to High Integrity:** Aiming to do what is right, always

BUSINESS OVERVIEW AND PORTFOLIO

OUR BUSINESS

Since Orascom Development's inception in 1989, we have been creating deep expertise in developing new communities from the ground up – starting with essential infrastructure. Through an integrated model for delivering towns, we bring together residences, hotels, commercial spaces and leisure amenities – including golf courses, marinas, sports facilities, retail and restaurants – to deliver a unique experience for our destinations' residents, guests and visitors.

What sets us apart is our commitment to planned communities that offer a broad range of services and experiences, high-quality design and development, harmoniously blending with stunning natural environments. This dedication to thoughtful placemaking makes our towns desirable and aspirational places to reside or visit.

Orascom Development has earned a reputation as a pioneer in crafting world-class destinations where people are inspired to live, work, and play - with passion and purpose.

Our promise to our customers is to help them live "Life As It Should Be." Today, this principle goes beyond simply enjoying a good life; it is also rooted in living life for good and with purpose. This evolution led to the launch of "Life With Purpose", our ESG platform, ensuring that our destinations are not only beautiful and well-planned but also contribute to a more sustainable and inclusive future.

PRIMARY BUSINESS SEGMENTS*

Our business is organized along the following segments: Real Estate and Construction; Hotels and Hospitality; Destination Management; Land Sales and Other Operations.



REAL ESTATE AND CONSTRUCTION

- Delivering homes, ranging from multi-tenant properties to high-end luxury villas across EMEA
- Adhering to high-quality building standards, robust sales and pricing strategies, customer insights and technical acumen
- Catering to varied lifestyles, including serene neighborhoods, luxurious beachfront escapes and contemporary residences



HOTELS AND HOSPITALITY

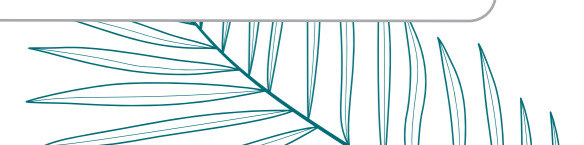
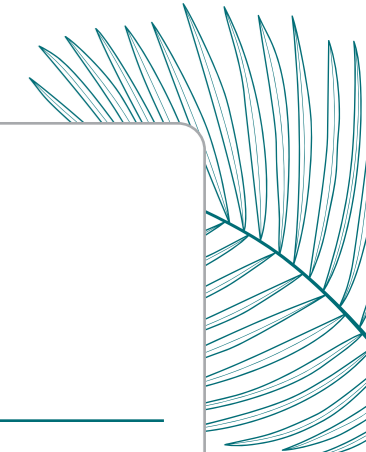
- Owning 34 hotels with more than 7,000 rooms, ranging from premium to luxury properties
- Self-managing by Orascom Hotels Management (OHM) as independent brands or by distinctive third-party hotel operators under contract
- Partnering with internationally renowned franchises such as Mövenpick, Radisson, Rotana, Steigenberger, Sheraton, and the luxury brand, The Chedi



DESTINATION MANAGEMENT

- Managing infrastructure (including all utilities), amenities and services
- Operating commercial assets including marinas, golf courses, sports facilities, leisure events, retail shops and food and beverage establishments
- Bringing our towns to life all year round with a vibrant events calendar, including Gouna Film Festival, Ironman in Hawana Salalah, and 24 summer events in Luštica Bay

* The Group also operates two smaller segments (Land Sales and Other Operations), which were less than 10% of 2024 Revenues.



2024 HIGHLIGHTS



KEY FACTS

101 mn m²

Land Bank
of which 43% is
completed or in progress

1989

Founded
and listed on
SIX since 2008

2,172

Residential Units
sold in 2024

2.5+ mn

Hotel Guests
served across 7,000+
rooms



FINANCIALS (CHF)

818 mn

Real Estate Sales

631 mn

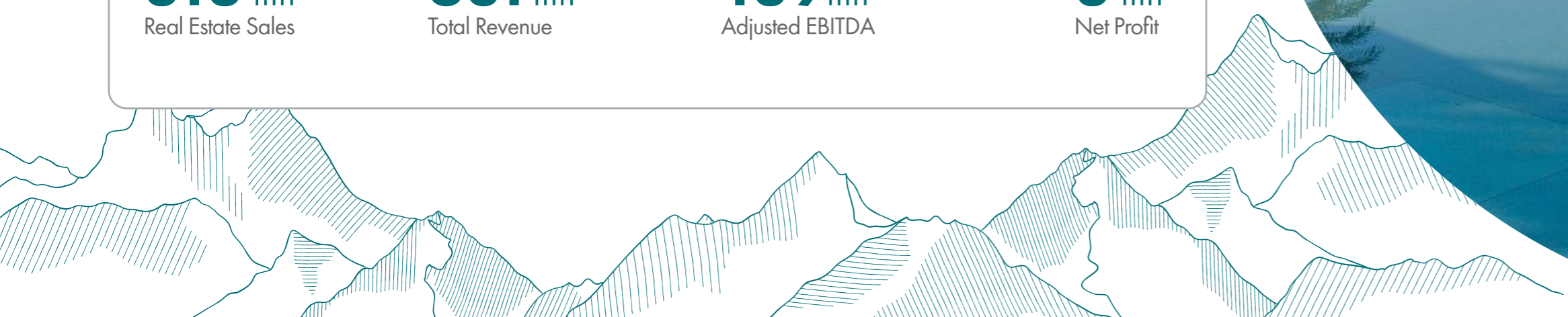
Total Revenue

189 mn

Adjusted EBITDA

8 mn

Net Profit



OUR PORTFOLIO

We have secured more than 100 mn m² across EMEA, with approximately 26% completed, 17% under construction or development and the remaining 57% undeveloped.

Our operating destinations span Egypt, Oman, Montenegro, Switzerland, the United Arab Emirates* and the United Kingdom. Across these thriving communities, we have approximately 15,000 homes. We also own, manage, and operate a portfolio of hotels, with over 7,000 rooms, across many of our destinations.

OUR TOWNS AND DESTINATIONS

OPERATING

1 EGYPT (EGY)

- El Gouna (36.92 mn m²)
- O West (4.23 mn m²)
- Makadi Heights (3.75 mn m²)
- Byoum (1.08 mn m²)
- Taba Heights (4.27 mn m²)

3 MONTENEGRO (MNE)

- Luštica Bay (6.92 mn m²)

5 SWITZERLAND (CHE)

- Andermatt Swiss Alps* (1.57 mn m²)

2 OMAN (OMN)

- Hawana Salalah (13.60 mn m²)
- Jebel Sifah (6.20 mn m²)

4 UNITED KINGDOM (GBR)

- West Carclaze (6.54 mn m²)

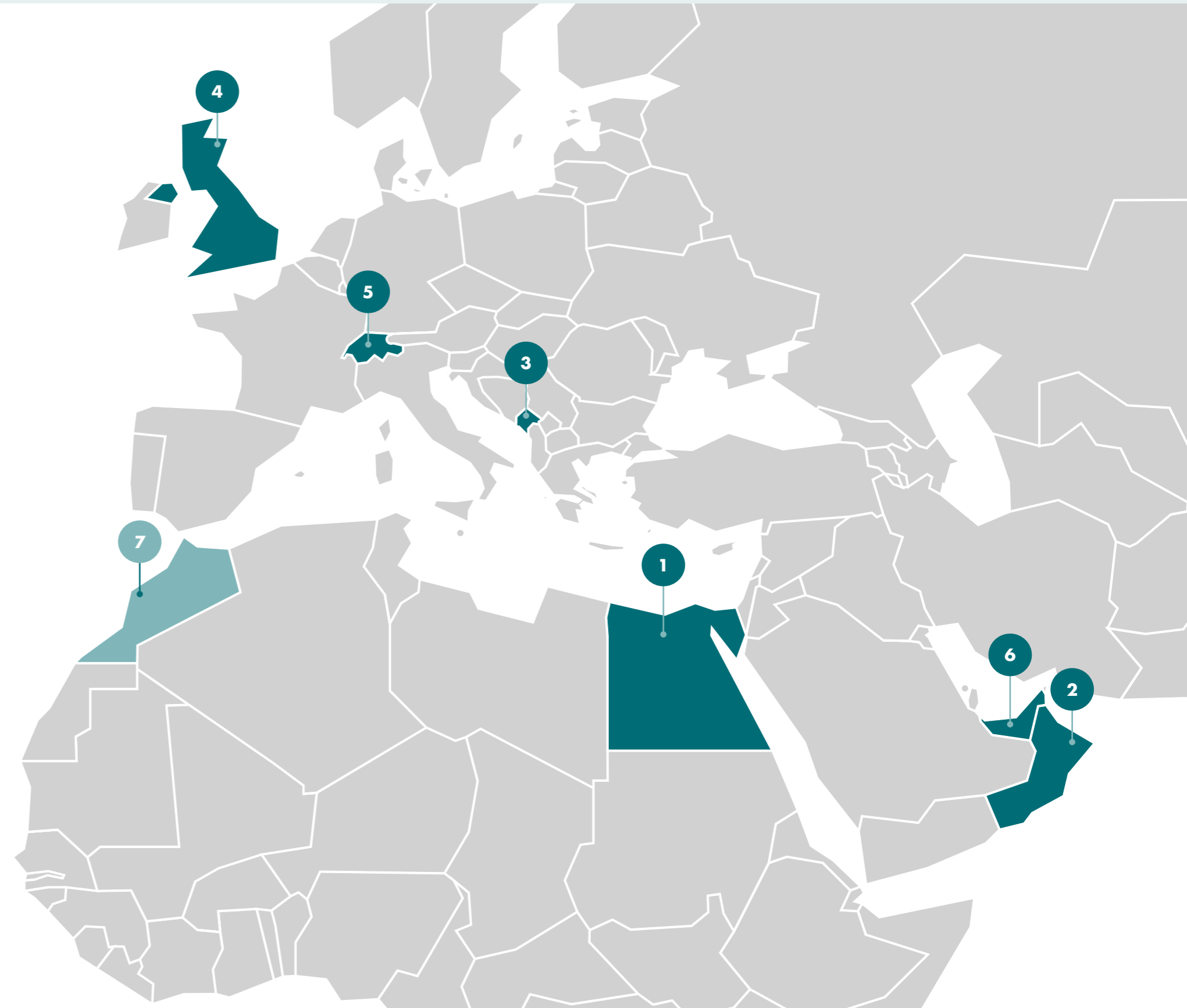
6 UNITED ARAB EMIRATES (UAE)

- The Cove* (0.29 mn m²)

EARLY STAGE

7 MOROCCO (MOR)

- Chbika* (15.00 mn m²)



* Not included in scope of ESG 2024 Report

OUR STRATEGY AND ESG AMBITIONS

Community is the lifeblood of our integrated towns, where we cultivate thriving ecosystems that support broader societies and strengthen local economies. Integrity and trust are at the core of everything we do, and robust governance frameworks are fundamental to how we do business.

OUR STRATEGY

Since our business model relies on realizing the full potential of our landbank, we take a long-term approach to development. However, we do more than develop land — we create integrated towns and destinations that foster a high quality of life for residents, visitors, and businesses alike. Our Master Developer and Operator model ensures that our destinations are designed with a long-term vision, balancing aspirational residential real estate, premium hospitality, curated experiences, and comprehensive services. By retaining control over the master plan and respecting the natural environments in which we operate, we preserve the integrity of our developments while adapting to evolving customer needs.





ESG PROGRAM

Our long-term approach to development is guided by our responsibility to create sustainable, vibrant communities that play a role in enriching lives, strengthening economies and protecting the environment for future generations.

Embedding ESG into our Growth Strategy

Sustainability is not a separate initiative — it is embedded in our business model.

Our ESG approach aligns with our strategic priorities to ensure that environmental responsibility, social engagement, and strong governance shape our decision-making. By integrating ESG into our growth strategy, we are shaping a sustainable future where communities thrive, businesses prosper, and the environment is respected.



ENERGY EFFICIENCY AND CARBON REDUCTION

Responsible land use includes minimizing our ecological footprint and prioritizing long-term environmental resilience — from renewable energy adoption to water conservation and biodiversity preservation.



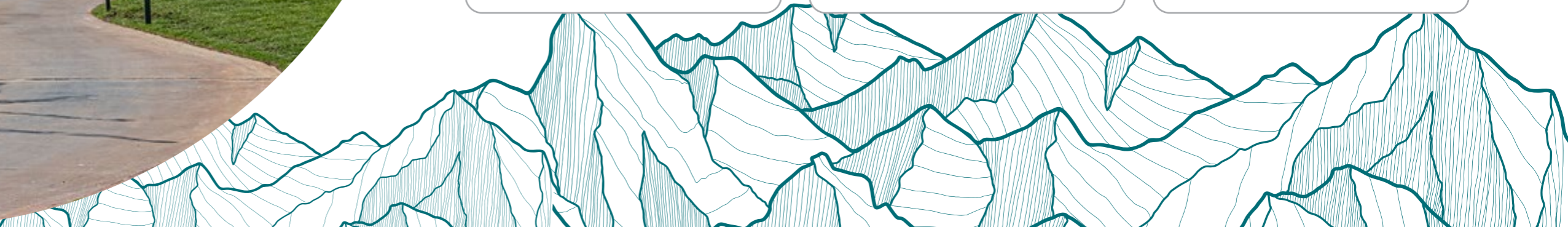
SOCIAL ENGAGEMENT

Community is at the heart of our towns. We actively engage with local stakeholders, invest in talent and customer-centric initiatives, and foster inclusive economies that create opportunities beyond our developments.



STRONG GOVERNANCE

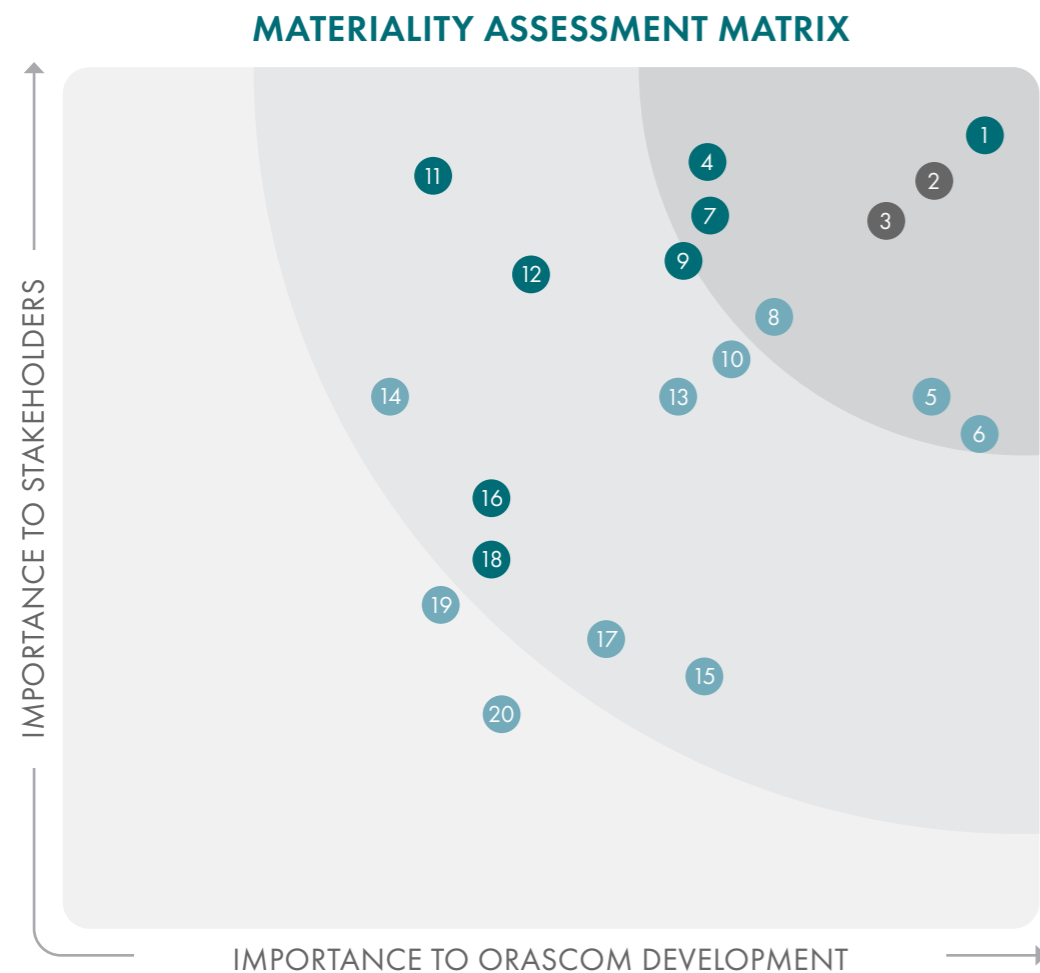
Integrity and trust define our way of doing business. We maintain rigorous governance structures and ethical business practices to ensure long-term value creation for all stakeholders.



MATERIALITY ASSESSMENT

To ensure that our sustainability efforts align with the expectations of our stakeholders and deliver meaningful impact, we used the materiality assessment we conducted in 2023 to identify the most critical ESG issues affecting our business.

By evaluating risks, opportunities, and stakeholder priorities, the materiality assessment helps us determine the ESG topics most relevant to our operations. By continuously refining our materiality assessment and adapting to evolving global sustainability challenges, we aim to remain a responsible, future-focused leader in destination development.



Priority Focus Areas

Based on our materiality analysis, we have identified key sustainability priorities that serve as the foundation of our ESG approach. These focus areas guide our efforts to generate long-term value while contributing to environmental protection, social well-being, and strong governance.

The following are the ESG areas we identified as priorities for 2024 and their rankings based on importance to Orascom Development and our shareholders (see **Appendix 05.D. for Material Topics in GRI Index**).

ENVIRONMENTAL

1 Water Conservation Efficient use and management of water resources	7 Waste Management Reducing, reusing, and properly disposing waste	11 Greenhouse Gas Emissions Reducing greenhouse gases from operations	16 Climate Change Risk and Resilience Preparing for and adapting to climate impacts
4 Energy Efficiency Reducing energy use for greater sustainability	9 Responsible Real Estate Development Sustainable planning and construction practices	12 Renewable Energy Use and Expansion Increasing use of solar, wind, or other renewables	18 Biodiversity and Ecosystem Protection Protecting ecosystems and natural habitats

SOCIAL

5 Data Privacy and Cybersecurity Protecting customer data from misuse	10 Occupational Health & Safety Providing a safe and healthy workplace	17 Employee Learning and Development Providing training and growth opportunities
6 Customer Health & Safety Ensuring safe products and services	13 Employee Well-being Supporting physical, mental, and financial health	19 Community Investment and Development Supporting local social and economic growth renewables
8 Sustainable and Ethical Sourcing Ethical and sustainable sourcing of materials	14 Talent Attraction and Retention Hiring and keeping top talent	20 Diversity, Equity and Inclusion Promoting inclusion and fair treatment

GOVERNANCE

2 Business Ethics and Transparency Operating with integrity and accountability
3 Regulatory Compliance Adhering to laws and industry standards

● ENVIRONMENTAL
 ● SOCIAL
 ● GOVERNANCE

ESG RISKS AND OPPORTUNITIES

As we make progress on embedding ESG across our organization, we added ESG-related risks and opportunities into our broader risk management framework — an approach initially based on an ESG gap analysis that was conducted in the previous year. Given the diversity of environments and communities surrounding our towns and destinations, this integration is essential to ensuring long-term resilience and value creation.

By proactively addressing environmental, social, and governance challenges, we enhance operational efficiency, strengthen stakeholder trust, and stay aligned with evolving global standards. At the same time, emerging ESG-related opportunities enable us to innovate and drive positive impact.

The below outlines several ESG risks and opportunities, supporting our commitment to responsible business practices and sustainable growth across our destinations.

ENVIRONMENTAL

Climate change, carbon footprint, water scarcity and waste management pose risks to our operations and are concerns, particularly given the environmental sensitivities in the regions where we operate.

To mitigate these risks, we invest in energy-efficient infrastructure, renewable energy solutions and responsible development practices.

● Climate change impacts on coastal destinations

- Climate adaptation strategies, resilient infrastructure

● Water scarcity in certain locations

- Implementation of water conservation programs, wastewater treatment, and desalination initiatives

● Carbon footprint from development and operations

- Investment in renewable energy, green building certifications, and energy-efficient infrastructure

● Waste generation and improper disposal

- Circular economy practices, waste reduction strategies, and sustainable waste management systems

SOCIAL

Ensuring fair labor practices, safeguarding employee health, and fostering inclusive communities are central to identifying our social responsibility risks among our diverse stakeholders.

We are aiming to strengthen our long-term social impact and enhance business performance through our health, safety and community investment policies and practices.

● Data security and privacy concerns

- Strengthening cybersecurity policies and adopting advanced data protection measures

● Labor rights violations within the supply chain

- Strengthened supplier code of conduct and ethical sourcing policies

● Health and safety risks for employees and guests

- Strengthening health and safety policies and emergency response training

● Limited local community integration

- Community investment, local hiring, and infrastructure improvements

GOVERNANCE

Robust governance is fundamental to maintaining stakeholder confidence and regulatory compliance. Risks such as corruption, data security threats, and evolving ESG disclosure requirements demand a proactive approach.

Strengthening governance through transparent reporting, ethical business practices, and digital security measures mitigates these risks.

● Regulatory non-compliance with evolving ESG laws

- Proactive compliance, ESG disclosure transparency, and strong corporate governance practices

● Lack of standardized ESG integration across destinations

- Implementing ESG training, cross-location best practices, and centralized sustainability governance

2024 ESG HIGHLIGHTS

In 2024, Orascom Development made significant strides in strengthening its ESG approach, including the publication of our inaugural ESG Report covering the 12 months ending December 31, 2023, and the establishment of a centralized Group ESG team. Designed to be a lean unit, this team is committed to driving sustainability initiatives across our destinations while ensuring alignment with global practices.

As we ramp up our ESG efforts, we aim to enhance data collection, streamline reporting processes, and deepen collaboration across business units. These efforts are laying the groundwork for stronger governance, more impactful sustainability programs, and a cohesive approach to long-term value creation for our stakeholders.

Below are highlights about two select activities in 2024, and further updates on our accomplishments are provided in Chapters 2 – 4 of this report.

First SLL Issued to a Developer and Tourism Company in Egypt



In 2024, we secured a Sustainability-Linked Loan (SLL) from the International Finance Corporation (IFC), a member of the World Bank Group and the largest global development institution focused on the private sector in emerging markets.

With the SLL framework verified by Moody's, IFC is providing our largest subsidiary in Egypt with an SLL that is a total equivalent of USD 155 million, comprised of two tranches of USD 96 million and EUR 55 million, respectively.



The SLL will help us facilitate taking more impactful measures in El Gouna to enhance resource efficiency, and we will measure our progress through key performance indicators (KPIs) focused on reducing carbon emissions, enhancing energy efficiency, and advancing social inclusion across our destinations.

Additionally, the SLL is being used to refinance a portion of our existing debt and improve our debt profile. We are also working closely with IFC to help our hotels in El Gouna achieve EDGE certification, an IFC innovation that scales up resource-efficient buildings in a fast, easy, and affordable way, for green buildings.

The SLL is structured with incentives tied to measurable sustainability outcomes, ensuring that our financial goals are directly linked to our environmental and social impact. By meeting these targets, we will underscore our ability to drive long-term positive change while maintaining financial resilience.

Orascom Development Keys of Life Initiative Launched to Empower People and Communities



In 2024, we launched Orascom Development Keys of Life, an initiative designed to spark deeper understanding and dialogue on developing thriving, future-ready communities globally that respond to people’s evolving needs and aspirations. This initiative unlocks the essence of our long-standing brand promise to help people discover "Life As It Should Be".

In bringing this initiative to life, we actively engaged with community residents, industry leaders, experts, prospective homeowners, and the wider public across diverse demographics.



Working with global market research and data analytics firm, YouGov, we surveyed more than 3,600 people across the EMEA and the US to explore global trends in how people prefer to live.

We held a series of roundtables to facilitate meaningful discussions with thought leaders and industry experts on community impact, placemaking and the development of towns. These gatherings foster collaboration, inspire innovative solutions, and strengthen our commitment to creating lasting positive change within the communities where we operate.

We sponsored The Arctic Challenge, a 1,500 km rowing expedition, to raise awareness about climate change. Supporting scientific research and sustainable practices and youth-focused educational outreach reinforces our dedication to sustainability and responsible tourism.

Our first edition, published in July 2024, focused on [Redefining Community](#). We explored diverse perspectives about the meaning of community in the modern world across three key areas:

- ‘Connecting Threads’ highlighting the importance of a shared sense of belonging
- ‘Wellness Leads the Way’ looking at the communal importance of health and well-being
- ‘Sharing Is Caring’ uncovering the impact of creating memories with shared experiences



Our second edition, published in October 2024, focused on [Developing the Future](#). We tackled lifestyle trends enabling resilient, adaptive communities including:

- ‘Evolving the Home’ shifting toward sustainable living and the concept of home beyond a physical location
- ‘Raising Social Capital’ examining the value that social networks, trust and reciprocity has on communities
- ‘Imagining Tomorrow’ considering travel trends in wellness, sustainability, and luxury, as well as dream homes and generational investing



2025 ESG APPROACH

As we look ahead to the coming year, we will continue embedding sustainability across our business and setting our ESG agenda for the years ahead. We will focus on continuing to build our capability to achieve environmental, social, and governance impact by integrating ESG principles more fully into our operations, decision-making, and stakeholder engagement. Our aim is to drive long-term value creation while fostering resilience, innovation, and responsible growth across our destinations.

By advancing these commitments, Orascom Development will continue to generate opportunities to lead by example in sustainable development, creating long-term value for our customers, employees, investors, and the broader communities in which we operate.

ENVIRONMENTAL LEADERSHIP

A crucial element of our work will be making meaningful progress toward the ESG targets outlined in our Sustainability-Linked Loan (SLL) with the IFC. As part of this partnership, we will implement targeted environmental and social initiatives, ensuring measurable progress in areas such as emissions reduction, water efficiency, and workforce inclusion. By aligning our financial strategy with sustainability goals, we reinforce our commitment to responsible, impact-driven growth.



SOCIAL PROGRESS AND COMMUNITY DEVELOPMENT

We will continue strengthening our support for local businesses and suppliers.

Our culture will remain central to our people approach, cultivating a strong internal culture and creating pathways for long-term employment within our destinations. We will also enhance workplace policies that prioritize health, safety, and professional growth, ensuring that our people feel supported, engaged, and valued.



STRENGTHENING GOVERNANCE AND FINANCIAL PARTNERSHIPS

Transparency, accountability, and ethical business practices remain fundamental pillars of our governance framework. We will continue refining our ESG reporting mechanisms, enhancing stakeholder engagement, and embedding ESG considerations into executive decision-making.

The decision to transition to a private entity (described in detail in Chapter 4 – Governance) aligns with our long-term strategic objectives, enabling greater flexibility in executing our vision. We anticipate this will enable us to deepen financial partnerships, accelerate innovation, and reinforce our governance structure, paving the way for a more agile and sustainable growth trajectory.

02

Environment

RETHINKING RESOURCES

Our environmental efforts focus on promoting sustainable practices and minimizing our ecological footprint. We recognize the importance of protecting our planet's natural resources, reducing our carbon emissions and developing sustainable, future-ready communities.

IN THIS SECTION:



PRESERVING OUR PLANET

WATER CONSERVATION

Several of Orascom Development's towns and communities are in regions, such as Egypt and Oman, where water scarcity is a pressing concern. Through infrastructure planning and investments in water-saving technologies, we aim to enhance responsible water management across our operations by minimizing consumption and preserving natural water sources. See **Appendix 05.A.1 Table A – Water Management** for metrics.

Water Stewardship

To minimize water usage across our operations, we have implemented various conservation measures. These include installing filters and aerators on taps and showerheads in guest rooms and public areas to reduce water consumption. Our wastewater treatment facility in El Gouna ensures that water is treated to meet environmental standards before being reused for landscaping and non-potable applications where permitted.

We track the difference between the amount of potable water (sweet water) pumped into our network and the amount of treated wastewater (graywater) collected, setting annual targets to close gaps, reducing inefficiencies, and driving continuous improvement. Additionally, we track and benchmark water usage per guest-stay to optimize efficiency while upholding service quality. To protect ecosystems and ensure compliance with environmental regulations, we have processes in place to prevent untreated wastewater from entering natural water bodies.

In many of our destinations, we collect and reuse rainwater for suitable purposes, contributing to our water conservation efforts. In Oman, we use a reverse osmosis process to treat seawater, making it suitable for certain household and landscaping uses.

Our commitment to water stewardship in our hotels is recognized by international green certifications, such as Green Key and EDGE.

Innovative Water Management Strategies

We design water networks in our towns and destinations with efficiency in mind. For example, we can use natural land elevation and gravity to reduce energy consumption required for pumping. Water management has long been a cornerstone of El Gouna's operations, integrating advanced desalination solutions, brine recycling and disposal, and graywater recycling for irrigation.

To further optimize water use, we implement water-efficient irrigation systems equipped with sensors that activate only when needed and we often plant native, drought-resistant plants to minimize demand. Our weather-responsive irrigation systems also adjust watering schedules based on rainfall and soil moisture levels.



WASTE MANAGEMENT

We are committed to minimizing waste generation, promoting recycling, and ensuring responsible disposal across our operations. See **Appendix 05.A.1 Table B – Waste Management** for metrics.

Reduction Strategies

Due to the nature of our business, construction and food waste constitute the largest portions of waste generated across our locations. The former is typically disposed of in dedicated and government-controlled landfills while an increasing percentage of our food waste is composted and repurposed for landscaping activities. To assess our waste-generated impact, we gather data to drive informed decision-making and improvements.

In Oman, we have partnered with Al Mazaya Al Batinah Agency for paper waste recycling and established agreements in 2024 with third-party contractors for the safe collection and disposal of hazardous waste, such as used oils, chemical solvents, and electronic waste, thereby reducing potential harm to biodiversity while allowing us to track waste more accurately. Additionally, we provide training on the safe handling of hazardous materials and waste. We also equip our teams with Material Safety Data Sheets (MSDS) to understand the potential hazards, safe handling, storage and disposal methods for the chemical substance or product used. To prevent contamination of the soil and surrounding environment, we ensure proper storage, handling, and disposal of chemicals.

In Montenegro, we achieved more than an 85% waste separation rate for The Chedi Luštica Bay. These waste management efforts include repurposing food waste for animal feed and composting, collecting glass and paper waste, and using oil for biofuel production. Additionally, some of our suppliers provide reusable packaging. Since 2023, we have started sanitizing and donating wine bottles to local wine producers to minimize glass waste. The Chedi Luštica Bay team partnered with OCEANR in 2024 to create team uniforms from sustainable materials, successfully removing over 300 kilograms of ocean waste from the Mediterranean Sea.

Across our hotels, our guest amenities, including shampoos, soaps, and lotions, are carefully selected from suppliers that offer biodegradable, recyclable packaging and natural, organic ingredients. We use refillable dispensers for toiletries wherever possible, cutting down on single-use plastic waste. We also avoid products containing harsh chemicals and ensure that our toiletries are cruelty free, Fair Trade certified, and sustainably sourced.



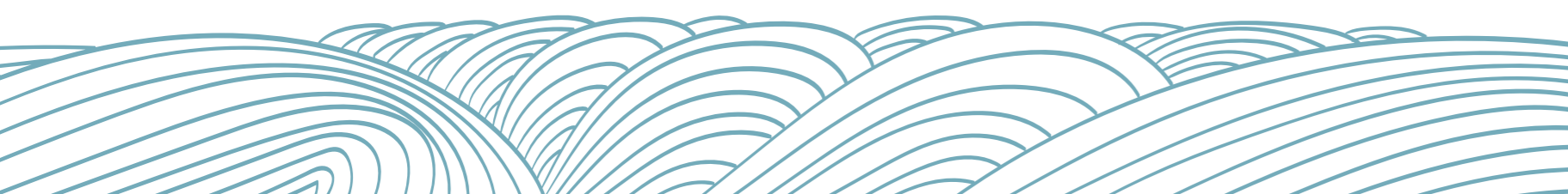
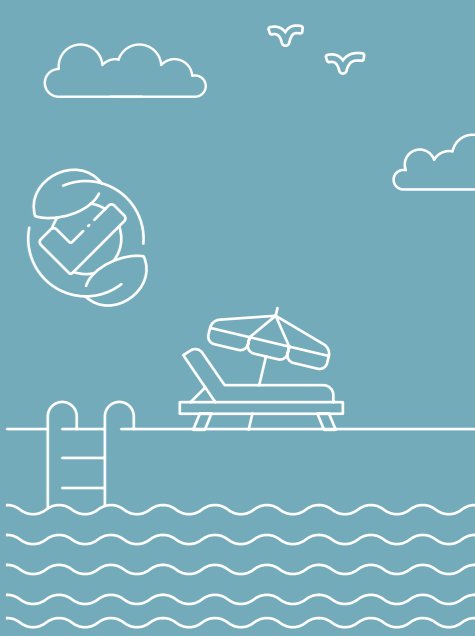
SUSTAINABILITY IN ACTION STORY

BETTER CLEANING AND POOL MAINTENANCE SOLUTIONS IN EGYPT

Choosing the right cleaning and pool maintenance products can significantly reduce our environmental footprint and enhance the health of our employees and customers.

By equipping all our housekeeping dilution stations in El Gouna with PUR-ECO cleaning products, we prioritize healthier, eco-friendly solutions that support ethical brands committed to minimizing packaging waste and chemical exposure.

Similarly, our use of automated dosing chlorine systems for all swimming pools ensures precise and safe maintenance. Through our partnership with a certified waste management company, we collect and recycle used cooking oil from all our commercial tenants in El Gouna, furthering our commitment to sustainability.



Local and Seasonal Food Approach

Sustainable food practices, such as choosing locally grown produce, adjusting to seasonal harvests and improving inventory management, help curb transportation emissions, empower local farmers, and decrease food waste.

In the UK, we encourage community food growing through communal and individual allotments and provide a recipe book with seasonal food recipes and tips for home gardening. By sourcing over 70% of our supplies locally, we not only support local businesses but also reduce our carbon footprint.

Minimizing food waste remains a key area across our locations. Oman has planned a pilot for reducing food waste in the first half of 2025. Proper disposal of food waste not only prevents soil degradation and contamination but also contributes to soil health improvement and helps regenerate ecosystems by returning essential nutrients like nitrogen and carbon to the soil.

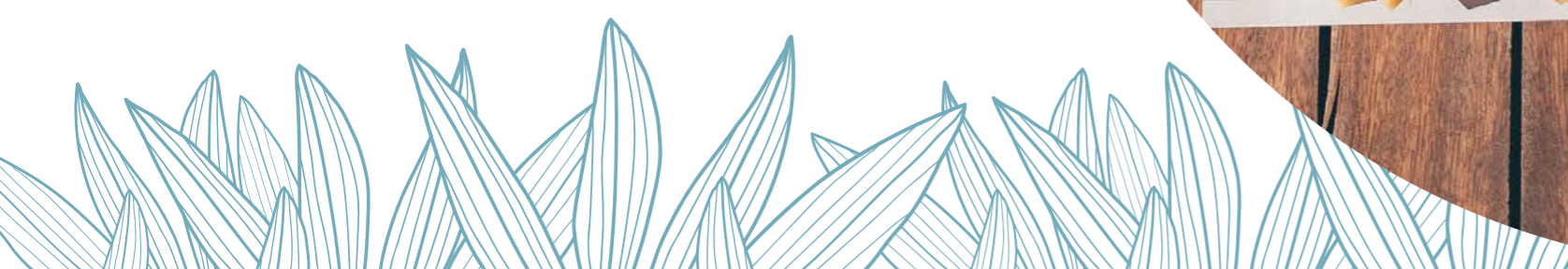
Excess food from our restaurants is either composted or donated to local charities, where regulations permit. For example, we repurpose buffet leftovers and feed them to local livestock in Taba Heights, Egypt. We also train our kitchen staff in portion control and efficient inventory management to minimize food waste.



SUSTAINABILITY IN ACTION STORY

FARM FRESH HARVESTS FOR A GREENER FUTURE IN MONTENEGRO

Proximity farming not only supports healthier communities but also promotes sustainable consumption by providing locally grown or manufactured products, significantly reducing the environmental impact of transport. At Luštica Bay, we champion local farmers by hosting vibrant organic markets weekly throughout the summer. These markets feature a rich selection of local treasures, including cheeses, fresh fruits and vegetables, natural juices and jams, wines and organic cosmetics. Visitors have the unique opportunity to savor authentic, high-quality products directly from local producers, fostering a deeper connection with our community and environment.



BIODIVERSITY AND ECOSYSTEM PROTECTION

We aim to preserve biodiversity, nature’s interconnected web of plants, animals, and microorganisms, as well as the ecosystems they inhabit, such as forests, oceans, and deserts. Our approach to biodiversity conservation is rooted in habitat preservation, sustainable land use, and proactive ecological restoration.

We proactively mitigate the ecological impacts of our developments by restoring and enhancing adjacent habitats and creating new ones. Our initiatives reflect our commitment to preserving the beauty and resources of our planet for our homeowners, hotel guests, and the wider community.

Wildlife Conservation and Marine Protection

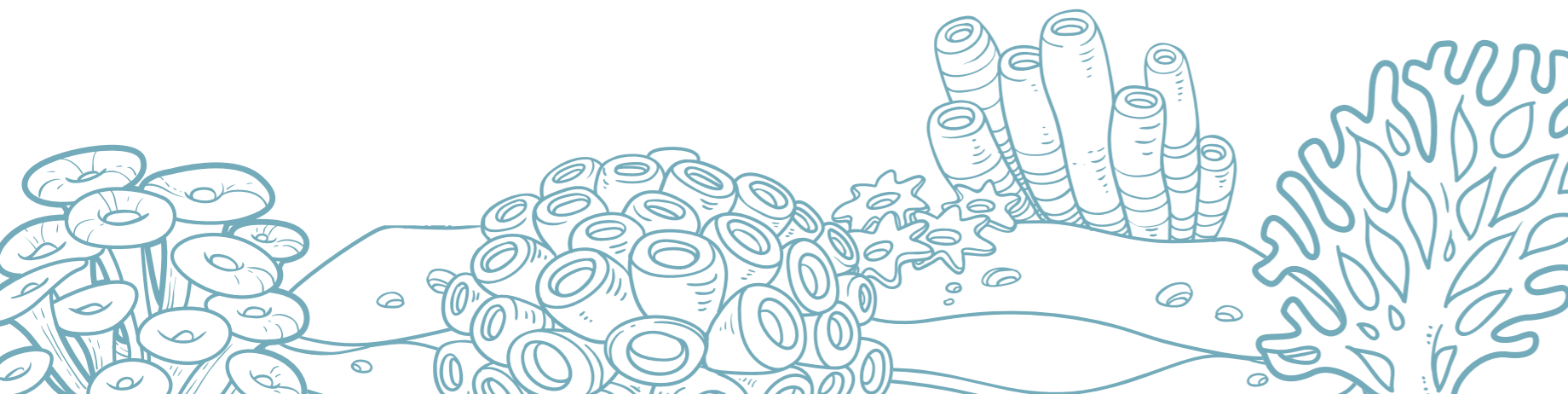
Our commitment extends to preserving local wildlife and flora through comprehensive conservation and awareness programs.

In Montenegro, we educate our teams and community about native birds and install bird nests and seasonal feeders for local bird populations. We also work with environmental authorities to identify potential risks and activities affecting local species.

Most of our destinations are coastal areas, and we are committed to protecting marine biodiversity through initiatives such as sustainable coastal management, sustainable fisheries practices and plastic waste reduction to prevent marine pollution. For example, in El Gouna, we implement seasonal restrictions and sustainable practices to prevent overfishing in coastal areas.

In El Gouna, our teams work closely with local authorities and environmental custodians in the Red Sea region. We protect coral habitats by setting up zones where boats can anchor safely without damaging them. Additionally, town management supports local researchers and marine biologists in documenting and protecting marine life, continuously monitoring migratory and native bird populations, including dolphins and other marine species.

We also created a bird hide next to our farm’s water reservoirs to enable recreational bird watchers/photographers and biodiversity record keepers to monitor and record the numbers and diversity of bird species that reside or pass through El Gouna.



Sustainable Planting and Ecosystem Management

We support the planting and maintenance of native plant species to enhance local ecosystems and prevent the spread of invasive species. By identifying risks such as bushfires, pests, weeds, and waste contamination, we implement measures to mitigate potential biodiversity loss and ecosystem dysfunction. Our awareness campaigns educate staff and guests about the importance of protecting gardens and beaches, including responsible bird feeding.

In the UK, our teams ensure our development work supports local agroforestry practices, conservation agriculture, and responsible logging. We contribute to research and development in sustainable technologies and practices to protect and enhance local ecosystems and ensure healthy soil.

In Montenegro, 30% of our residential areas and 40% of our tourist facilities in Luštica Bay are designated green areas, which are essential for maintaining ecological balance and promoting a healthier environment for everyone. Our dedicated team of landscapers takes immense pride in meticulously maintaining these vibrant spaces, using only organic fertilizers and treatments. By focusing on cultivating local Mediterranean plant species, we not only preserve our natural heritage but also support and enhance biodiversity. We also partner with Trees4Travel for carbon offsetting, combining reforestation efforts with United Nations Certified Emission Reduction carbon credits.

Mangroves serve as vital sanctuaries and nesting grounds for native wildlife, bolster shoreline resilience, and play a significant role in carbon sequestration. We have been monitoring and evaluating data for El Gouna’s 2022 mangrove reforestation project in and around our lagoons, where 2,000 seedlings were planted. Given the benefits, we planted over 3,500 additional seedlings in 2024. Notably, 150 of these seedlings were planted as part of a training activity for delegates at the 2024 El Gouna International Model UN conference.



SUSTAINABILITY IN ACTION STORY

ROOTED IN NATURE IN OMAN

Trees play a powerful role in absorbing CO₂ through photosynthesis, naturally reducing greenhouse gases.

Supporting the Oman National Initiative, we have planted over 100,000 trees in our nurseries—enhancing biodiversity, beautifying landscapes, and cutting carbon emissions.

Collaborating with the Environmental Society of Oman (ESO), we assess our impact on local ecosystems and train our teams to protect and restore habitats. We also support government efforts, such as the frankincense tree planting at the Aftalkout reserve with the Environmental Authority of Dhofar, ensuring lasting environmental benefits.



RENEWABLE ENERGY USE AND EXPANSION

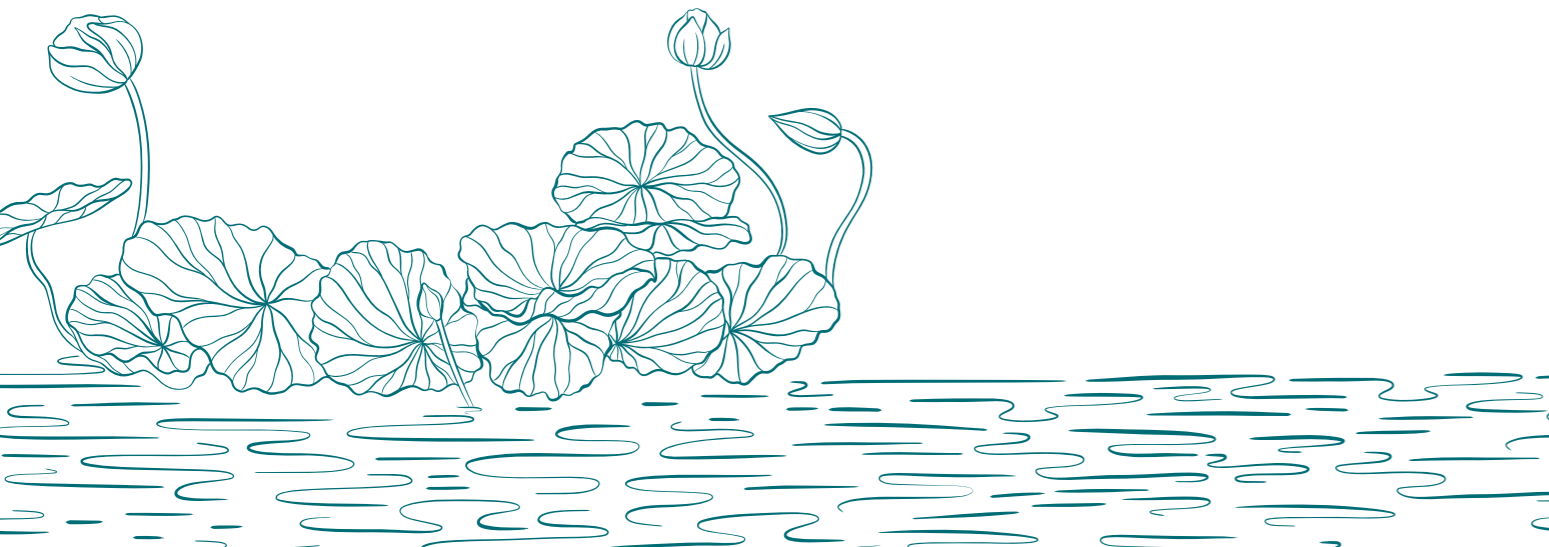
Aligned with the UN’s 2030 Sustainable Development Goals, we invest in optimizing our energy management systems to transition to renewable energy sources such as solar, wind, and green electricity tariffs. See **Appendix 05.A.1 Table C – Energy Efficiency** for metrics.

In the UK, we have 7.5 MW of solar generation on-site, which together with our homes built through the end of 2023, saves 3,637 metric tons of carbon annually. We also have another 32 kWh of solar on our site office with 25 kWh of battery storage and electric car charging, producing a forecasted lifetime CO₂ saving of 308 metric tons, equivalent to saving 4,480 metric tons of coal.

In El Gouna, we take pride in the continuous expansion of our solar capacity to increase our green energy mix. Our teams are doubling the solar photovoltaic (PV) power plant’s production capacity from 7.2 MW to 14.4 MW, supplying between 10% to 20% of the town's energy needs. Additionally, our hotels are expanding their use of solar thermal systems to heat water for guest rooms and facilities.

GHG EMISSIONS

While business growth in our various locations has led to an overall increase in emissions, we continue working to mitigate our Scope 1 and 2 GHG emissions. We are committed to decarbonization by improving energy efficiency, investing in electric vehicles fleets, and prioritizing local sourcing. These initiatives help lower energy consumption and reduce our environmental impact. See **Appendix 05.A.1 Table D – Carbon Emissions** for metrics.

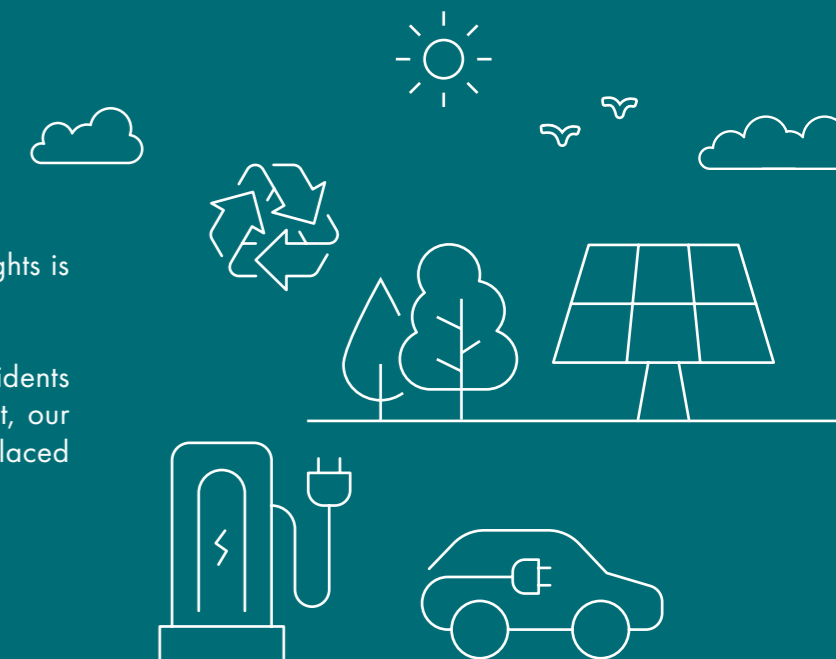


SUSTAINABILITY IN ACTION STORY

A CLEANER, GREENER FUTURE IN EGYPT

With 85% of its land reserved for green spaces and a solar plant set for 2025, Makadi Heights is embracing a cleaner, greener future.

In 2024, we introduced two electric charging stations at our facility entrance, open to both residents and the broader community. Our facility team has switched to electric carts. On top of that, our partnership with the cleaning service allows for increased recycling capacity and we have replaced most bins with recycling units, further advancing our green initiatives.



DESIGNING RESILIENT ENVIRONMENTS

RESPONSIBLE REAL ESTATE DEVELOPMENT

To preserve the beautiful environments of our communities, we take proactive measures in developing our towns and supporting local environmental entities. We design towns that not only reflect the spirit of their surroundings but also uplift neighboring communities through sustainable growth.

Holistic Design and Placemaking

Our master-planned towns are designed to foster a sense of belonging, social interaction and shared experiences among community residents. This is achieved by incorporating thoughtful placemaking principles, such as creating public spaces that serve as social hubs, designing lively areas filled with shops, cafes, galleries and restaurants, and providing a diverse range of amenities and activities that cater to various age groups and interests.

Our approach to environmental and space planning considers all aspects of natural surroundings. For example, to mimic the pleasant effects of natural light and sounds, we plan for nighttime lighting in our towns and hotels that reduces light pollution and minimizes disruption to nocturnal species. We also monitor lighting levels (lux) in different areas to ensure they are within acceptable limits for operational and public spaces. Noise levels are also regularly monitored to ensure they remain within safe limits for operations, public areas, and guest accommodations to minimize disturbing nocturnal and migratory species.

Our development work and expertise provide a strategic opportunity to design and create spaces that harmonize human habitation with the needs of local flora and fauna. In our land planning, we are committed to maintaining the beauty of our stunning natural environments while avoiding negative impacts on surrounding landscapes and ecosystems. For instance, El Gouna was constructed on a barren desert landscape, devoid of native vegetation. Through our innovative landscaping efforts, we have successfully introduced endemic species, significantly enhancing the area's biodiversity.

Reconciling the requirements of different generations in communities is a complex challenge that requires a holistic and adaptive approach. The goal is to create multigenerational communities that cater to the diverse needs and aspirations of residents across all life stages in line with our long-standing brand commitment to discovering "Life As It Should Be". We achieve this by offering a wide range of housing options – including apartments, townhouses and villas – that cater to different family sizes and lifestyles. Furthermore, we provide a mix of amenities and services that appeal to different age groups and community requirements – such as child-friendly parks, senior wellness centers, sports facilities and coworking spaces.

It is also crucial that we design flexible and adaptable public spaces that can accommodate different uses and activities over time as the needs of the community evolve. Engaging with residents through participatory planning processes and community governance structures ensures that their voices are heard, and their needs are met. By taking a long-term people-centric approach to community development, we work to create communities that are inclusive, resilient and responsive to the changing needs of multiple generations.



SUSTAINABILITY IN ACTION STORY

PIONEERING CIRCULAR BUILDING IN OMAN

In Oman, we are leading the way in sustainable development by integrating circularity principles at every stage of the process.

Our approach focuses on repurposing natural materials, such as using stones from existing sites for lagoons, walls, and other applications. We also prioritize cycling and walking tracks as core elements of community design and implement systems to recycle irrigation water from treated wastewater. By reusing 3,100 m³ of concrete and approximately 5,000 blocks, we have avoided creating excess landfill waste while significantly lowering material transportation costs and minimizing the environmental impact.



CLIMATE CHANGE RISK & RESILIENCE

As climate change accelerates, we are committed to adapting our developments and operations to withstand various impacts. We focus on climate adaptation, risk mitigation, and resilient infrastructure to safeguard communities and long-term value.

We assess climate risks such as extreme weather, water scarcity, and regulatory shifts, integrating solutions like heat-resistant urban planning, sustainable construction materials, and nature-based defenses. Investments in renewable energy, smart technology, and disaster preparedness further strengthen resilience.

By embedding climate resilience into our developments, we create sustainable, future-proof communities that can adapt to evolving environmental challenges.

Community Engagement

Our commitment to ecosystem conservation extends to the community level. In Taba Heights, we lead a community-driven watershed management project that trains local youth as water quality monitors. They learn to collect data on waterway health, identify pollution sources, and recommend remediation measures. This capacity-building approach fosters a sustainable network of environmental stewards.

We engage with homeowners in educational activities, focusing on horticulture, soft landscaping, and community planting days. For instance, at the request of a young bird photographer in our UK town who shares his knowledge at community events, we built a bird hide to support local bird conservation efforts. Beach cleanups are a regular activity in Oman and Montenegro, where our teams have established the Adriatic Green Hub to promote responsible hospitality practices.

To advance the sustainability agenda, we joined high-level panels and forums during 2024 around the world, including participating in circular economy discussions with the Montenegro Chamber of Commerce and showcasing El Gouna's innovative water management strategies at the Global Sustainable Tourism Conference (GSTC) in Singapore. We also actively contributed to government events in the UK, promoting sustainable development and placemaking.

Sustainable Transport and Mobility

Sustainable transportation is a key element of our master plans.

In the UK, we incorporate walkable neighborhoods with green and blue corridors, trails and shared spaces along with e-bike hire and cycle lanes, new bus services and EV charging points at every dwelling.

In El Gouna, we are transitioning our on-site operations' fleet to all EVs. We are also expanding the charging network around town and in our hotels, encouraging owners, local businesses, and visitors to convert to EVs. To incentivize this transition, El Gouna covers the difference in power trade costs set by Egypt's regulated power tariffs.



SUSTAINABILITY IN ACTION STORY

NAVIGATING SUSTAINABLE WATER TRANSPORT IN MONTENEGRO

Investing in sustainable infrastructure is key to building resilient, eco-friendly communities.

In Montenegro, over time we have invested EUR 2.5 million in corporate social responsibility initiatives that drive positive change, from green mobility to environmental protection. As part of this commitment, we provided financial support to help establish Tivat's boat transport system, improving connectivity and enhancing sustainable mobility for residents and visitors. Our investment in electric boats provides a practical solution for environmental protection and reinforces the importance of the sea as a vital natural resource.



03

Social

EMPOWERING PEOPLE

We have a social responsibility to a wide range of stakeholders, including our talented employees, customers, suppliers, and the broader society that our communities operate within. We have a wide range of initiatives that aim to promote positive socio-economic outcomes in society.

IN THIS SECTION:



NURTURING AND EMPOWERING OUR TALENT



Our people are the driving force behind our business and sustainability strategies, forming the foundation of our success. See **Appendix 05.A.2 Table A – Employees Breakdown for metrics.**

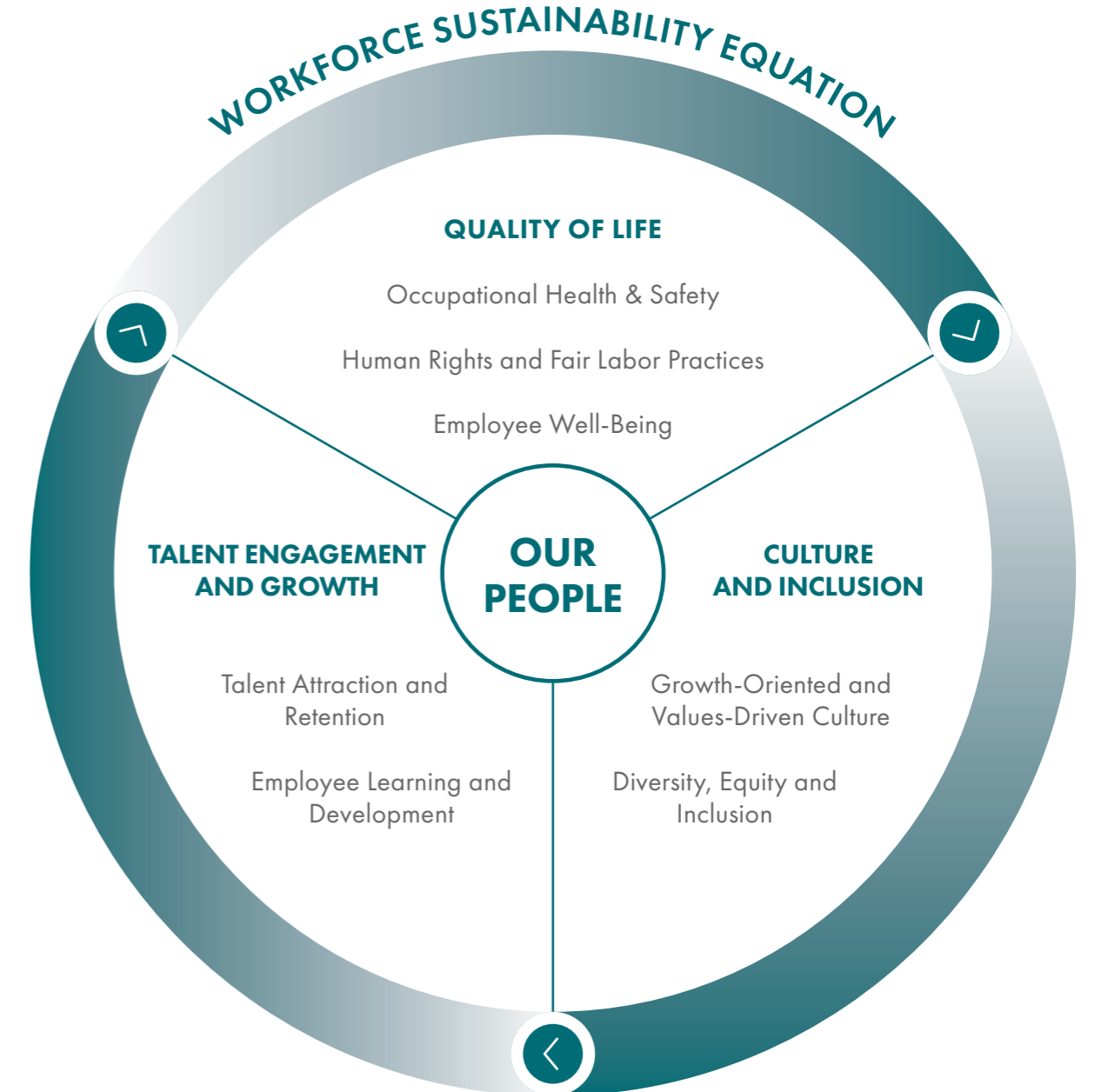
Throughout Orascom Development, we are deepening our investment in talent development through more tailored training and education programs, ensuring our employees have the skills to grow. The diversity of our destinations calls for a vibrant team that is equally committed to preserving the environment and delivering exceptional customer experiences.

While our customer promise is centered around “Life As It Should Be”, we are continuously working to enhance the quality of life of our employees – from well-being initiatives to occupational health & safety measures. Across all our destinations, we offer competitive employee benefits, even in locations where such offerings are not the local standard, reflecting our belief that a high-quality employee experience is essential to a thriving

organization. Whether through leadership training for high-potential employees, tailored support for working parents, or enhanced safety measures for field teams, we are committed to meeting the diverse needs of our workforce.

We are on a multi-year journey to cultivate a workplace culture rooted in our values and focused on growth. We are enhancing our policies, programs, and leadership initiatives to ensure that all employees – regardless of role or location – have the resources, support, and opportunities they need to thrive.

By building a strong, inclusive, and supportive environment at every level – company-wide, within teams, and for individuals – we drive long-term success for our people, our organization and our broader communities. This section highlights our key initiatives in talent engagement and growth, quality of life, and culture and inclusion, reflecting our commitment to responsible and sustainable workforce management.



TALENT ENGAGEMENT AND GROWTH

Our approach to talent engagement and professional growth ensures that every employee is valued and empowered to contribute meaningfully to our organization’s success. We invest in learning and development programs to enhance skills, drive career growth, and prepare future leaders.

Talent Attraction and Retention

Our commitment to our people begins with the hiring process and extends throughout their time with us. See **Appendix 05.A.2 Table B – New Hires** for metrics.

We initiated a series of process reviews in 2024 on performance, rewards, recognition, and more to serve our mission of creating integrated destinations and building vibrant communities. We also sustained our focus on employee engagement with a range of initiatives that celebrated our people and supported their well-being. We began 2024 with a series of destination kick-off meetings, where we reflected on the prior year, set new priorities and recognized high achievers along with our “25+ Club” who have been with our organization for 25 years or more.

At the end of 2024, we launched the newly revamped Orascom Development Employee Handbook for our teams in the Middle East and North Africa – an essential resource designed to provide clarity, direction, and support for every stage of the employee journey. This comprehensive guide provides insights into our shared values, workplace policies, talent programs, rewards, and more, serving as a complement to the handbooks we have in Europe.

For new joiners, we strive to ensure our recruitment process is fair and inclusive and aims to attract a diverse pool of candidates from various backgrounds. We take proactive steps to eliminate discrimination or bias in our hiring, training, and advancement practices, including ongoing education and awareness programs.

In 2024, we also began upleveling our onboarding orientation for new employees across our organization. We now hold two-day, in-person and multimedia sessions that help our newest talent learn more about our company and the destinations they work in.

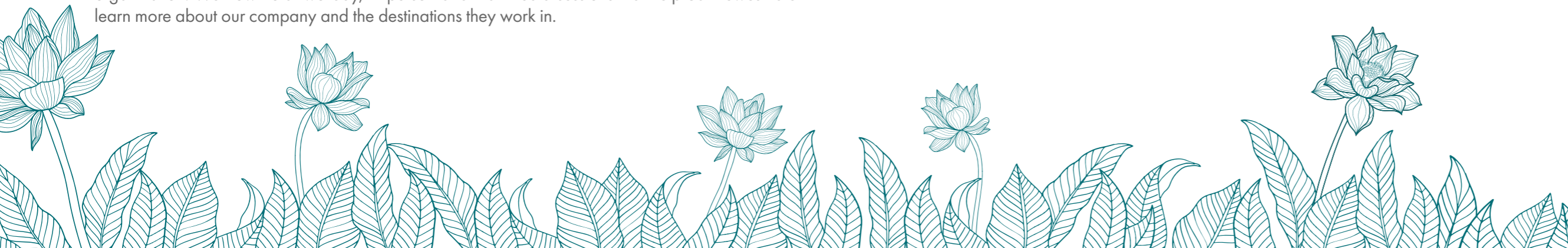
Employee Learning and Development

To support career development, we offer a range of professional development and training opportunities throughout the year, including access to training, certifications, seminars, and tuition reimbursement for certain job-related courses. See **Appendix 05.A.2 Table C – Learning and Development** for metrics.

Through dedicated training and awareness programs, we empower employees to integrate sustainability into their daily activities. As part of this, we introduced an annual training program for our hotel management teams on environmental practices, emphasizing continuous employee development and recognizing their efforts through recognition programs. Our training courses span resource efficiency, waste reduction, and ethical practices, ensuring that both new hires and long-term employees are well-equipped to contribute effectively. Looking ahead, we plan to scale this initiative to other parts of our organization in 2025.

In Montenegro, we have instituted the Green Champion Award, which recognizes employees who actively engage in sustainability initiatives. Our employees are encouraged to participate in activities such as beach clean-ups and the Creative Lab, helping to foster a culture of environmental stewardship. In El Gouna, employees receive training to identify and report leaks or excessive water use and to implement conservation measures in their daily operations.

As part of our commitment to strengthening our organizational leadership and technical capabilities, we rolled out several programs in the past year. In May 2024, we launched our first LEAP Leadership Program to develop our critical emerging leadership talent and continued growth in the organization. The first cohort group successfully graduated in early 2025, and planning is already underway for the next program, set to begin in Q2 2025. Additionally, we introduced our ExSell program for sales leaders and teams to incorporate international practices and enhance technical sales and service skills. ExSell launched in Egypt in 2024, with plans to expand the program to reach our Global Sales teams in 2025.



CULTURE & INCLUSION

We aim to cultivate a workplace where our values guide daily interactions, and every employee feels respected and empowered. Through our focus on diversity, equity and inclusion, we strive to create an environment where all individuals have the support and resources they need to thrive.

Growth-Oriented and Values-Driven Culture

We recognize that a strong, unified culture is key to creating a sustainable organization positioned for long-term success.

In 2023, we launched a new set of Guiding Principles comprising a shared vision, mission and values that reflect and unify our purpose across the company. In 2024, we set out to embed a growth-oriented, values-driven culture in our business – where our values inform decision-making, collaboration, and leadership at every level. As part of this journey, we conducted a culture diagnostic with over 2,200 employees, helping us identify key strengths and areas for enhancement. The insights gained shaped our cultural priorities to ensure maximum impact. Since then, we have facilitated immersive, values-driven experiences for our Executive Committee and Extended Leadership Team (ELT). A broader rollout is currently underway, aiming to reach more of our employees through culture ambassadors in each of our countries.

Diversity, Equity and Inclusion

We incorporate Diversity, Equity and Inclusion (DEI) into our business through policies and practices. Our commitment begins with equitable hiring practices, flexible work arrangements, and career development programs that create opportunities for all. Across our portfolio, our teams celebrate individual and collective team achievements while fostering an inclusive culture. With 48 nationalities represented in our workforce, we aim to promote respect for diverse cultural, religious, and personal identities. See **Appendix 05.A.2 Table E – Culture Diversity** for metrics.

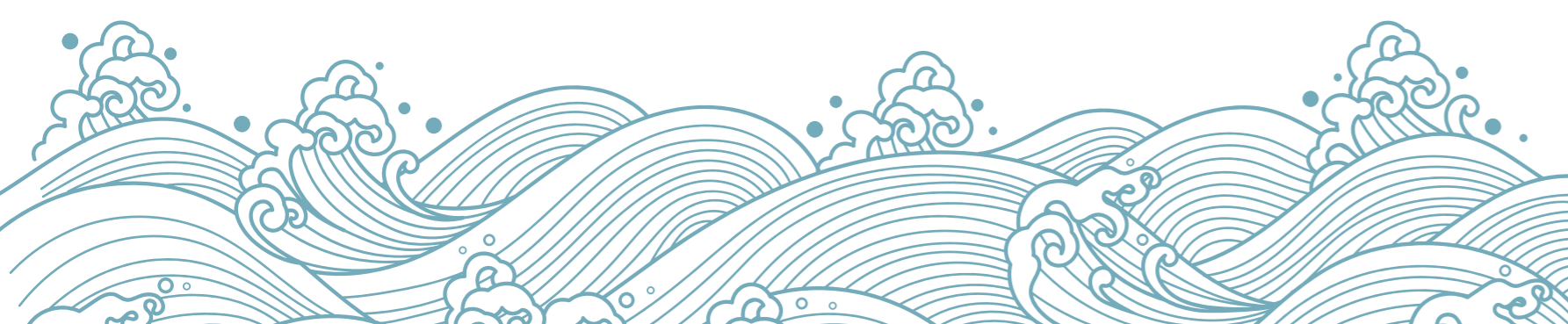


SUSTAINABILITY IN ACTION STORY

INTRODUCING A 'JUST CULTURE' IN MONTENEGRO

We foster a culture where safety and accountability go hand in hand.

Our Luštica Bay leadership team has introduced a 'Just Culture' policy to promote a fair and balanced approach to managing human errors and system failures. To avoid placing blame on individuals for mistakes, we focus on identifying root causes and fostering an environment where employees feel safe sharing any errors without fear of retribution. This non-punitive approach encourages learning, shared responsibility, and continuous improvement – ensuring that both management and employees work together to enhance safety and efficiency.



QUALITY OF LIFE

A workplace that prioritizes quality of life for its people lays the foundation for long-term success. We recognize the importance of embedding health, safety, and employee well-being, underpinned by human rights and fair labor practices, into our people strategy.

Human Rights and Fair Labor Practices

We uphold fair labor standards and the respective labor laws and regulations of the countries in which we operate, including respecting employees' rights to fair treatment, collective bargaining, and equal opportunities and maintaining strict policies against forced and child labor. This includes our respect for the rights, cultures, and traditions of indigenous peoples and local populations.

Our working conditions comply with local laws and global labor standards, including ILO conventions and UN Guiding Principles on Business and Human Rights. We regularly review and update our policies to align with evolving regulations, and we ensure that any employment changes adhere to relevant agreements. To protect staff data, we enforce our Digital Security Policy to maintain access controls, authentication protocols, and continuous monitoring, granting access based on job roles. We maintain logs to track data usage, ensuring accountability and transparency.

Our employees receive clear and transparent information about their pay structure, including monthly or hourly rates, overtime pay, and additional benefits. This transparency helps to prevent misunderstandings related to compensation. Our HR and Procurement teams regularly audit wages to ensure fair pay and legal compliance.

In addition to base wages, many of our employees are eligible for performance-based or safety bonuses, and other benefits such as medical coverage, where applicable. We also strive to support employees facing hardships, particularly if the grievance arises from a work-related issue.

Given the nature and requirements of our business, we regularly engage with contractors across a wide range of areas, including construction, infrastructure development and hospitality services. Additionally, we collaborate with specialized professionals such as IT service providers, project managers, consultants, and marketing experts. Our workforce also includes freelancers for creative and content-related projects, as well as temporary workers for administrative and operational support during peak periods.

SAFEGUARDING HUMAN RIGHTS

NON-DISCRIMINATION AND INCLUSIVITY

Ensuring a workplace free from discrimination and bias

FAIR LABOR PRACTICES

Upholding ethical employment, fair treatment, and safe conditions

PRIVACY AND DATA SECURITY

Protecting personal data through strict security measures

FREEDOM OF ASSOCIATION

Respecting employees' rights to unionize and bargain collectively

CHILD AND FORCED LABOR PREVENTION

Prohibiting child labor, upholding principles of voluntary employment in avoidance of forced labor

RESPONSIBLE BUSINESS RELATIONSHIPS

Enforcing ethical standards across suppliers and partners

ETHICAL RECRUITMENT

Maintaining fair, transparent, and non-discriminatory hiring



CREATING SHARED VALUE FOR OUR SOCIAL ECOSYSTEM

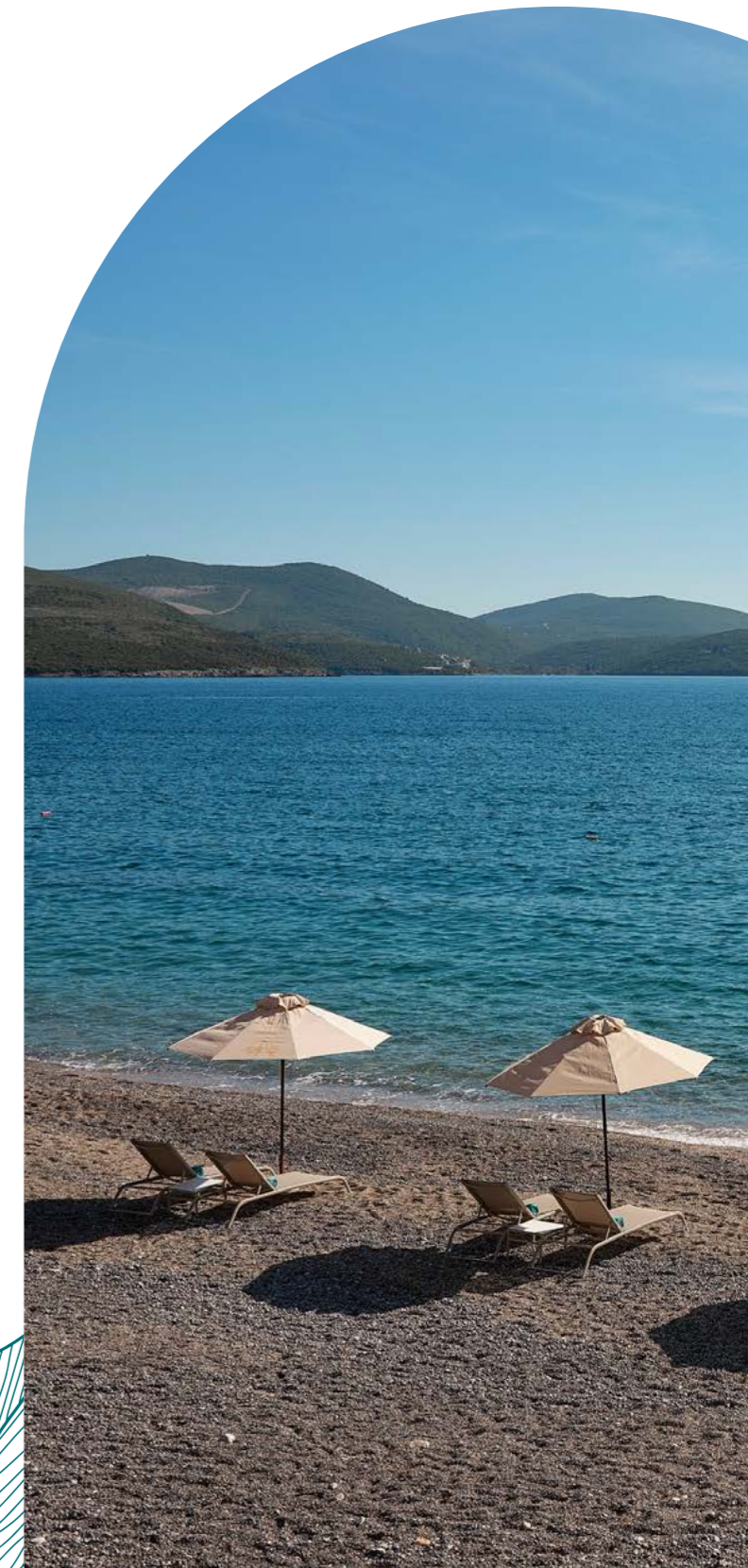
Our towns and destinations are thoughtfully designed to create a strong sense of place and belonging within a broader society. By blending local heritage with modern infrastructure and resort-style amenities, we create destinations that respect the past, enrich the present, and contribute to a more sustainable future.

Across our towns, we create spaces that cater to our diverse array of customers – including our homeowners, residents, hotel guests and visitors – enabling a high quality of life and access to economic opportunities. As part of our social commitments, we place strong emphasis on customer data privacy, health & safety. This helps us ensure that our towns and destinations are not only beautiful and functional but also secure, inclusive, and environmentally responsible.

Beyond our customers, we recognize the critical role that suppliers and local businesses play in shaping and enhancing our destinations. By fostering strong, ethical partnerships, we support local industries, generate employment opportunities, and strengthen supply chains that prioritize sustainability and fair labor practices.

At the core of our development model is a deep commitment to the broader society in which we operate. We engage with local stakeholders, invest in infrastructure, and support initiatives that advance education, healthcare, and economic resilience.

This section highlights our key initiatives with suppliers, customers and society, reflecting our commitment to responsible and sustainable workforce management. By working together with customers, suppliers, and society, we create long-term value that extends far beyond our developments.



SUSTAINABLE & ETHICAL SOURCING

The way we source materials and services reflects our commitment to sustainability, ethical business practices, and social responsibility. Our purchasing decisions have the potential to influence environmental conservation, labor rights, and local economic growth. Our approach prioritizes responsible supplier partnerships and the promotion of local, sustainable partnerships. See **Appendix 05.A.2 Table 1 – Supply Chain** for metrics.

Supplier Selection and Assessment

We strive to partner with suppliers who share our environmental and social values. Our evaluation process assesses materials, sourcing practices, and supplier sustainability performance using structured assessment forms.

Our procurement policies emphasize local sourcing, eco-friendly materials, and sustainable packaging in relevant business

areas. Guided by Fair Trade principles, we aim to make ethical purchasing decisions that support regional economies and reduce our carbon footprint.

Additionally, we do not process minerals containing tin, tantalum, tungsten or gold, nor do we source metals from conflict-affected or high-risk areas. As a result, the due diligence requirements regarding such materials, outlined in Art. 964j et seqq. of the Swiss Code of Obligations, do not apply to us.

Suppliers' Human Rights and Fair Labor Practices

Just as we do with our employees, we are committed to partnering with suppliers who uphold fair labor policies. We require suppliers to protect human rights. To ensure compliance, we conduct periodic assessments or audits, which may involve worker interviews, pay record reviews, and on-site inspections. In

2024, for example, we disqualified a steel factory due to safety concerns identified during an on-site visit.

Additionally, we assess the risk of child labor across our operations and sourcing activities. During this reporting cycle, we have not identified reasonable grounds to suspect child labor. As such we are exempt from the due diligence and reporting obligations under Article 964j et seqq. of the Swiss Code of Obligations.

For contractors and subcontractors involved in our construction projects, we consider fair wages and regulated working hours as fundamental to ethical employment practices. Health & safety standards are a key priority, mandating proper working conditions and safety measures at all job sites. We are working to roll out formal processes to ensure all contractors acknowledge and adhere to our ethical guidelines before contracts are awarded.

EVALUATING SUPPLIERS FOR RESPONSIBLE PRACTICES

ENERGY EFFICIENCY AND CARBON REDUCTION

- Low Carbon Footprint Equipment and Materials
- Purchasing Energy-Efficient Machinery
- Efficiency Comparison

SUSTAINABLE AND RESPONSIBLE SOURCING

- Fair Trade Commitment
- Preference for Local Products and Suppliers
- Preference for Sustainable Suppliers and Contractors

WASTE REDUCTION AND ECO-FRIENDLY MATERIALS

- Sustainable Packaging
- Consideration of Quality-Price Relationship
- Eco-Labeled and Biodegradable Materials Chemicals



Supporting Local Economies and Strengthening Sustainable Suppliers

We prioritize local sourcing for key materials and services to reduce transportation emissions and support regional economies. By transitioning the procurement of fresh produce for our restaurants to nearby farms that use sustainable agricultural practices, we not only reduce our environmental footprint but also enhance food security within our communities. Additionally, to mitigate risks related to supply chain disruptions, we maintain a mix of local, regional, and international vendors, further strengthening resilience in our operations.

In support of our broader sustainable practices, we prioritize the use of eco-friendly materials throughout our operations, particularly in our hotels. We source upholstery fabrics and textiles made from organic materials or recycled fibers, such as recycled polyester and recycled cotton, thereby helping to reduce waste and promote a circular economy.

In Oman, we organize internal sustainability workshops designed to equip employees with the knowledge and tools to integrate sustainability into their daily responsibilities. Additionally, we work closely with the Ministry of Tourism and Culture, hosting events at our hotels that aim to raise cultural awareness and support local artisans and businesses.



SUSTAINABILITY IN ACTION STORY

SUPPORTING HOMEGROWN BUSINESSES IN EGYPT

We are empowering some of our homeowners to become entrepreneurs, in alignment with SDG 8: Decent Work and Economic Growth.

Through our initiative in Makadi Heights, we encourage homeowners to start their own businesses within this destination. We invite them to submit business plans to our commercial team, which provides guidance through the launch phase and offers discounts on attractive retail spaces. By nurturing local businesses and self-sustaining ventures, we create valuable job opportunities and strengthen economic resilience.



CUSTOMER TRUST & ENGAGEMENT

Trust forms the foundation of our relationship with our diverse range of customers, which includes homeowners, residents, hotel guests, and visitors.

We design towns and destinations that offer a seamless blend of modern living, natural beauty, and community-driven experiences. Through thoughtful planning, modern infrastructure, and high-quality amenities, we aim to create places where people feel a strong sense of belonging. We foster vibrant communities where people can connect, collaborate, and thrive. Through cultural events, recreational spaces, and social initiatives, we cultivate environments that encourage engagement, making each destination more than just a place to live, but a place to experience life to the fullest – or “Life As It Should Be”.

Our relationship with customers extends far beyond the typical “point of sale” interaction – whether for purchases of our residences, hotel stays or accessing infrastructure and amenities that we offer. We are committed to providing ongoing support, maintaining high service standards, and ensuring that our developments continue to deliver value across generations. Through proactive customer services, community engagement, and continuous improvement, we nurture trust and strengthen long-term connections with our residents and guests.

Our customers increasingly value sustainability, and we integrate responsible practices into our customer experience. From energy-efficient buildings to eco-conscious mobility solutions, we align our developments with environmental and social priorities. We also believe that small changes can drive meaningful impact, which is why we have introduced signage throughout our premises to educate guests on water-saving habits, such as turning off taps while brushing teeth and taking shorter showers. By investing in

sustainable solutions and nurturing long-term relationships, we create communities that embody continuous progress. We uphold high building standards, maintain public spaces with care, and incorporate smart technologies to elevate everyday living. Our social approach for customers prioritizes health, safety, and privacy to ensure that we are also creating environments that are secure, inclusive, and environmentally responsible.

Customer Data Privacy and Cybersecurity

Protecting customer data is a fundamental aspect of building trust. We adhere to strict data privacy regulations and implement robust cybersecurity measures to safeguard personal and financial information. Our systems are continuously monitored and updated to prevent unauthorized access, data breaches, and cyber threats. By maintaining high security standards and educating our customers on data protection best practices, we ensure that their information remains secure and their trust in us is reinforced. See **Appendix 05.A.2 Table J - Customer Data Privacy** for metrics.

Customer Health & Safety

When it comes to the health and safety of our customers, we implement comprehensive rigorous safety protocols, adhere to international building and fire safety standards, and conduct regular risk assessments to maintain safe and secure environments. Our towns incorporate well-lit public spaces, reliable emergency response systems, and sustainable infrastructure. In our hotels, we enforce stringent hygiene measures, food safety protocols, and guest security practices to provide a safe, clean and comfortable experience. Through proactive maintenance, continuous improvements, and customer education, we create spaces where residents, visitors, and guests can feel protected and at ease.



SUSTAINABILITY IN ACTION STORY

ENCOURAGING SUSTAINABLE CHOICES IN MONTENEGRO

The Chedi Luštica Bay showcases how we are increasingly integrating sustainability into our guest experience.

Our Green Option Housekeeping program and Save the Planet Initiative reduce water and energy use by encouraging guests to opt out of daily cleaning and reuse towels. Through Trees4Travel, we offset emissions while offering guests the chance to plant a tree. Our Creative Lab for Chedi Kids invites young guests to learn about nature and connect with the environment in a fun and educational way while expressing their creativity using recycled materials like old magazines.

With ESG-related social media content seeing a 10–15% engagement increase, we are building a movement of conscious travelers, reinforcing Orascom Development’s commitment to responsible tourism.



COMMUNITY INVESTMENT AND DEVELOPMENT

We are committed to fostering positive change in the wider society, supporting programs that enhance livelihoods, well-being, and environmental resilience.

Skills development is a powerful enabler to equip future talent. Across our geographies, we partner with local organizations to support training and educational activities where our resources can be most effective. For example, we host annual summer internship programs for high-potential university students. Our marina management teams also provide Boat Captain training for vessel owners and operators, covering health and safety, emergency management, and environmental management. This ensures comprehensive preparedness and safety for our maritime activities.

In Oman, we partnered with the SME Development Authority for the Omani Craft Exhibition, strengthening the local economy and introducing international visitors to the community's culture and handicrafts. Our Al-Dhariz Sports Championship in Oman promotes health, fitness, and social integration. We also support the Al Wafaa Center, helping overcome challenges in the rehabilitation of people with disabilities, particularly those with impaired hearing. Additionally, we held a seabed cleanup campaign near Hawana Salalah to protect marine environment, in coordination with the Salalah Social Club and the Ministry of Tourism.



SUSTAINABILITY IN ACTION STORY

SHAPING THE NEXT GENERATION OF LEADERS IN OMAN

We believe investing in young talent is essential for a thriving community and strong future leadership.

Our Group CEO, Omar El Hamamsy, serves as a board member of INJAZ Al-Arab, a regional organization dedicated to bridging the gap between education and employment. In 2024, we deepened our long-standing relationship with INJAZ by partnering with INJAZ Oman to equip over 1,500 students in Dhofar, home to our Hawana Salalah destination, with essential skills in financial literacy, entrepreneurship, and career readiness. Beyond the classroom, students gained real-world experience by submitting video resumes to our HR team, who carefully reviewed them and offered valuable feedback.



In Montenegro, we partner with local organizations, schools, and the University's Faculties of Economics and Architecture to support youth development initiatives. We also maintain a partnership with the Red Cross Montenegro, providing donations and joint initiatives such as first aid training. Additionally, we signed a Memorandum of Understanding with the Environment Protection Agency, becoming one of the first private companies to be recognized by this State authority.

In Egypt, our teams organize numerous communal events and nature-appreciation initiatives throughout the year, such as bird watching and efforts to protect local species. Our employees collaborate with the El Gouna Stars (EGS), a community-driven association supporting the welfare of free-roaming street dogs and cats. Furthermore, the El Gouna Nature Conservation Society, co-managed by company employees and community members, focuses on marine preservation, bird life documentation, and mangrove reforestation projects.

On the first Friday of April, Egypt observes National Orphan's Day, a nationwide initiative aimed at bringing joy and support to orphaned children in the country. In 2024, El Gouna welcomed 200 local children for a day filled with laughter, fun, and engaging activities, with the aim of making every child in attendance feel valued and included. In Taba Heights, we collaborated with local organizations to provide educational tools for orphans.



SUSTAINABILITY IN ACTION STORY

DRIVING THE SUSTAINABLE TOURISM INDUSTRY IN MONTENEGRO

We actively contribute to sustainable tourism through various initiatives.

In 2024, we established the Adriatic Green Hub, an industry platform to unite hotels, suppliers, and NGOs to drive responsible practices in hospitality and tourism. Aiming to unite the hospitality industry around sustainable development, our platform focuses on ways to inform, educate, and collaborate. Beyond the region, we also participated as keynote speakers at the Zero Waste Conferences in Estonia and Spain, where we shared insights on responsible tourism.



04

Governance

STRONG FOUNDATIONS

Good governance is essential for long-term sustainability. We are committed to ethical business practices, transparency, and accountability. Our governance framework ensures that our decisions are made in the best interests of all stakeholders.

IN THIS SECTION:



STAKEHOLDER ENGAGEMENT

- **STAKEHOLDER**
- **ENGAGEMENT APPROACH**

We engage with stakeholders through transparency, active dialogue, and inclusivity, ensuring our destinations integrate seamlessly with their communities. To foster meaningful connections, we categorize stakeholders into seven groups based on their involvement and impact. The table below outlines these groups and our key engagement methods.

● CUSTOMERS

A wide range of customers including residents (homeowners and long-term renters), hotel and short-term rental guests, day visitors using our amenities and outlets, commercial tenants, and customers using our various social infrastructures (e.g., schools and hospitals), and more.

- Elevate the customer’s experience by continuously enhancing their journey. Diverse, two-way communication channels include in-person interactions, phone support, customer service apps, townhall meetings, customer events, digital channels (website, customer portal, social media, etc.), and customer insights surveys and focus groups.

● SHAREHOLDERS

Individual and institutional investors, founders and strategic partners.

- Ensure open and effective communication. Formal and informal channels, including Annual General Meeting (AGM), regular market disclosures, periodic financial reporting, investor conferences and feedback sessions.

● GOVERNMENT AND REGULATORS

Local government authorities and national regulatory bodies in the countries in which we operate.

- Comply with relevant laws and regulations while actively seeking opportunities for positive contributions to regulatory frameworks and industry standards. Engagement includes formal meetings, on-site visits and audits.

● EMPLOYEES

Individuals who are instrumental in the development and operations of our towns, hotels and other facilities as well as those overseeing business activities.

- Cultivate a growth-oriented and values-driven culture of fairness and diversity. Two-way communications through formal and informal channels, including surveys, meetings, emails, employee apps and intranets, recognition events and programs, in-person and virtual meetings, and annual performance reviews.

● SUPPLIERS AND CONTRACTORS

Wide range of suppliers including service providers; contractors and sub-contractors; waste management and recycling companies; food, goods and materials providers; and workforce suppliers.

- Ensure collaborative planning and efficient delivery of projects and initiatives. Systematic vendor selection and project management processes, conduct performance reviews and use other supplier relationship management tools.

● LOCAL COMMUNITIES

Individuals and organizations comprising residents of neighboring communities, local business owners and operators, social or special interest groups, NGOs, and other community representatives.

- Engage regularly and ensure contributions are recognized and valued. Diverse range of initiatives and activities include annual events, open dialogue forums, community engagement surveys, local partnerships and CSR activities.

● FINANCIAL INSTITUTIONS

A variety of institutions such as banks, mortgage providers and insurance companies.

- Open and ongoing communication with a focus on financial transparency and fostering collaborative relationships. Periodic financial reviews, transparent reporting and digital financial platforms.



BOARD OF DIRECTORS AND EXECUTIVES

ORGANIZATIONAL DETAILS

Orascom Development Holding (ODH) is a corporation established according to the provisions of the Swiss Code of Obligations (CO) with our headquarters in Altdorf, Switzerland. Our Articles of Incorporation can be found on our website at orascomdh.com.

Beyond Switzerland, our subsidiaries primarily operate in Egypt, Montenegro, Oman, the United Arab Emirates and the United Kingdom. The full list of entities within our audited, consolidated financial statements is available in our 2024 Annual Report.

Ownership

On 17 December 2024, LPSO Holding Ltd. (LPSO), the primary holding company of the Sawiris family, initiated a voluntary public tender offer for all publicly held registered shares of ODH. The offer price of CHF 5.60 in cash per ODH share corresponded to a 40.7% premium over the volume-weighted average price of the previous 60 trading days and a 38.3% premium over the closing price on 16 December 2024.

Following the settlement of the public tender offer on 11 March 2025, LPSO and the persons acting in concert with it held 97.34% of ODH's issued share capital. At ODH's Annual General Meeting, it will be proposed to delist ODH's shares from SIX Swiss Exchange.

ODH's largest subsidiary is Orascom Development Egypt S.A.E., and its shares are listed on the Egyptian Exchange (EGX).

REGULATORY COMPLIANCE, ETHICS, AND GOVERNANCE

Orascom Development's highest governing body is our Board of Directors, which is ultimately responsible for the company's management, organizational structure, and financial and non-financial performance and reporting.

The Board of Directors convenes an ordinary Annual General Meeting (AGM) of Shareholders, following the close of each business year. Among other matters, the Board of Directors proposes the election of its members, Independent Proxy and auditors, which are then voted on during the AGM.

We adhere to governance and reporting standards set by regulatory bodies of the jurisdictions where we operate. To maintain strong oversight and expertise, we continuously evaluate the effectiveness of our governance structure and board composition, ensuring we are well-equipped to address evolving sustainability challenges and opportunities.



Role of Board of Directors in Sustainability

Our Board of Directors plays a fundamental role in guiding Orascom Development's commitment to sustainable development for the economy, environment, and society. This includes overseeing and ensuring adherence to key organizational priorities such as:

- **Long-Term Strategy:** Affirming the company's unifying principles, comprised of our vision, mission and values, to drive long-term value creation with ESG as a key pillar of our growth strategy.
- **Risk and Impact Management:** Assessing, managing and reviewing progress against prevention, mitigation, or if needed, remediation of key risks as a responsible developer, including climate change, human rights, and community relations.
- **Stakeholder Engagement:** Considering the perspectives and interests of our diverse stakeholders, including employees, customers, shareholders and local communities.

Furthermore, our Board of Directors approved this report.





To help accelerate ESG progress across all destinations, we are strengthening our central ESG capabilities by appointing a Group Head of ESG, reporting to our Group Chief Commercial and Strategy Officer, supported by a lean team. This structure is intended to facilitate reporting, knowledge-sharing and cross-destination initiatives aimed at reducing our environmental footprint while increasing our social and governance impacts. Our destinations remain primarily responsible for designing and implementing operational initiatives and activities tailored to their specific context and environment.

Structure and Composition

Our Board of Directors comprises the Chairman, Lead Director and four other members. All of them are non-executives who are elected by our shareholders for a one-year term, with the option to stand for re-election.

Diversity of experience and perspectives on our Board of Directors strengthens governance and decision-making. Our Board of Directors' ages range from 34 to 70 years, with two members below 40 years old, two members between the ages of 40 and 60, and two members above 60 years old. Our Board of Directors includes one female member and five male members. Since Orascom Development Holding's IPO in 2008, our Board of Directors has always included at least one female member.

The composition of the Board of Directors is as follows:

<p>NAGUIB S. SAWIRIS Non-Executive Member & Chairman</p> <ul style="list-style-type: none"> ● 1991 ● Egyptian ● 2016 	<p>JÜRGEN FISCHER Non-Executive Member & Lead Director</p> <ul style="list-style-type: none"> ● 1955 ● Swiss ● 2014 	<p>FRANZ EGLE Non-Executive Member</p> <ul style="list-style-type: none"> ● 1957 ● Swiss ● 2008 	<p>AMINE OMAR TAZI-RIFFI Non-Executive Member</p> <ul style="list-style-type: none"> ● 1970 ● Swiss & Moroccan ● 2021 	<p>ESKANDAR TOOMA Non-Executive Member</p> <ul style="list-style-type: none"> ● 1977 ● Egyptian, Canadian & Cypriot ● 2013* 	<p>MARIA DAVIDSON Non-Executive Member</p> <ul style="list-style-type: none"> ● 1991 ● British & American ● 2022 
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● YEAR OF BIRTH ● NATIONALITY ● FIRST ELECTED

*First tenure until 2016. Re-elected in 2021

Committees

The Board of Directors has established specialized committees to serve as focused advisory bodies within our broader corporate governance framework, with each committee selecting its own chairman.

These focused groups enhance the efficacy of the Board of Director's oversight, fostering greater transparency and accountability throughout our governance structure. They also play an instrumental role in facilitating a comprehensive, nuanced approach to decision-making.

Aligned with relevant regulatory mandates and industry best practices, the committees are structured to strengthen the Board of Directors' oversight of specific business activities such as risk management, audit protocols, compliance, and human resources. Each committee is composed of individuals specially selected to provide guidance on critical operational functions.

Nomination and Compensation Committee

The Nomination and Compensation Committee (NCC) plays a vital role in our governance structure by assisting the Board of Directors in fulfilling specific responsibilities including:

- Establishing the compensation policy and performance criteria, including recommendations for performance-related compensation
- Proposing and disseminating compensation for members of the Board of Directors and Executive Management
- Developing and overseeing succession plans for members of the Executive Committee
- Recommending Board of Director and Executive Committee nominees who reflect a balance of skills, expertise, diversity, independence and other relevant considerations that contribute to the organization's long-term success

Audit Committee

The Audit Committee plays a pivotal role within our governance structure by aiding the Board of Directors in fulfilling its responsibilities related to financial reporting and audit processes. The committee ensures robust oversight, maintain transparency and accountability. All members have extensive financial expertise and experience.

Executive Committee

Our Board of Directors has entrusted the management of the Company's business to the Group CEO, who leads the Executive Committee in its primary mandate of regularly making pivotal business and operational decisions aligned with the strategic and business goals defined by our Board of Directors.

While the Group CEO may delegate certain of his duties to the Executive Committee and other members of management, it is important to note that the Group CEO remains fully responsible for all duties delegated to him by the Board of Directors.

The Executive Committee convenes regularly, typically monthly, to assess operational performance in line with the company's long-term strategy. These sessions involve a comprehensive examination of the current and past financial performance and key performance indicators, particularly focusing on aligning achievements with budgetary targets.

Further details, including biographies and audited assessment of the external mandates held by Board and Executive Management members in commercial entities, can be found in Orascom Development's 2024 Annual Report.

NOMINATION AND COMPENSATION COMMITTEE

NAGUIB S. SAWIRIS

CHAIRMAN

JÜRGEN FISCHER

MEMBER

ESKANDAR TOOMA

MEMBER

AUDIT COMMITTEE

JÜRGEN FISCHER

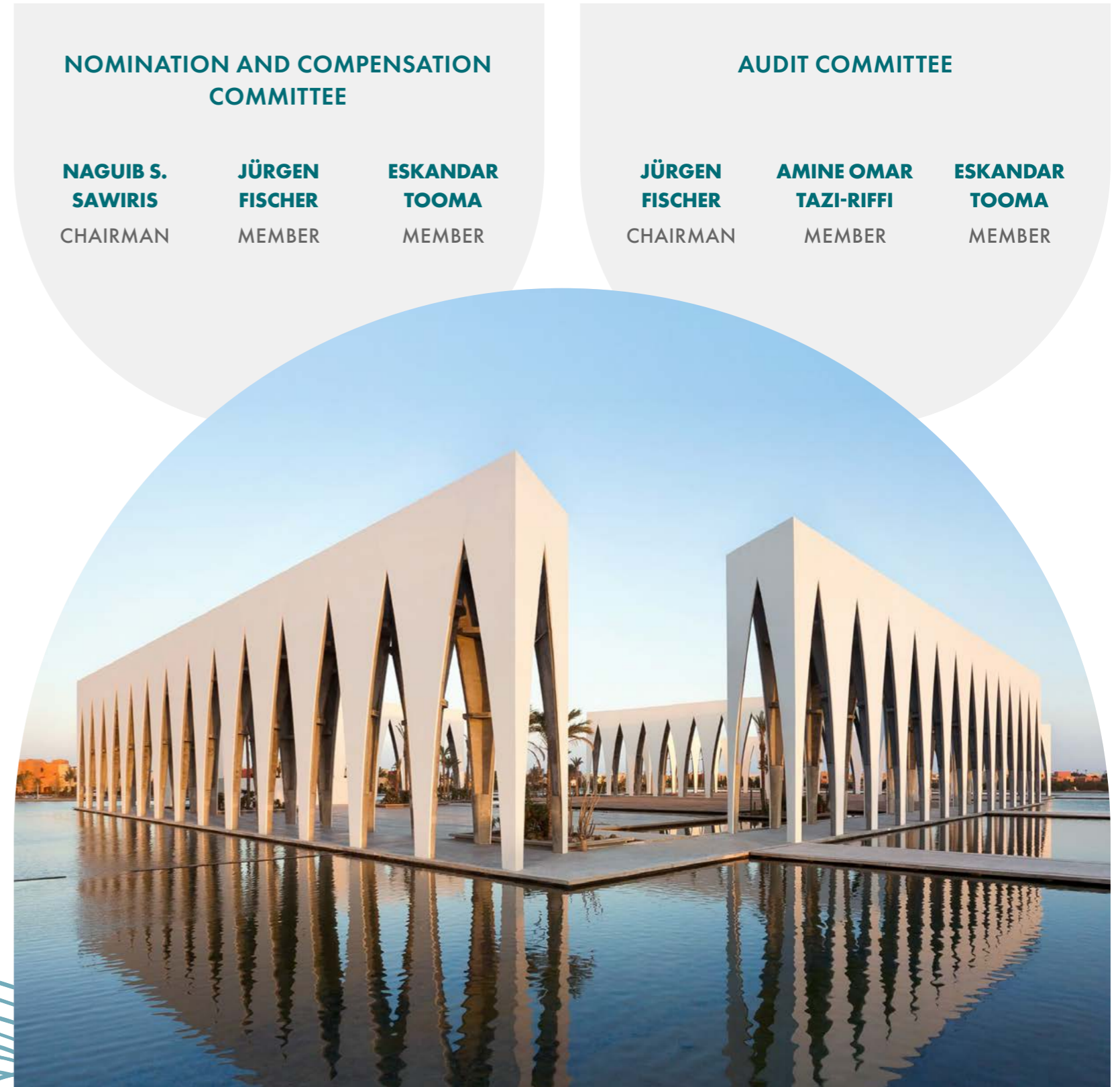
CHAIRMAN

AMINE OMAR TAZI-RIFFI

MEMBER

ESKANDAR TOOMA

MEMBER



Compensation

The company's Articles of Incorporation outline the framework for compensation policies for the Board of Directors and Executive Management, approval of such compensation and other relevant rules regarding compensation.

The Board of Directors' compensation policy sets forth that members of our Board of Directors receive a fixed amount of cash.

The Executive Management's compensation policy consists of a fixed salary and performance-based components, such as potential cash bonuses and long-term incentive awards stipulated in their employment agreements. The compensation framework aims to incentivize sustainable growth and accountability, aligning with sustainable corporate governance principles.

Comprehensive details of remuneration and bonuses for the Board of Directors and Executive Management are available in our Compensation Report, which also includes a letter from our auditors confirming their assessment that the report complies with Swiss law and the company's Articles of Incorporation.

Ethics and Conflicts of Interest

We are dedicated to upholding the highest standards of professional ethics and integrity. Our Code of Conduct defines expected guidelines for employee performance and workplace behavior.

Our operations strictly follow a set of shared principles defined in alignment with our values, core policies, governance and general commitment to accountability and transparency. See **Appendix 05.B.1 Table – Policies** for listing of our policies.

Our Codes of Conduct cover a set of crucial aspects, including but not limited to:

- Acceptance of payments or gifts from external sources
- Anti-competition practices that prevent price fixing or anti-competitive activities
- Anti-harassment and discrimination
- Confidentiality
- Conflict of interest
- Diversity and equal opportunities
- Regulations pertaining to employment of relatives within the organization
- Stringent measures addressing the prevention of workplace violence.

Regarding conflicts of interest, employees must act in the best interests of the organization and avoid any personal or external interests that could create a conflict.

- This includes not seeking unfair advantages for themselves, family, friends, or acquaintances.
- All employees are expected to prioritize the company's interests and report any potential conflicts of interest to the Human Resources Department or their Top Line Manager.
- In any circumstances under which an employee has a second source of income other than Orascom Development, whether a full-time or part-time job, especially when the role might conflict with Orascom Development business, the employee is required to officially declare it to the Head of Human Resources Department before initiation, by signing a conflict-of-interest form.

Anti-Corruption Policies and Measures Assessment

Our commitment to ethics and sustainability includes taking a strong stand against corruption. By prioritizing integrity in all our operations, we ensure that ethical values guide our actions.

There were no incidents pertaining to anti-corruption or anti-bribery laws within Orascom Development in 2024.

Whistleblowing and Grievance Mechanisms

We are committed to fostering a safe and transparent environment where employees feel comfortable reporting any concerns or grievances promptly. We encourage a culture of openness, where employees can address issues directly with their direct managers or HR business partners.

Our whistleblowing protection framework ensures a confidential investigation and response process, with all reports leading to appropriate action plans. These may involve corrective measures, policy changes, disciplinary actions, or legal proceedings if necessary. To provide a safe, confidential, and accessible channel for reporting any concerns, our intranet features a "Speak Up" box. Employees are encouraged to report any matter related to unethical behavior, misconduct, or illegal activities, including practices that harm the environment, such as illegal dumping, pollution, or neglecting sustainable practices. Following a thorough investigation, we would communicate the outcomes of these investigations to the parties involved, with an option for the employee to dispute the findings in case of disagreement.

Additionally, in El Gouna, we introduced a whistleblower hotline, a 24/7, toll-free number available that allows anonymous reporting of concerns. Any reports made under this policy are handled with the utmost confidentiality, and we enforce a strict non-retaliation policy to protect those who come forward.



05

Appendix A CLOSER LOOK

This appendix provides detailed information and supporting data to complement the information presented in the main body of the report. It includes data and metrics that illustrate an account of our ESG footprint.

IN THIS SECTION:



KEY ESG METRICS

All data for the metrics shared in the Appendix (unless mentioned differently) are based on the ESG 2024 Report’s scope of reporting and cover the following countries of operation: Egypt (EGY), Montenegro (MNE), Oman (OMN), the United Arab Emirates (UAE), and the United Kingdom (GBR).

In 2024, the UAE refers to our Dubai International Sales Office, which is rented space within a third-party building and not a destination; accordingly, environmental metrics are marked as N/A for this country. In 2023, the UAE referred to The Cove Rotana destination, which is not included in this report, as it is considered an asset held for sale.

ENVIRONMENTAL METRICS

05.A.1 TABLE A

WATER MANAGEMENT							
	METRIC UNIT	EGY	OMN	MNE	UAE	GBR	TOTAL
Total Water Consumption	M³	5,539,369	2,367,196	152,377	N/A	1,911	8,060,853

05.A.1 TABLE B

WASTE MANAGEMENT							
	METRIC UNIT	EGY	OMN	MNE	UAE	GBR	TOTAL
Total Waste Generation	Tons	99,231	278,836	1,161	N/A	240	379,468
Total Amount of Hazardous Waste Generated	Tons	10	10	0	N/A	N/A	20
Total Amount of Non-Hazardous Waste Generated	Tons	99,221	278,826	1,161	N/A	240	379,448
Total Recycled Waste	Tons	9,817	42,119	N/A	N/A	233	52,169

05.A.1 TABLE C

ENERGY MANAGEMENT							
	METRIC UNIT	EGY	OMN	MNE	UAE	GBR	TOTAL
Total Energy Consumption	MWh	262,727	104,063	7,364	N/A	252	374,406
Total Energy Consumption	MWh	249,155	90,429	6,598	N/A	37	346,219
Total Energy from Non-Renewable Sources	MWh	105,506	104,063	3,414	N/A	9	212,992
Total Energy from Renewable Sources	MWh	14,677	N/A	4,261	N/A	56	18,994
Renewable Energy Generated On-Site and Sold to Grid	MWh	N/A	N/A	N/A	N/A	6	6
Energy Intensity	MWh / USD (mn)	604	1,062	92	N/A	25	601

Note:

- This report covers energy consumption from company-operated assets (e.g., infrastructure, hotels, offices, etc.) under Scope 1 (direct fuel consumption) and Scope 2 (purchased electricity). Energy consumption of third parties (e.g., residences, tenants, and other partners), classified as Scope 3, are not yet included.

05.A.1 TABLE D

CARBON EMISSIONS							
	METRIC UNIT	EGY	OMN	MNE	UAE	GBR	TOTAL
Total GHG	MT CO₂e	105,354	43,883	5,852	N/A	63	155,152
Scope 1	MT CO ₂ e	4,128	2,922	2,893	N/A	59	10,002
• Fugitive Combustion	MT CO ₂ e	<1	104	<1	N/A	N/A	104
• Mobile Combustion	MT CO ₂ e	1,435	2,698	200	N/A	59	4,392
• Stationary Combustion	MT CO ₂ e	2,693	120	2,693	N/A	0	5,506
Scope 2	MT CO ₂ e	101,226	40,961	2,959	N/A	4	145,150
• Corporate Offices	MT CO ₂ e	139	37	88	N/A	<1	264
• Portfolio	MT CO ₂ e	101,087	40,924	2,871	N/A	4	144,886
GHG Intensity	MT CO₂e / USD (mn)	242	448	73	N/A	6	249

Note:

- This report covers GHG Emissions from company-operated assets (e.g., infrastructure, hotels, offices, etc.) under Scope 1 (direct fuel consumption) and Scope 2 (purchased electricity). Emissions from third parties (e.g., residences, tenants, and other partners), classified as Scope 3, are not yet included.

SOCIAL METRICS

05.A.2 TABLE A

EMPLOYEES BREAKDOWN							
	EGY	OMN	MNE	UAE	GBR		TOTAL
Total Number of Employees	6,040	1,962	545	22	11		8,580
% of Employees – Male	89%	90%	62%	55%	82%		87%
% of Employees – Female	11%	10%	38%	45%	18%		13%
Full-Time Employees	6,040	1,957	545	22	10		8,574
• % of Full-Time Employees – Male	90%	91%	61%	55%	80%		88%
• % of Full-Time Employees – Female	10%	9%	39%	45%	20%		12%
Part-Time Employees	0	5	0	0	1		6
• % of Full-Time Employees – Male	0	40%	0	0	100%		50%
• % of Full-Time Employees – Female	0	60%	0	0	0		50%
Permanent Employees	1,161	1,277	128	0	11		2,577
• % Permanent Employees – Male	90%	90%	57%	0	82%		88%
• % Permanent Employees – Female	10%	10%	43%	0	18%		12%
Temporary Employees	4,879	685	417	22	0		6,003
• % Temporary Employees – Male	90%	92%	50%	55%	0		87%
• % Temporary Employees – Female	10%	8%	50%	45%	0		13%

Note:

- Our employee count includes all individuals on the Orascom Development payroll as of the end of 2024

05.A.2 TABLE B

NEW HIRES						
	EGY	OMN	MNE	UAE	GBR	TOTAL
Total New Hires	1,048	312	181	12	1	1,554
% of New Hires – Male	81%	72%	65%	67%	100%	77%
% of New Hires – Female	19%	28%	33%	33%	0	23%
% of New Hires – Under 30	60%	57%	32%	8%	0	56%
% of New Hires – 30 to 50	38%	40%	67%	75%	100%	42%
% of New Hires – Over 50	2%	3%	0%	17%	0	2%

05.A.2 TABLE C

LEARNING AND DEVELOPMENT					
	EGY	OMN	MNE	UAE	GBR
Average Training Hours Per Employee	5	115	12	N/A	58
% of Total Employees Who Received a Regular Performance Review	100%	100%	100%	100%	100%

05.A.2 TABLE D

EMPLOYEE TURNOVER					
	EGY	OMN	MNE	UAE	GBR
Total Turnover Rate	23%	10%	13%	28%	N/A
Turnover Rate – Male	23%	11%	8%	23%	N/A
Turnover Rate – Female	26%	17%	5%	34%	N/A
Turnover Rate – Under 30	21%	8%	3%	0%	N/A
Turnover Rate – 30 to 50	20%	18%	10%	35%	N/A
Turnover Rate – Over 50	14%	2%	1%	0%	N/A

Note:

- In certain destinations, high turnover rates reflect the seasonal nature of employment, whereby additional team members are hired during peak season to support the operations. We proactively find ways to keep exceptional employees engaged all year-round or to keep returning as seasonal workers.
- The metrics related to Turnover in the UK and UAE are not collected yet.

05.A.2 TABLE E

CULTURAL DIVERSITY						
	EGY	OMN	MNE	UAE	GBR	TOTAL
Total Number of Nationalities	22	35	13	11	2	48*

Note:

- Number of unique nationalities.

05.A.2 TABLE F

LOCAL WORKFORCE INCLUSION					
	EGY	OMN	MNE	UAE	GBR
% of Hires from the Local Community	91%	55%	71%	0	100%

Note:

- In this context, "Local Community" refers to citizens from the country of operations.

05.A.2 TABLE G

HUMAN RIGHTS					
	EGY	OMN	MNE	UAE	GBR
Total Incidents of Discrimination	N/A	N/A	N/A	N/A	N/A
% of People with Special Needs	4%	2%	1%	N/A	0%

05.A.2 TABLE H

HEALTH & SAFETY					
	EGY	OMN	MNE	UAE	GBR
% of Employees Who Receive Health & Safety Trainings	25%	100%	100%	N/A	N/A
% of Employees Covered by an OHS Management System	100%	100%	100%	100%	N/A
Total Number of Injuries	63	4	8	0	N/A
Total Number of Fatalities	0	0	0	0	N/A
Total Number of Lost Days	3,789	6	0	N/A	N/A
Sickness Rate	4%	0	N/A	N/A	N/A
Accident Rate	2%	0	0	N/A	N/A

05.A.2 TABLE I

SUPPLY CHAIN						
	EGY	OMN	MNE	UAE	GBR	TOTAL*
% of Local Suppliers	99%	89%	84%	N/A	N/A	81%
% of New Suppliers Screened Using Environmental Criteria	N/A	N/A	3%	N/A	N/A	N/A
% of Suppliers with Assessments Focused on Environmental Impacts	N/A	39%	3%	N/A	N/A	N/A
Number of Suppliers with Negative Environmental Impact	N/A	N/A	3%	N/A	N/A	N/A
% of New Suppliers Screened Using Social Criteria	N/A	39%	0	N/A	N/A	N/A
Number of Suppliers Assessed for Social Impacts	N/A	N/A	12	N/A	N/A	N/A

*Weighted Average

Note:

- The Chedi Luštica Bay is establishing a baseline environmental assessment; however, only 12% of suppliers engaged with screening questions. The hotel is aiming to improve their performance by screening all new suppliers for their environmental impact. The long-term plan includes an added screening layer for social criteria.
- Certain metrics are not systematically tracked in all destinations yet.

05.A.2 TABLE J

CUSTOMER DATA PRIVACY					
	EGY	OMN	MNE	UAE	GBR
Total Substantiated Complaints Received Concerning Breaches of Customer Privacy	0	0	0	0	0

05.A.2 TABLE K

COMMUNITY DEVELOPMENT							
	UNIT	EGY	OMN	MNE	UAE	GBR	TOTAL*
Total Donations Related to Current CSR Programs	USD	45,400	7,622	208,735	N/A	N/A	261,757
Total Employees' Volunteering Hours in CSR Programs	Hours	17,513	158	3,790	N/A	N/A	21,461

LIST OF ORASCOM DEVELOPMENT POLICIES

Below are the policies that we have at Group or destination level.

5.B.1 TABLE A

ENVIRONMENTAL POLICIES	SOCIAL POLICIES	GOVERNANCE POLICIES
<ul style="list-style-type: none"> • Marina Policy <ul style="list-style-type: none"> • Marina Regulation Policy • Biodiversity Policy <ul style="list-style-type: none"> • Climate Contingency Policy • Fire Safety Policy • Emergency and Evacuation Policy • Waste Management Policy • Hazardous Materials Storage and Disposal Policy 	<ul style="list-style-type: none"> • Non-Discrimination and Inclusivity • Just culture policy • Fair Labor Practices • Child and Forced Labor Prevention • Freedom of Association • Ethical Recruitment • Privacy and Data Security • Responsible Business Relationships • Harassment and Discrimination Policy • Workplace Violence Policy • Food Safety • Grievance Policy • Fair Compensation • Pay Structure Scheme Policy • Equal Opportunities Policy • Disciplinary Action Policy • Safe Recruitment and Retention Policy • Communication and Use of Equipment Policy • Employment and Benefits Policy • Consultant Privacy Policy 	<ul style="list-style-type: none"> • Code of Conduct • Code of Business Ethics • Conflict of Interest Policy • Whistle Blowing Policy • Employment of Relatives • Confidentiality Policy • Payments or Gifts from Others Policy • Anti-Competition Policy • Political Activities and Contributions Policy • Dealings with Government Officials Policy • Corporate Social Responsibility

SWISS CODE OF OBLIGATIONS

The following table refers to the mandatory disclosures pursuant to Art. 964b of the Swiss Code of Obligations (CO).

5.C.1 TABLE A

ART. 964B CONTENT REQUIREMENT	SOCIAL POLICIES
General Information Required to Understand Our Business	<ul style="list-style-type: none"> • Introduction: Setting the Stage, p. 03 - 04 • Letter from our Group CEO, p. 05
Description of the Business Model	<ul style="list-style-type: none"> • Business Overview and Portfolio, p. 06 - 08 • Our Strategy and ESG Ambitions, p. 09 - 15
Environmental Matters (Including CO2 Goals)	<ul style="list-style-type: none"> • Environment: Rethinking Resources, p. 16 - 25 • Driving Sustainable Energy Solutions, p. 22 - 23
Social Issues	<ul style="list-style-type: none"> • Social: Empowering People, p. 26 - 37 • Sustainable and Ethical Sourcing, p. 33 - 34
Employee-Related Issues	<ul style="list-style-type: none"> • Nurturing and Powering our Talent, p. 27 - 31
Respect For Human Rights	<ul style="list-style-type: none"> • Human Rights and Fair Labor Practices, p. 30 • Customer Trust and Engagement, p. 35 • Community Investment and Development, p. 36 - 37
Combating Corruption	<ul style="list-style-type: none"> • Governance: A Strong Foundation, p. 38 - 43
Material Risks	<ul style="list-style-type: none"> • Materiality Assessment, p. 11 • ESG Risks and Opportunities, p. 12 • 2025 ESG Approach, p. 15 • Climate Change and Resiliency, p. 25
Main Performance Indications	<ul style="list-style-type: none"> • Appendix 5, p. 44 - 63
References to National, European or International Regulations	
Coverage of Subsidiaries	<ul style="list-style-type: none"> • About This Report, p. 04

GRI INDEX

GENERAL DISCLOSURES

05.D TABLE A

GRI CONTENT INDEX

STATEMENT OF USE	Orascom Development has reported in accordance with the GRI Standards for period of 1 January 2024 to 31 December 2024
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTION STANDARD(S)	None

05.D TABLE B

GENERAL DISCLOSURES			
GRI STANDARD	DISCLOSURE	SECTION IN REPORT	COMMENT
GRI 2: General Disclosures 2021	2-1 Organizational details		
	2-2 Entities included in the organization’s sustainability reporting	About This Report, p. 04	
	2-3 Reporting period, frequency and contact point		
	2-4 Restatements of information		It is mentioned that there were none in the section referenced.
	2-5 External assurance		Our report has not been sent for external assurance at this stage. This decision aligns with our current reporting process, which prioritizes internal validation and review to ensure data accuracy and consistency
	2-6 Activities, value chain and other business relationships	Our Business and Portfolio, p. 06 - 08	
	2-7 Employees	Nurturing and Empowering our Talent, p. 27 - 31	
	2-8 Workers who are not employees		Information is incomplete to date, as this data is not tracked yet. Work is in progress to enable improvements to our disclosure over time..
	2-9 Governance structure and composition		
	2-10 Nomination and selection of the highest governance body		For a detailed description, please refer to the 2024 Annual Report
	2-11 Chair of the highest governance body		For a detailed description of the composition of our highest governance body and its committees, please refer to the 2024 Annual Report
	2-12 Role of the highest governance body in overseeing the management of impacts		
	2-13 Delegation of responsibility for managing impacts		
	2-14 Role of the highest governance body in sustainability reporting	Board of Directors and Executives, p. 40 - 42	The sustainability report is approved by the Board of Directors prior to publishing.
	2-15 Conflicts of interest		
	2-16 Communication of critical concerns		
	2-17 Collective knowledge of the highest governance body		
	2-18 Evaluation of the performance of the highest governance body		
	2-19 Remuneration policies		
	2-20 Process to determine remuneration		
	2-21 Annual total compensation ratio		Orascom Development does not calculate this as we do not consider the figure meaningful
	2-22 Statement on sustainable development strategy	Letter from Group CEO, p. 05 Our Strategy and ESG Ambitions, p. 09	
	2-23 Policy commitments	Ethics and Conflicts of Interest, p. 43	
	2-24 Embedding policy commitments		

GENERAL DISCLOSURES			
GRI STANDARD	DISCLOSURE	SECTION IN REPORT	COMMENT
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Ethics and Conflicts of Interest, p. 43	
	2-26 Mechanisms for seeking advice and raising concerns	Human Rights and Fair Labor Practices, p. 30	
	2-27 Compliance with laws and regulations	Regulatory Compliance, Ethics and Governance, p. 40	Orascom Development did not suffer any legal action or fine for non-compliance with social and economic laws or regulations in 2024
	2-28 Membership associations	Environment: Rethinking Resources, p. 16 - 25	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, p. 39	
	2-30 Collective bargaining agreements	Quality of Life: Human Rights and Fair Labor Practices, p. 30	

MATERIAL TOPICS

6.4 TABLE C

MATERIAL TOPICS			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION IN REPORT	COMMENT
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment, p. 11	
	3-2 List of material topics		
ECONOMIC PERFORMANCE			
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Overview and 2024 Business Highlights, p. 06 - 07	Please refer to 2024 Annual Report or audited financial statement for all information
	201-1 Direct economic value generated and distributed		
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	ESG Risks and Opportunities, p. 12	
	201-3 Defined benefit plan obligations and other retirement plans	Nurturing and Powering our Talent, p. 27 - 29	Talent engagement and growth, p. 28
INDIRECT ECONOMIC IMPACTS			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Social: Empowering People, p. 26 - 37	
	203-2 Significant indirect economic impacts		

MATERIAL TOPICS			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION IN REPORT	COMMENT
PROCUREMENT PRACTICES			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable and Ethical Sourcing, p. 33 - 34	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		
ANTI-CORRUPTION			
GRI 3: Material Topics 2021	3-3 Management of material topics	Anti-Corruption Policies and Measures Assessment, p. 43	
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption		
	205-2 Communication and training about anti-corruption policies and procedures		
	205-3 Confirmed incidents of corruption and actions taken		No cases of corruption-related incidents were reported in 2024
ANTI-COMPETITIVE BEHAVIOR			
GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and Conflicts of Interest, p. 43	
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No cases of anti-competitive behavior, anti-trust, and monopoly practices were reported in 2023
TAX			
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Overview and 2024 Highlights, p. 06 - 07	
GRI 207: Tax 2019	207-1 Approach to tax		
	207-2 Tax governance, control, and risk management		
	207-3 Stakeholder engagement and management of concerns related to tax		Please refer to 2024 Annual Report or audited financial statement for all information
	207-4 Country-by-country reporting		
ENERGY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Driving Sustainable Energy Solutions, p. 22 - 23	
GRI 302: Energy 2016	302-1 Energy consumption within the organization		
	302-3 Energy intensity		
WATER AND EFFLUENTS			
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Conservation, p. 17	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		
	303-2 Management of water discharge-related impacts		
	303-3 Water withdrawal		
	303-4 Water discharge		
	303-5 Water consumption		

MATERIAL TOPICS			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION IN REPORT	COMMENT
BIODIVERSITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity and Ecosystem Protection, p. 20	
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored		
EMISSIONS			
GRI 3: Material Topics 2021	3-3 Management of material topics	GHG Emissions, p. 23	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-4 GHG emissions intensity		
WASTE			
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management, p. 18	We are in the early stages of collecting this information from our portfolio companies and do not yet have sufficient data to report on since some of our waste collection is managed by a third party.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		
	306-2 Management of significant waste-related impacts		
	306-3 Waste generated		
	306-4 Waste diverted from disposal		
	306-5 Waste directed to disposal		
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable and Ethical Sourcing, p. 33 - 34	Information is incomplete to date as we do not currently track this data. Work is in progress to enable improvements to our disclosure over time.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		
	308-2 Negative environmental impacts in the supply chain and actions taken		
EMPLOYMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Engagement and Growth, p. 28	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		
	401-3 Parental leave		

MATERIAL TOPICS			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION IN REPORT	COMMENT
LABOUR/MANAGEMENT RELATIONS			
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights and Fair Labor Practices, p. 30	
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes		
OCCUPATIONAL HEALTH & SAFETY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health & Safety, p. 31	
GRI 403: Occupational Health & Safety 2018	403-1 Occupational health & safety management system		
	403-2 Hazard identification, risk assessment, and incident investigation		
	403-4 Worker participations, consultation, and communication on occupational health & safety		
	403-5 Worker training on occupational health & safety		
	403-6 Promotion of worker health		
	403-7 Prevention and mitigation of occupational health & safety impacts directly linked by business relationships		
	403-8 Workers covered by an occupational health & safety management system		
	403-9 Work-related injuries		
	403-10 Work-related ill health		
	TRAINING AND EDUCATION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Learning and Development, p. 28 and p. 49	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		
	404-2 Programs for upgrading employee skills and transition assistance programs		
	404-3 Percentage of employees receiving regular performance and career development reviews		
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	Culture and Inclusion, p. 29	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Culture and Inclusion, p. 29 Board of Directors and Executives, Structure and Composition- Board Diversity, p. 40 - 42	
	405-2 Ratio of basic salary and remuneration of women to men	Human Rights and Fair Labor Practices, p. 30	

MATERIAL TOPICS			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION IN REPORT	COMMENT
NON-DISCRIMINATION			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Culture and Inclusion, p. 29	No incidents were reported during the reporting year as per disclosure requirements
CHILD LABOUR			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights and Fair Labor Practices, p. 30	
FORCED OR COMPULSORY LABOUR			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Fair Labor Practices, p. 30	OD's policies on worker welfare clearly state a firm stance against any instance of forced labor, categorizing it as a crucial requirement. We have not encountered any reports of forced labor within our supply chain, nor have we detected any instances through our monitoring efforts.
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes		
RIGHTS OF INDIGENOUS PEOPLE			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Human Rights and Fair Labor Practices, p. 30	No incidents were reported during the reporting year as per disclosure requirements

MATERIAL TOPICS			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION IN REPORT	COMMENT
LOCAL COMMUNITIES			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Investment and Development, p. 36 - 37	
	413-2 Operations with significant actual and potential negative impacts on local communities		
SUPPLIER SOCIAL ASSESSMENT			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable and Ethical Sourcing, p. 33 - 34	
	414-2 Negative social impacts in the supply chain and actions taken		
CUSTOMER HEALTH & SAFETY			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 416: Customer Health & Safety 2016	416-1 Assessment of the health & safety impacts of product and service categories	Customer Trust and Engagement, p. 35	No incidents were reported during the reporting year as per disclosure requirements
	416-2 Incidents of non-compliance concerning the health & safety impacts of products and services		
CUSTOMER PRIVACY			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Trust and Engagement, p. 35	No complaints were received concerning breaches of customer privacy

UN SDGS

05.E TABLE A

UN SDG	SECTION IN REPORT
SDG 3: GOOD HEALTH AND WELL-BEING	Social: Empowering our People, p. 26
SDG 4: QUALITY EDUCATION	Creating Shared Value for our Social Ecosystem, p. 32
SDG 5: GENDER EQUALITIES	Nurturing and Empowering our Talent, p. 28
SDG 6: CLEAN WATER AND SANITATION	Water Conservation, p. 17
SDG 7: AFFORDABLE AND CLEAN ENERGY	Driving Sustainable Energy Solutions, p. 22
SDG 8: DECENT WORK AND ECONOMIC GROWTH	Social: Empowering our People, p. 26
SDG 9: INDUSTRY, INNOVATION, AND INFRASTRUCTURE	Our Strategy and ESG Ambition, p. 09
SDG 11: SUSTAINABLE CITIES AND COMMUNITIES	Designing Resilient Environments, p. 24
SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION	Preserving Our Environment, p. 17
SDG 13: CLIMATE ACTION	Environment: Rethinking Resources, p. 16 - 25
SDG 14: LIFE BELOW WATER	Biodiversity and Ecosystem Protection, p. 20
SDG 15: LIFE ON LAND	

UNGC COMMITMENT

05.F TABLE A

THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT	SECTION IN REPORT
HUMAN RIGHTS	
Principle 1: Businesses should support and respect protection of internationally proclaimed human rights	Quality of Life: Human Rights and Fair Labor Practices, p. 30
Principle 2: Make sure that they are not complicit in human rights abuses.	No identified findings of any violations pertaining to human rights abuses within Orascom Development
LABOR	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	
Principle 4: Elimination of all forms of forced and compulsory labor	Quality of Life: Human Rights and Fair Labor Practices, p. 30
Principle 5: Effective abolition of child labor	
Principle 6: Elimination of discrimination in respect of employment and occupation	Culture and Inclusion, p. 29 Quality of Life: Human Rights and Fair Labor Practices, p. 30 Harassment and Discrimination Policy, p. 43
ENVIRONMENT	
Principle 7: Businesses should support a precautionary approach to environmental challenges	
Principle 8: Undertake initiatives to promote greater environmental responsibility	Environment: Rethinking Resources, p. 16 - 25
Principle 9: Encourage the development and diffusion of environmentally friendly technologies	
ANTI-CORRUPTION	
Principle 10: Businesses should work against corruption in all forms, including extortion and bribery	Anti-Corruption Policies and Measures Assessment, p. 44


ELGOUNA
RED SEA


HAWANA SALALAH
OMAN


LUŠTICA BAY
MONTENEGRO


ANDERMATT⁺
SWISS ALPS

MAKADI
HEIGHTS

O WEST


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