

Thank you.. The annual report on the Environmental, Social And Governance Disclosures has been successfully registered and your registration code number is 35115. You are kindly requested to print the report and attach it to the annual report of the Board of Directors attached to the annual financial statements for the year 2023/2024.



الهيئة العامة للرقابة المالية
FINANCIAL REGULATORY AUTHORITY



Annual report for FY 2023/2024

on Environmental, Social and Governance Disclosures Related to Sustainability (ESG)

In implementation of the authority's Decrees no. (107) and (108) for the year 2021

First: Introduction

This report on the disclosure of Environmental, Social and Governance (ESG) reflects the strength of the company's management to implement the principles of sustainable development and integrate sustainability practices into the company's activities and operations, which generates confidence among investors that enables them to make informed investment decision, By identifying risks and opportunities that may not be monitored by traditional financial reports, especially in light of the increasing demand by investors for ESG Data and how companies integrate sustainability practices into the daily operations and activates in order manage the risks and opportunities associated with the various dimensions of sustainability, and thus enhance its financial position. Based on the FRA responsibility towards NBFIs including listed Companies on the Egyptian Stock Exchange, and within the framework of assisting these companies to submit annual reports to disclose ESG sustainability standards in accordance with the FRA decisions No. 107 and 108 of 2021, and to facilitate them, the FRA has prepared this electronic form to companies to fulfill the KPIs for the disclosure of sustainability standards ESG.

Orascom Development Egypt

Therefore, please be careful, accurate and transparent when filling out this form, and please attach the report form within the annual report prepared by the Board of Directors attached to the annual financial statements for the year 2023/2024 In case of any inquiries related to this matter, you can contact sustainable development department via email

sustainable.development@fra.gov.eg

Second: Basic Data on The Status of Company

-
1. Select the company's name:Orascom Development Egypt
 2. Select the company's sector:Real Estate

Third: Basic Data of The Person Responsible for Completing The Report

-
1. Name :Ahmed Abou El Ella
 2. Job Title:Group Head of Investor Relations
 3. Email:ahmed.abouelella@orascomdh.com

Fourth: Environmental KPIs

1.Environmental Operations & Oversight (E1)

1. Has the company developed any official Environmental and Social (E&S) or Sustainability policies?

Yes

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Throughout Orascom's operations, there are policies that mitigate harmful impacts on the environment and its surroundings. Moreover, we have policies in place to protect our workers.

2. Is this policy originating from within the company or derived from global or national policies?

Yes

Orascom designs some policies, while others are adopted from global or national policies.

3. Does the company identify and assess the environmental and social risks arising from its economic activity?

Yes

Our subsidiary assesses environmental risks associated with new projects in ecologically significant regions, like those near oceans.

4. Does the company follow specific policies concerned with waste recycling, water consumption, or energy consumption?

Yes

As an example, we take measures to conserve and responsibly use water resources in our projects, minimizing consumption as much as possible.

5. Does the company set any goals related to reducing greenhouse gas (GHG) emissions?

No

We systematically measure our greenhouse gas (GHG) emissions across all destinations. Nevertheless, we are currently setting a baseline for our GHG goals.

6. Does the management have any system/certification regarding the company's environmental practices (ISO 14001 certification)?

No

Currently, ODE is still working on gaining the certificates, but we deal with partners that have ISO 14001 certification.



2. Carbon Emissions / Greenhouse gases (GHG) (E2)

1. Does the company calculate the total amount of carbon emissions (Carbon Footprint) in metric tons?

Yes

93,067.94 CO2 emissions

3. Energy sources usage and diversification (E3)

1. Does the company calculate the total amount of energy directly consumed?

Yes

162,114,466,845 KWh

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2. Does the company calculate the percentage of energy consumption according to the type of generation source?

Yes

% from renewable energy = 10%

% from non-renewable energy = 90%

3. Does the company calculate the percentage of annual saved energy?

No

N/A

4. Water Usage (E4)

1. Does the company calculate the total amount of water annual consumed?

Yes

5,619,524 m3

2. Does the company calculate the total amount of annual water recycled and treated?

No

N/A

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5. Waste Management (E5)

1. Does the company calculate the total amount of waste generated or recycled and that, which has been treated according to type and weight?

Yes

Amount of Waste Produced = 1347.5 Tons

Amount of Recycled Waste produced = 1019 Tons"

Fifth: Social KPIs

1. Gender Diversity & Pay Ratio (S1)

1. Does the company disclose the number of male and female employees according to the type of employment (temporary or permanent)?

Yes

For temporary employees, 9% are female and 91% are male.

For permanent employees 4% are female and 96% are male

2. Does the company disclose the percentage of total employees who are male and female?

8,047 employees, of which 92% are males and 8% are females.

3. Does the company disclose the percentage of positions held by males and females (specifically for entry-level and mid-level jobs)

8,047 employees, of which 92% are males and 8% are females.

4. Does the company disclose the percentage of positions held by males and females (specifically for senior-level and executive positions)?

There are eight men and two women holding executive/senior levels.

5. Does the company disclose the average pay ratio for females compared to the males?

The ratio of the basic salary and remuneration of women to men is 1:1

2.Employee Turnover rate (S2)

1. Does the company disclose the annual percentage rate of turnover for full-time employees?

Yes, no change

2. Does the company disclose the annual percentage rate of turnover for part-time employees?

Yes, no change

3. Does the company disclose the annual percentage rate of turnover for contract employees and consultants?

Yes, no change

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3.Non-Discrimination (S3)

1. Does the company follow a policy condemning sexual harassment and a non-discrimination policy based on any racial, religious, or gender basis?

Yes, our code of ethics addresses these issues.

4.Global Health & Safety Standards (S4)

1. Does the company follow an occupational health and safety (OHS) policy and/or a policy related to global health and safety standards (for example ILO's International Labor Standards on Occupational Safety and Health)?

Yes, our company has health and safety policies in its code of ethics.

2. What is the number of occupational accidents if any?

Zero

3. Does the company offer trainings related to environmental, social AND Occupational Health and safety (OHS) issues for employees. If the answer is yes, please disclose the number of trainings hours?

15,374

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5.Children & Forced Labor (S5)

1. Does the company follow a policy prohibiting child labor and forced labor?

Yes, our company applies a prohibiting child/forced labour policy. We prioritize sourcing from suppliers who share our values of fair labor practices.

2. Does that policy apply to the suppliers and vendors dealing with the company?

Yes, our company applies a prohibiting child/forced labour policy. We prioritize sourcing from suppliers who share our values of fair labor practices.

6.Labor Rights (S6)

1. In addition to the requirements of Egyptian Labor Law, does the company follow the laws and standards of the International Labor Organization or

any other international framework, standards, or laws related to labor's rights?

Our Human Rights Policy confirms our commitment to ethics and inclusivity, upholding the principles of the Universal Declaration of Human Rights (UDHR).

2. Does that policy include the suppliers and vendors dealing with the company?

Our Human Rights Policy confirms our commitment to ethics and inclusivity, upholding the principles of the Universal Declaration of Human Rights (UDHR).

Orascom Development Egypt
Sixth Governance KPIs

1.Board Diversity (G1)

1. Does the company disclose the number and percentage of the board of directors occupied by males and females?

Yes

Eight board members, six men and two women. 25% of women on the Board as per requirements set by the law,

2. Does the company disclose the number and percentage of committee chairs occupied by males and females?

Yes

Eight board members, six men and two women. 25% of women on the Board as per requirements set by the law,

2.Bribery / Anti-corruption (G2)

1. Does the company issue any decisions related to combating bribery / corruption and follow them?

Yes

ODE and its subsidiaries have anti-corruption and anti-bribery policies. There were no findings of any violations pertaining to anti-corruption or anti-bribery laws within ODE.

3.Ethics and Code of Conduct (G3)

1. Does the company issue code of conduct / Ethic and follow them?

Yes

We enforce a comprehensive code of conduct for all members, including the workforce, business partners, and suppliers. This code covers key areas like diversity, equal opportunity, conflict of interest, confidentiality, anti-harassment, and workplace violence prevention.

4.Data Privacy (G4)

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1. In addition to the requirements of the Egyptian data protection law, does the company follow any other international frameworks, rules, or recommendations regarding data privacy?

Yes

Company adheres to all Egyptian data law requirements.

5.Sustainability Reporting & Disclosure (G5)

1. Does the company issue sustainability report according to GRI, CDP, SASB, IIRC, UNGC, or any other type of sustainability reports frameworks?

Yes

Yes, we intend to release a sustainability report in 2024 encompassing the activities of 2023. This report will adhere to the Global Reporting Initiative

(GRI) standards and comprehensively address the United Nations Sustainable Development Goals (UNSDGs) and the United Nations Global Compact (UNGC).

2. Is the company striving to achieve specific goals from the United Nations Sustainable Development Goals?

Yes

"Though we try to work towards all the SDG goals, our main focus is:

SDG 6 - Clean Water and Sanitation

SDG 7 – Affordable and Clean Energy

SDG 9 - Industry, Innovation, and Infrastructure

SDG 10- Reduced Inequalities

SDG 11- Sustainable Cities and Communities

SDG 12 - Responsible Consumption and Production

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3. Does the company identify these goals and report on the progress made within the framework of the United Nations Sustainable Development Goals (SDGs)?

No

Our company established a baseline for the un SDGs internal goals and we are currently assessing the goals to be published.

4. Has the company clearly declared its commitment towards corporate social responsibility standards?

Yes

Yes, will be declared in the sustainability report.

5. Does the company follow a clear and explicit policy / principle regarding community investments?

Yes

Yes, will be declared in the sustainability report.

6. Does the company participate in public or private sector initiatives concerned with community development?

Yes

Yes, we do.

6.External Assurance (G6)

1. Are the company's ESG disclosures assured by an independent third party?

No

not for now

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Annual report for FY 2023/2024

On Financial Disclosures Related To Climate Change (TCFD)

In implementation of The FRA's Decrees no. (107) and (108) for the year 2021

First: Introduction

The report on financial disclosures related to climate change - recommendations of the Task Force on Climate Financial Disclosure TCFD reflects the company's ability to manage the risks and opportunities associated with climate change, which creates confidence among investors that enables them to make investment decisions that take into consideration the range of financial risks and opportunities associated with climate change and the company's management mechanisms for transitional risks and Physical risks of the effects of climate change on the company's financial performance, thus providing more transparency regarding climate-related risks and opportunities for investors.

Based on the FRA responsibility towards NBFIs including listed Companies on the Egyptian Stock Exchange, and within the framework of assisting these companies to submit annual reports to disclose ESG sustainability standards in accordance with the FRA decisions No. 107 and 108 of 2021, and to facilitate them, the FRA has prepared this electronic form to companies to fulfill the KPIs for financial disclosures related to climate change - TCFD recommendations.

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Orascom Development Egypt

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1. Name :Ahmed Abou El Ella
 2. Job Title:Group Head of Investor Relations
 3. Email:ahmed.abouelella@orascomdh.com
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Fourth: TCFD KPIs

1.Governance KPI (Climate Related Governance)

1. Does the board have oversight of climate-related risks and opportunities? No

The board comprehensively examines this matter, striving to establish the foundational parameters associated with climate-related risks and opportunities.

2. Does the management have a role in assessing and managing climate related risks and opportunity? No

The board comprehensively examines this matter, striving to establish the foundational parameters associated with climate-related risks and opportunities.

2.Strategy KPI (Environmental Operations, Oversight and Mitigation)

1. Does the organization identify any climate related risks and opportunities over the short, medium and long run? Yes

The ODE Occupational Health and Safety Policy outlines the process for conducting risk assessments. Additionally, addressing climate change risks and building resilience are our priorities. We evaluate potential impacts and implement strategies to adapt to changing climate conditions.

2. Does the company reflect the climate-related risks opportunities on the organization's business, strategy, and financial planning? Yes

The ODE Occupational Health and Safety Policy outlines the process for conducting risk assessments. Additionally, addressing climate change risks and building resilience are our priorities. We evaluate potential impacts and implement strategies to adapt to changing climate conditions.

3. Does your company invest, annually, in climate-related infrastructure, resilience, and product development? Yes

Across our various subsidiaries and destinations, we work to minimize risks related to harm to the environment. We use solar power in several locations as an example.

3.Risk Management KPI (Climate-Related Risks)

1. Does the company set a defined process for identifying and assessing the climate related risks? Yes

We assess the potential impacts of climate change and implement adaptive measures to ensure the long-term sustainability of our projects.

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2. Does the company have a solid process for managing the climate related risks? No

At present, we are still in the process of working on them.

3. Does the company incorporate climate-related risks in the company's overall risk management? Yes

Yes, in our sustainability report, we will disclose multiple climate-related risks and disclose that we are currently working on a strategy to mitigate them.

4. Metrics & Targets KPI (Carbon/ GHG Emission)

1. Does the company use any metrics to assess climate-related risks and opportunities in line with its strategy and risk management process? No

ODE is still establishing a baseline to assess climate-related risks and opportunities.

2. Total amount, in CO2 equivalents, for Scope 1 (if applicable) ? Yes

Yes, but not available.

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