

# ESG

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R E P O R T 2 0 2 2

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*Turning a New Leaf in  
Real Estate Sustainability*

**SOBHA**  
REALTY

“Sky is the limit when it comes to our ESG ambitions, as we soar to sustainable success in the world of real estate, leaving a positive mark on our planet.”

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# Key HIGHLIGHTS



**1,051 Tons**  
of waste recycled



**4.4 Million**  
TSE Water used on the  
construction site



**6,872**  
New hires at  
Sobha Group



**7,374**  
no. of employees working in  
SCL and LLC



**41**  
Safety  
campaigns



**4,843**  
Training  
sessions held



**Engaged**  
external agency to develop  
GHG inventory



**3 Solar Projects**  
approved for  
implementation



**15 Hours**  
of average training per  
employee



**14**  
safety drills  
conducted



**0**  
Fatalities at  
Sobha Group



**100%**  
of employees received an  
annual performance review



Publicly committed to net  
zero through **UACA**<sup>1</sup>



Initiated **Green Mark**  
Certification<sup>2</sup> for Sobha One



Initiated **GRESB**<sup>3</sup> ESG  
benchmark assessment

Note:

- 1. UACA- The UAE Alliance for Climate Action (UACA) is an alliance of stakeholders to increase momentum of Paris-aligned targets and see greater collaboration.
- 2. Green Mark Certification - The Green Mark certification scheme is a green building rating system designed to evaluate a building's environmental impact and performance. It provides a comprehensive framework for assessing the overall environmental performance of new and existing buildings to promote sustainable design, and best practices in construction and operations in buildings.
- 3. GRESB - GRESB (Global Real Estate Sustainability Benchmark) is an organisation that provides assessments and benchmarks that can be used by businesses to compare their performance against their peers and find actionable advice on how they can improve their ESG performance.



## Message from **THE CHAIRMAN**

Dear Stakeholders,

I am delighted to share the second edition of Sobha Group's ESG Report. This report marks a significant milestone in our sustainability journey and reaffirms our commitment to responsible business practices within the real estate industry.

Our progress since our inaugural ESG report underscores our dedication to sustainability and low-carbon transformation. Our role extends beyond constructing buildings; it encompasses creating sustainable communities, fostering social well-being, and preserving the environment.

Since the release of our first ESG report, we have achieved notable milestones in environmental stewardship. Our construction practices have evolved to prioritize sustainability, integrating energy, water and waste-efficient design.

We are in the advanced stages of green building pre-certification of one of our flagship projects and are on track to initiate green building certification for our upcoming projects to ensure we adhere to global best practices.

Our goal is not just to meet environmental regulations and green building specifications but also to set new industry standards by exceeding them.

Within this report, you will also find updates on our extensive carbon footprint exercise, resource conservation efforts, and our commitment to achieving carbon neutrality in alignment with the public pledge we have undertaken to become net zero by 2050 or earlier to support the Ministry of Climate Change and Environment (MoCCA) in its net zero 2050 strategic initiative.

We prioritize the health and well-being of our team members, offering resources for physical and mental wellness. Training and skill development opportunities are provided to boost personal and organizational growth.

We embrace diversity, recognizing that it brings fresh perspectives and innovative ideas to work while fostering an inclusive environment where all voices are heard and respected. These principles underpin our commitment to creating a workplace where employees can thrive and contribute their best.

Our commitment to social responsibility remains an integral part of our identity.

We have deepened our engagement with local communities, focusing on initiatives that empower education, healthcare, and community development.

Our employees, the bedrock of our organization, continue to be at the forefront of our social impact endeavours, exemplifying our values and dedication to making a meaningful difference.

We continue to enhance our corporate governance framework, upholding integrity, transparency, and accountability.

Our Board of Directors empower the ESG committee to identify and implement ESG initiatives to improve our sustainability performance year on year.

As we look forward to 2023 and beyond, we recognize that the journey towards sustainability is ongoing, and we have a lot to achieve.

Thank you for the tremendous trust and support extended to Sobha Group. With your support, we are confident that we can contribute to a more sustainable world where we all can thrive in harmony with nature.

**PNC MENON**  
Founder and Chairman, Sobha Group



## *Message from* **THE CO-CHAIRMAN**

Dear Stakeholders,

With a profound sense of responsibility, we are proud to present our ESG report. At Sobha, we have long held the principles of quality, sustainability, and innovation close to our hearts. This report highlights our commitment to sustainability and our alignment with the sustainability goals of the UAE and the world.

The world is changing, and the urgent need for environmentally responsible and socially conscious business practices has never been more evident.

The UAE, under the visionary leadership of our nation, has embraced the principles of sustainability, setting ambitious goals in alignment with the United Nations Sustainable Development Goals (SDGs).

We, at Sobha Realty, recognize the significance of these global objectives and are committed to contributing our share in making them a reality.

At Sobha Realty, we believe that sustainability is essential to our long-term success. We are committed to building sustainable communities that are good for our planet and our people.

Our backward integration model gives us a unique advantage in achieving this goal, as it allows us to

control the entire supply chain, from raw material procurement to construction and finishing.

We are also committed to responsible business practices and to creating a diverse and inclusive workplace. We believe that a strong ESG performance is essential to attracting and retaining top talent, building strong relationships with our stakeholders, and creating long-term value for our shareholders.

This ESG report provides an overview of our sustainability performance in 2022. It highlights our key achievements, our goals for the future, and our commitment to continuous improvement. We are always looking for new ways to reduce our environmental impact and make a positive social impact.

I am proud of the progress that Sobha Realty has made in sustainability. I am confident that we can continue to be a leader in this area and make a positive impact in the UAE and the world.

**MR. RAVI MENON**  
Co Chairman, Sobha Group





## About the REPORT

*This is the second consecutive ESG report providing an overview of Sobha Group's Environmental, Social, and Governance (ESG) performance for the year 2022.*

Note: This report is for general informational purposes only, and all information is current as of the publication date. We undertake no obligation to update the information in this report or otherwise notify you if any views, opinions, or facts stated in this report change or become inaccurate. This report is not comprehensive and contains only voluntary disclosures on important ESG topics. This report contains certain forward-looking statements concerning the Group. Sobha cautions readers that no forward-looking information guarantees future performance and that actual results, other financial conditions, or performance measures could differ materially from those contained in the forward-looking statements.

ESG Report is an integral component of our corporate reporting framework and is aimed to enhance transparency by providing insights into our performance, strategy, policies, frameworks, and initiatives guiding our sustainability endeavours. It has been developed in accordance with the Global Reporting Initiative (GRI) Standards, encompassing both general and topic-specific disclosures relevant to Sobha Group's operations and initiatives. Moreover, it illustrates our commitment to supporting the achievement of the United Nations Sustainable Development Goals (UNSDGs) and follows the GHG Protocol Corporate Standard for GHG disclosures.

By aligning with globally recognized reporting standards and addressing material issues, our goal is to provide stakeholders with a clear comprehension of our dedication to sustainability and responsible business practices. We are committed to showcasing progress, driving positive change, and fostering transparency and accountability throughout our operations and supply chains.

Sobha Realty is committed to accuracy and transparency in this report. The report is reviewed and overseen through governance committees, including the Audit Committee, Investment Committee, Nomination and Remuneration Committee and the Board of Directors.

To define the reporting process for our sustainability report, we have aligned to the GRI principles.

**Report content:** materiality, stakeholder inclusiveness, sustainability context, and completeness

**Report quality:** balance, comparability, accuracy, timeliness, reliability, and clarity.

Should you have any inquiries or comments regarding this report or our sustainability practices within Sobha Group, please do not hesitate to contact us via email at [sds@sobharealty.com](mailto:sds@sobharealty.com). We eagerly anticipate hearing from you.



# SOBHA AT A GLANCE

Where Every Leaf Tells a Story

SOBHA



## *Sobha* **AT A GLANCE**



*Sobha is an international luxury developer committed to redefining the art of living through sustainable communities.*

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Established in 1976 as an interior decoration firm in Oman by PNC Menon - a visionary entrepreneur, the company has grown its presence with developments and investments in the UAE, Oman, Bahrain, Brunei and India.

Sobha has adopted a unique and a forward-looking backward integrated operating model that has not only had a profound sustainability impact but immensely benefitted its customers and its business.

Over the last four decades, Sobha has also redefined the real estate value chain by leveraging its inherent in-house capabilities of conceptualization, design development, construction, FM and community management complimented by its inhouse furniture industries and modular factory manufacturing facade and pods.

Sobha is currently developing Sobha Hartland, a luxurious freehold community spread across eight million square feet in the heart of Dubai, as part of the Mohammed Bin Rashid Al Maktoum City master development.

In addition it is promoting luxurious and sustainable communities in Hartland II and other projects in Dubai.

## MESSAGE FROM OUR MANAGING DIRECTOR

As the Managing Director of Sobha Realty, I am delighted to present our commitment to social responsibility through the prism of our Environmental, Social, and Governance (ESG) strategy. In our pursuit of excellence, we champion the noble cause of safeguarding our planet, its inhabitants, and its precious resources.

We recognize that the expansion of our business is profoundly shaped by our ability to seamlessly align corporate objectives with the overarching ESG aspirations of the communities and nations that grace our existence. Our commitment to this endeavour is unequivocal, aspiring not merely to participate but to lead in this realm.

With the unveiling of Sobha Group's Second ESG report, we showcase our robust and consistent sustainability credentials across all our business groups. We have meticulously presented these credentials in alignment with the goals and expectations of our stakeholder community. I extend a distinguished invitation to all our stakeholders, urging collaboration with us to deepen our comprehension of how we may forge a lasting imprint, effecting a positive and enduring contribution to the vibrant tapestry of our communities. I strongly believe that an all-encompassing strategy implemented across our organization, will yield the desired outcomes.

In a world that increasingly values sustainability, an environmental perspective has become indispensable, transcending industries. Real estate is no exception. The ethos of environmental responsibility has evolved from a fleeting trend to an imperative, essential for securing a future that is not just prosperous but also adorned with excellence. The concept of sustainable real estate has gracefully ascended to the forefront, compelling developers to imbue their projects with principles that embrace minimal impact on the environment.

Acknowledging its profound significance, we have elevated our commitment to embedding sustainable practices across our operations, seamlessly extending from design to construction and facilities management. In the current landscape, discerning buyers and investors are irresistibly drawn to the allure of sustainable buildings, enticed by their promise of lower operating costs, heightened energy efficiency, and a conscientiously reduced carbon footprint.



At Sobha Realty, we meticulously adopt a diverse array of strategies to seamlessly infuse sustainability into the entirety of our value chain. We implement judicious measures from the conceptual inception of a project to the operational zenith of the asset. Recognizing that the journey towards sustainability demands the conscientious collaboration of all sectors within the industry, we steadfastly pursue a path of unwavering dedication. Through persistent efforts, we not only champion sustainable practices but also ardently strive to effectuate a discernible reduction in carbon emissions across every phase of our distinguished operations.

Together, let us shape a future that stands as a testament to our shared commitment to a sustainable, responsible, and thriving world.

**MR. FRANCIS ALFRED**  
Managing Director, Sobha Group





*At the heart of the Sobha Group's success story lies a unique and powerful strategy - complete backward integration. With a vision to maintain control and optimise every facet of the real estate development process, Sobha Group has established ten diverse companies that seamlessly collaborate to deliver excellence in construction and beyond.*

**SOBHA**  
CONSTRUCTIONS

**SOBHA**  
FURNITURE INDUSTRIES

**PNC**  
architects

**SOBHA**  
FACADES

**LATINEM**  
FACILITIES MANAGEMENT

  
**LATINEM**  
SECURITIES

**SOBHA**  
COMMUNITY MANAGEMENT

  
**STAY**  
BY LATINEM

**PNC**  
investments

**SOBHA**  
REALTY

**SOBHA**  
REALTY

Sobha Realty is an international luxury developer headquartered in Dubai, UAE and committed to redefining the art of living through sustainable communities.

Over the last four decades, Sobha Realty has also redefined the real estate value chain by leveraging its inherent in-house capabilities of conceptualisation, design and development.

**SOBHA**  
CONSTRUCTIONS

SCL Established in 2016, is a fast-growing subsidy of Sobha group delivering sustainable living communities.

It is a multinational construction company catering to the premium real estate developer Sobha Realty. It is known for delivering impeccable design intent, service and quality construction.

**PNC**  
architects

PNC Architects (PNCA) is an independent subsidiary of the Sobha Group. Founded in 2011, the studio operates from Dubai, UAE, with prestigious projects in various stages of completion spanning the globe, from India, UAE and throughout the GCC region.

Its services range from master planning, architectural design, landscape, interior design, modular and facade design, as well as comprehensive engineering services in the residential, commercial, hospitality and institutional sectors.

PNC Architects have a team of highly experienced architects and engineers. Accuracy and precision, supported by a flair for design and a quest for innovative solutions, make our design team members leaders in their field of work.



Latinem Securities (LS) provides Quality Assured SIRA certificated security guards. LS understands the importance of Security Services to every establishment in the region. LS management has high-end expertise in Security Service and has handled various construction projects, Staff Accommodation, Sales Events, owners associations and communities etc.

It also offers risk consulting and investigations, systems integration, security software and technology, and security professionals - that align to deliver innovative, essential and scalable solutions.

Sobha Furniture Industries LLC manufactures a range of configurable products like Kitchens, Wardrobes, Vanity units, and Doors.

It undertakes the engineering, global supply chain, installation and customer support for all the furniture items provided in the Groups Projects in the U.A.E.

It's operation is based in KEZAD, a strategic location between Dubai and Abu Dhabi.

PNC Investment is the investment division of Sobha Group, known for its diversified investments spanning various industries and geographies. With a rich history and forward-thinking approach, PNC Investment has solidified its position with an extensive portfolio.

From real estate to pioneering technology and innovation, PNC Investment's diverse portfolio exemplifies its dedication to exploring opportunities that deliver financial rewards while contributing positively to the global economy.

In essence, PNC Investment is a beacon of innovation and strategic vision within the Sobha Group, shaping the future of investments.

Sobha Community Management has been established to redefine the essence of community living. Drawing from Sobha Group's extensive experience, it provides tailored solutions that meet the unique needs of each property, whether it's a luxurious residential complex or a bustling commercial space.

Our unwavering commitment to sustainability and innovation means we prioritize sustainable practices and cutting-edge technologies, ensuring our managed properties are well-prepared for the future. Above all, our exceptional service standards guarantee a seamless and enjoyable experience for all residents and stakeholders, encompassing property maintenance, financial management, and engaging community events.

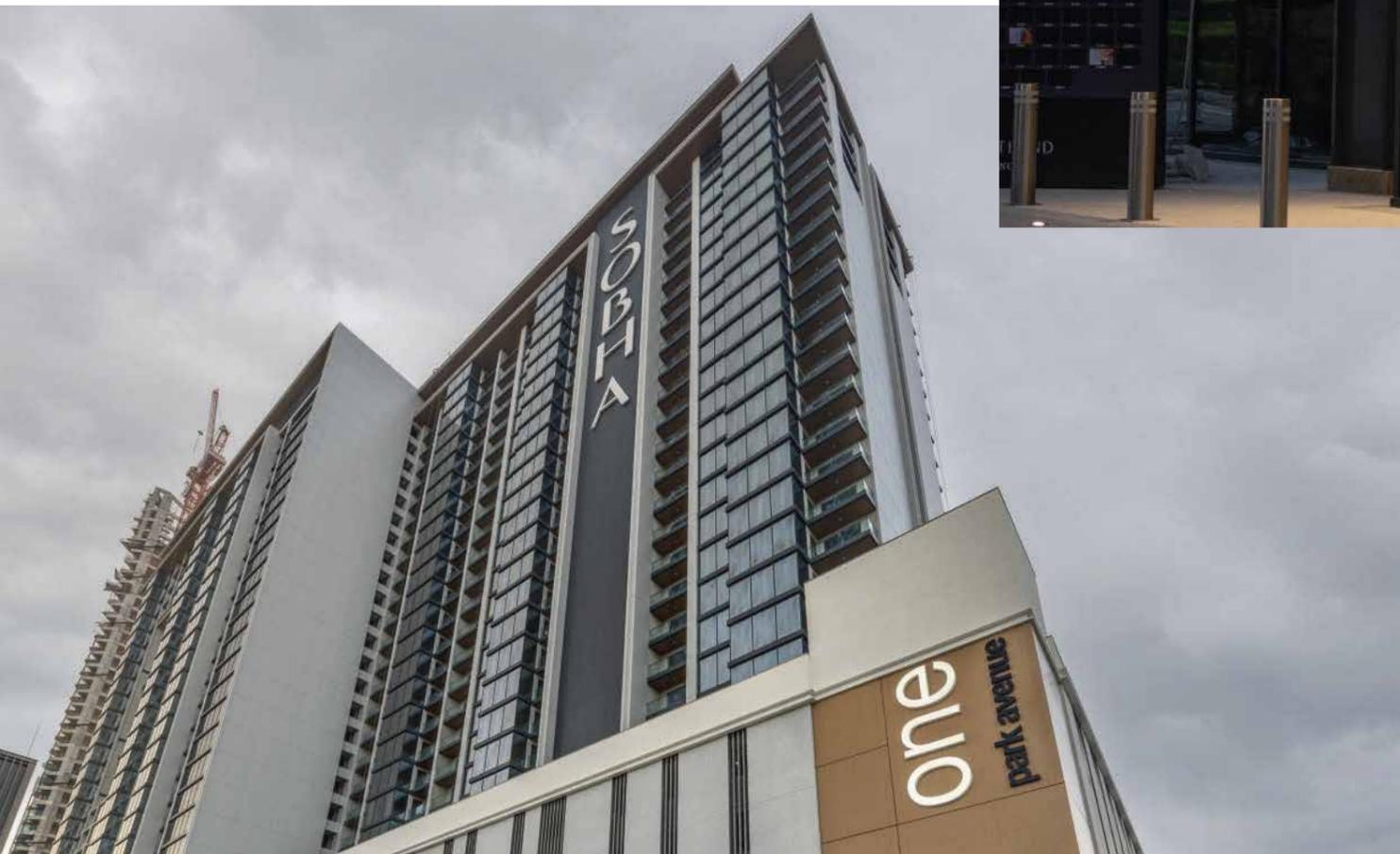
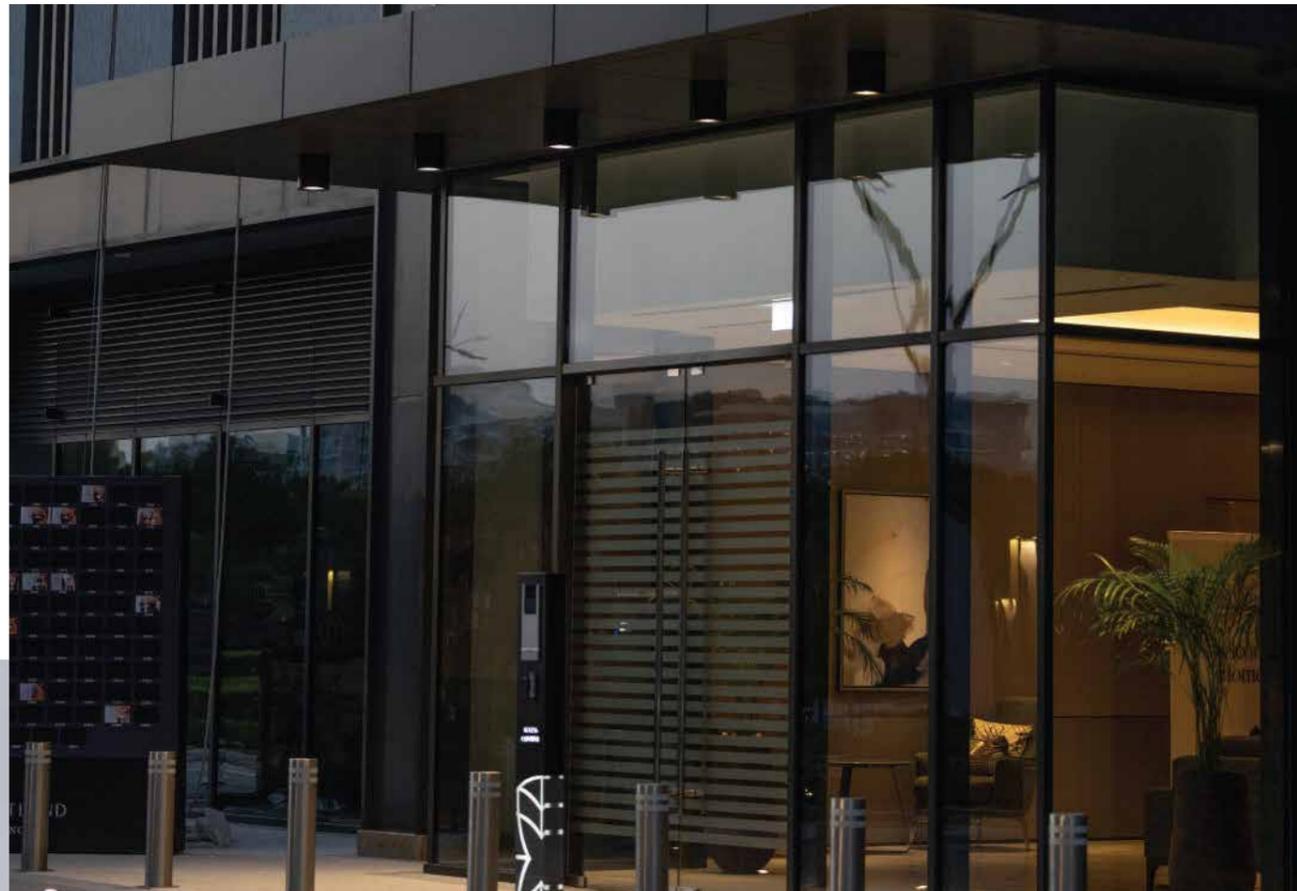


# SOBHA

FACADES

Sobha Facades, a subsidiary of Sobha Realty, is a pioneer in the façade industry and is responsible for the design, engineering, and fabrication of the best-in-class facade systems. Sobha Facades is the only façade company in the world and the first private company in the GCC to be accredited with the prestigious ISO 18404:2015 certification on Lean Six Sigma, and it is also awarded with the 'Digital Transformation of the Year-2022' at the Construction Technology Festival.

The company operates with an aim to lead the industry by utilising advanced technologies, machines, and optimal processes such as lean management, digitisation, and continuous innovation.



# LATINEM

FACILITIES MANAGEMENT

Latinem Facility Management (LFM) is an integrated facilities management organization with a team of experienced professionals who deliver high standards of facilities management solutions to clients.

LFM offers a comprehensive Integrated Facility Management solution to the customers.

What sets LFM apart is its proven track record within real estate development, investment in people, technical capability, relevant skills set, use of dedicated systems and management supports.



Stay by Latinem offers short-term vacation rental property management services for residential properties in Sobha Hartland. From Interiors, property maintenance, and bill payments to rent collection and property supervision by leveraging in-house capabilities and providing a leaner model of excellent service delivery, it does all so that the proud property owners can enjoy higher Return on Investments.

## PHILOSOPHY

### Excellence

Sobha Group's foundations have been built on excellence. From design to engineering, development and interiors, everything has to be of the highest possible standard at all times. These standards are embodied by everyone associated with Sobha Group.

The eminence of our work can be revealed by our achievements in receiving the ISO International Standard Certificates. ISO 9001:2000, ISO 14001 (2004 series) and OHSAS 18001 (2007 series) certificates for adhering to Environmental, Health and Safety Standards. We have also won over 100 prestigious awards by reputable organisations, including Real Estate Developer of the Year.

### Responsibility

Sobha Group is committed in working in a clean and sustainable way that is reflected in all aspects of our work. We take a fundamental approach to conserve natural resources, preventing environmental pollution and taking into account the needs of the surrounding community.

### Customer Focus

Our aim is to satisfy and please our customers. We conduct our business in a clear and unambiguous manner. Therefore, when we embark on any project or activity, we aim to enhance the quality and lifestyle of our customers.



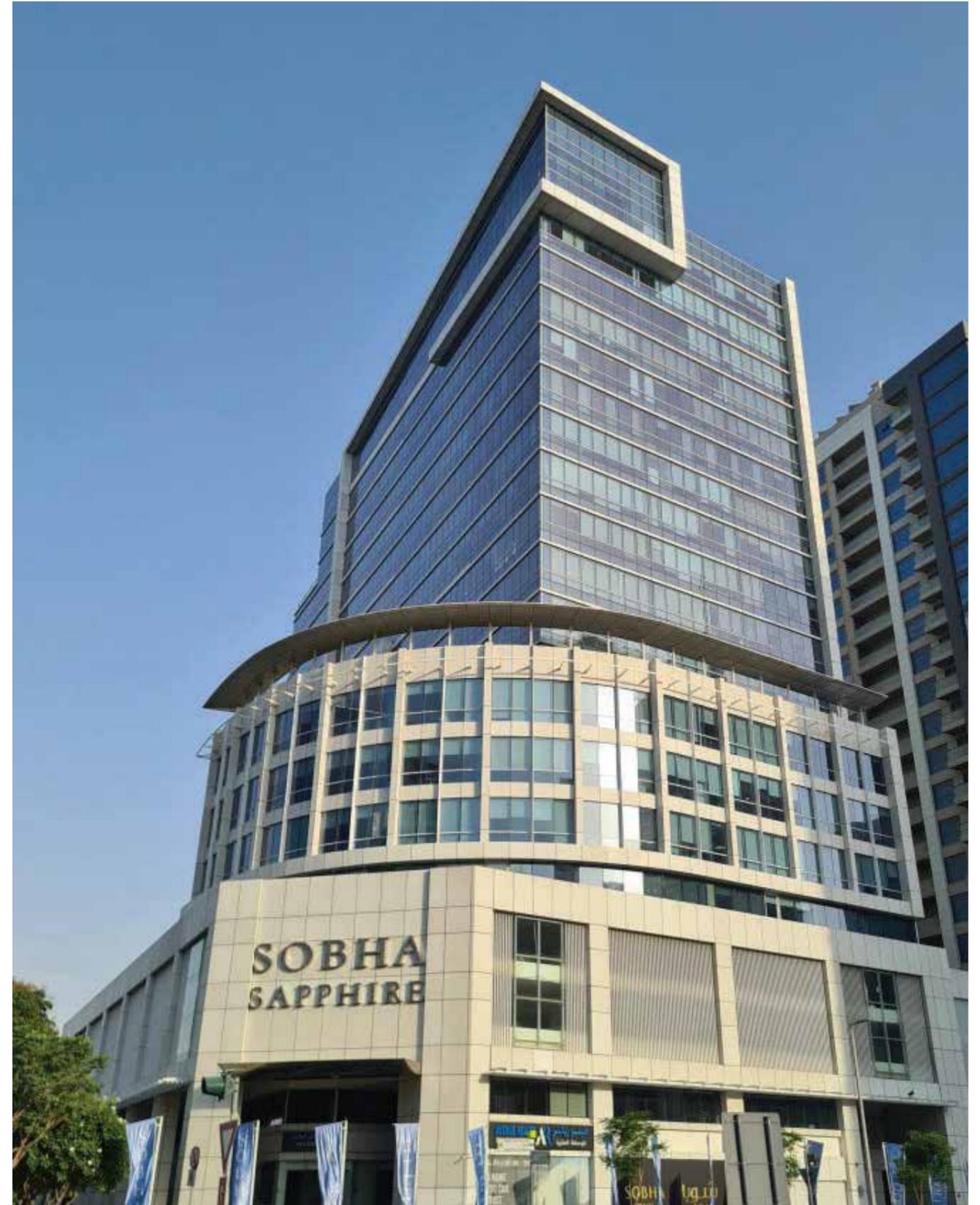
## VISION

Sobha Group aspires to become the most trusted and respected real estate organisation both regionally and globally.

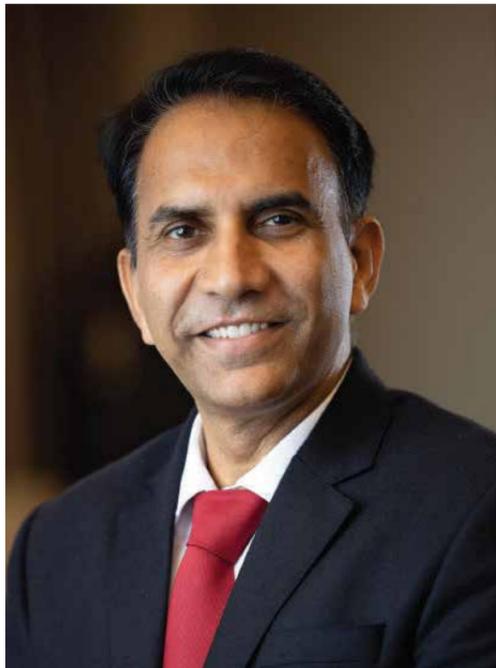


## MISSION

By pioneering innovative global projects and transforming perceptions of quality, we work to challenge existing norms and standards to ultimately enrich communities and even society at large.



# CONVERSATION WITH CHIEF SUSTAINABILITY OFFICER



**DR. P.R. JAGANNATHAN**  
Senior General Manager- Sustainability,  
Sobha Group

**Sobha has been recognized for its firm commitment to quality in the real estate sector. How does this commitment extend to sustainability?**

Sustainability is not just an add-on for Sobha; it is integral to our DNA. We believe that responsible real estate development goes beyond building high-quality structures; it's about creating sustainable communities that minimize environmental impact and enhance social well-being.

**This report highlights Sobha's alignment with the UAE's Net-Zero by 2050 strategic initiative. What specific actions is Sobha taking to achieve this ambitious goal?**

Sobha Group is unwavering in its commitment to environmental stewardship and the nation's Net-Zero Goal by 2050. We are actively contributing to Ministry of Climate Change and Environment's (MOCCA) strategic initiative and are proud members of UAE Alliance for Climate Action (UACA), shaping a sustainable future for buildings in the UAE.

We have developed our GHG baseline and are in the process of developing a full-scale scope 3 emission estimation to chart our low carbon transformation pathway. Our dedication extends beyond operations, fostering collaboration and knowledge-sharing to promote sustainable practices across the industry. We are committed to leaving a positive legacy for generations to come.

**Collaboration and partnerships are key components of sustainability. How does Sobha engage with its stakeholders to achieve its sustainability goals?**

We believe in open communication and collaboration with our stakeholders, including investors, customers, employees, and communities. We engage in regular dialogues, workshops, and training programs to raise awareness, foster understanding, and encourage participation in our sustainability initiatives.

**What specific aspects of Sobha's sustainability strategy would you like to highlight?**

Sobha is committed to sustainability through innovation and technology, we are adopting smart building technologies, prefabrication techniques, circular initiatives, low carbon design and renewable energy initiatives to reduce our environmental impact. We are also pursuing ESG ratings (like GRESB), adopting TCFD recommendations, strengthening ESG governance, and enhancing public disclosure of ESG performance. These measures will contribute to meeting the ESG goals and a more sustainable future.

**What advice would you give to organizations embarking on their ESG journey?**

Start by understanding your organization's environmental and social impacts. Develop a comprehensive plan to mitigate those impacts, set up strong governance system and create long-term value for your stakeholders. Communicate your progress transparently and authentically.

**Reporting on ESG performance is no longer a luxury but a necessity for businesses today. What do you hope people will take away from Sobha's sustainability report?**

I hope this report serves as a testament to Sobha's genuine commitment to sustainability. We are not just reporting on our progress; we are demonstrating our leadership in the real estate sector and encouraging others to follow suit.

**In conclusion, what message would you like to leave our readers with?**

Sustainability is not just about reducing environmental impact; it is about creating a better future for all. By embracing sustainability, businesses can not only contribute to a more sustainable planet but also enhance their reputation, attract investors, and create an equitable society. Sobha is committed to being a part of this transformation

# ENVIRONMENTAL STEWARDSHIP

Under the Green Canopy; Environmental  
Stewardship at Sobha Group





## *Environmental* **STEWARDSHIP**



*Our primary focus areas for environmental conservation revolve around energy efficiency, water conservation, waste reduction, and emissions mitigation.*

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At Sobha Group, our commitment to environmental sustainability is deeply ingrained in our corporate ethos. We recognize the critical importance of preserving the planet for future generations, and we are dedicated to playing our part in this global endeavor. In our pursuit of sustainable development, we have focused our efforts on four key pillars:

### **Energy**

We understand that energy is the lifeline of modern society, but it must be harnessed responsibly. Sobha Group has embraced energy-efficient practices and renewable energy sources to reduce our carbon footprint. Through cutting-edge technologies and innovative solutions, we aim to minimize our energy consumption and promote cleaner, more sustainable energy generation.

### **Water**

Water, the source of life, is a finite resource that demands careful stewardship. Sobha Group is committed to responsible water management practices that conserve this precious resource. From efficient faucets and fixtures to water recycling systems, we ensure that our developments optimally utilise water and promote water conservation.

### **Waste**

Our approach to waste management is guided by the principle of “avoid, reduce, reuse, and recycle.” Sobha Group works diligently to minimize waste generation in our projects and encourages recycling and responsible disposal methods.

### **Climate Action**

Climate change poses a significant threat to the planet, and Sobha Group is determined to be part of the solution. We actively pursue climate action initiatives, such as reducing greenhouse gas emissions, enhancing green spaces, and implementing sustainable construction practices.

# ENERGY



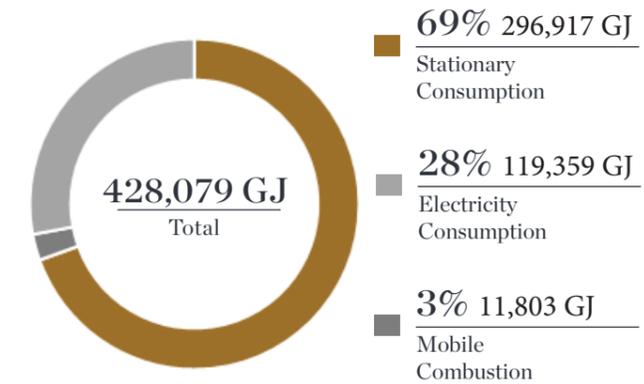
*Our energy management strategy includes, designing, constructing and operating efficient built spaces, followed by continual improvement by integrating innovative and sustainable technologies.*

At Sobha Group, we recognize the huge impact of energy on environment specially climate change.

With sustainability at the core of our ethos, Sobha Group has embarked on a transformative journey to reshape the way we source and consume energy. Our approach is not merely about complying with industry standards; it is about pioneering innovative solutions and adopting best practices that promote efficiency, and reduce carbon emissions.

We are dedicated to integrating advanced technologies, sustainable designs, and responsible energy practices into every facet of our real estate developments.

Figure 01: Energy Consumption at Sobha Group



At construction sites and within office spaces, diesel remains the primary source of direct energy consumption, accounting for 69% of the total energy usage. This consumption, reaching 7,386 KL, is driven primarily by the demand for auxiliary power, which is largely supplied by generators.

Electricity, on the other hand, represents 28% of energy consumption, powering tools, machinery, and essential systems. With a recorded consumption of 33 GWh, electricity plays a crucial role in maintaining site operations.

Furthermore, a fleet of vehicles, consuming 293 KL of petrol and diesel, contributes an additional 3% to the overall energy consumption. This fleet serves as the backbone of personnel and material transportation, ensuring the smooth execution of construction activities.





*Sobha Group has implemented ISO 50001 energy management system within the organization to optimize energy use, reduce costs, enhance sustainability, and drive operational excellence.*

## Smart Energy Management

The net-zero journey of Sobha Group is empowered by cutting-edge smart energy management systems. These systems enable efficient management of energy usage, allowing for the scope of optimization and reduction.

Following systems have been incorporated in the building design to manage their energy consumption effectively –



Advanced chiller plant manager to optimize chilled water plant performance through intelligent algorithms to enhance the overall plant efficiency.

Implementation of single stack drainage system

Programmable thermostat with scheduling features for energy saving during non-occupancy.

Installation of DEWA smart metering system which continuously monitors the water consumption and cautions the customer if there is any abnormal or high consumption through SMS or Email.

Installation of motion sensor light to detect the movement and turn on the light, thereby reducing the consumption of electricity.

Centralized building management system to monitor and control the major MEP (Mechanical, Electrical, Plumbing) assets thereby providing higher energy efficiency, lower operating and maintenance costs and greater occupant comfort.



Installation of Heat recovery ventilation (HRV) to reduce the heating and cooling demands of buildings.

Use of low flow plumbing fixtures to save water, energy and reduce utility bill.

Connecting the Electrostatic Precipitator to the kitchen extract duct which helps in removing harmful particulate matter from the kitchen exhaust.

Routing of A/C Condensate drain to the Irrigation Tank and there by utilizing this water for irrigation purposes.

Installation of an intelligent, state of the art home automation system that regulates lighting, temperature, curtains, enhancing quality of life by providing energy-savings, comfort and safety.

Implementation of unique algorithms to achieve the required fresh air parameters. This helps to reduce equipment load as well as avoiding the chance of condensation issues inside the building due to high humid external condition.

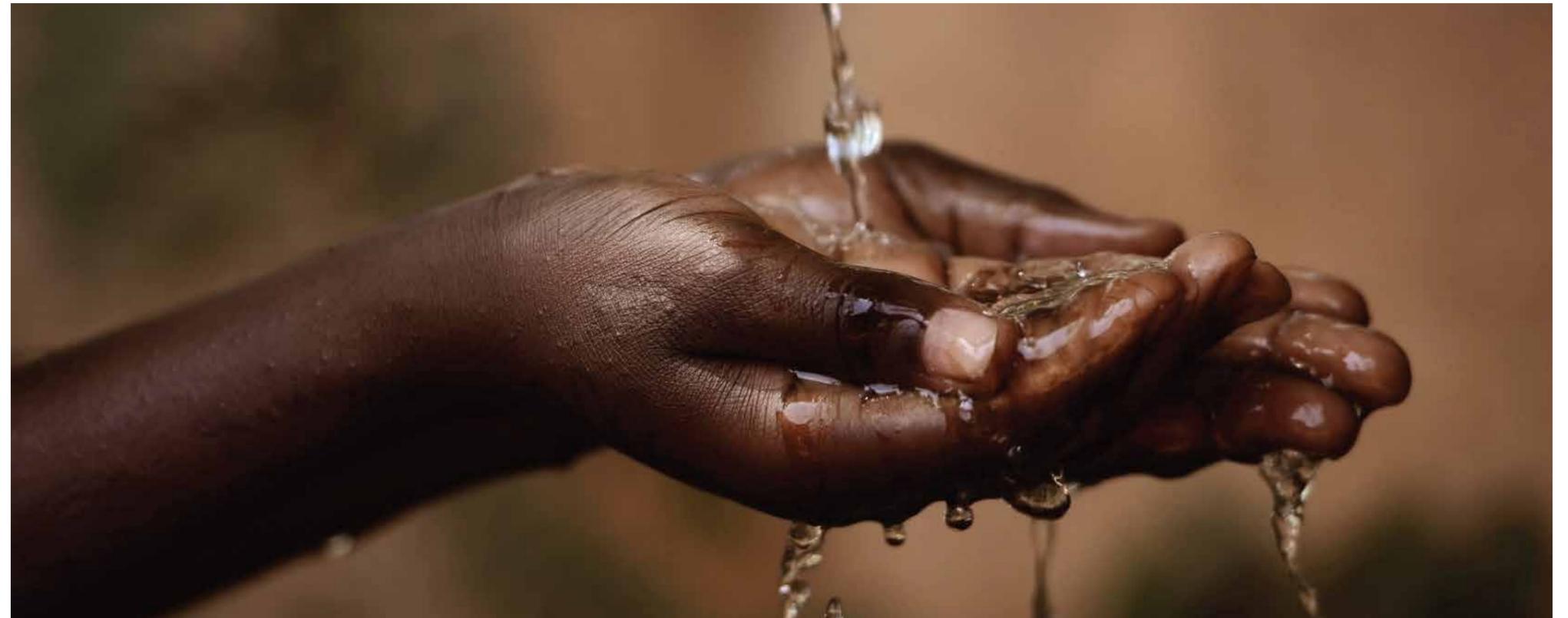


# WATER

Water is an important resource, and at Sobha Group, we recognize our responsibility to manage it wisely across our construction and operation activities. Our water optimization philosophy is rooted in the idea of responsible stewardship.

We believe that water is not just a commodity but a vital element that sustains life and ecosystems. We are dedicated to employing innovative approaches to ensure its efficient utilization while minimizing wastage.

Water efficiency and conservation are at the core of our approach.



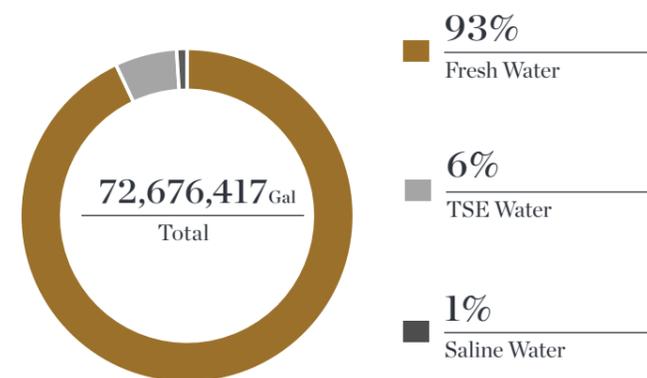
*We are also committed to responsible water use in construction, landscaping and facilities management, ensuring that we minimize water wastage during these crucial phases of development and operation.*

Our responsible water practices extend to efficient plumbing fixtures in residential as well as commercial spaces to reduce water consumption. We actively engage with our communities to raise awareness about responsible water use.

Through education and outreach programs, we seek to empower our residents and stakeholders to become partners in water conservation.

Our dedication to responsible water management aligns with our broader mission of creating sustainability conscious communities where the value of water the life-sustaining resource is acknowledged and preserved for generations to come.

Figure 02: Water Consumption at Sobha Group





## CIRCULARITY

At Sobha Group, our commitment to responsible and sustainable real estate development extends to every facet of our operations, including waste management.

We recognize the pivotal role we play in minimizing our environmental footprint, and our Waste Management Strategy embodies our unwavering commitment to fostering sustainable communities and reducing the impact of our projects on the environment.



*Sobha Group's waste management approach is built on the principles of waste reduction, reuse, recycling, and responsible disposal.*

We believe that by adopting these practices, we not only contribute to our ESG strategy but also create spaces where residents can live and work with a greater sense of well-being.

At Sobha Group, we have made significant strides in our waste recycling efforts, ensuring a sustainable and environmentally responsible approach.

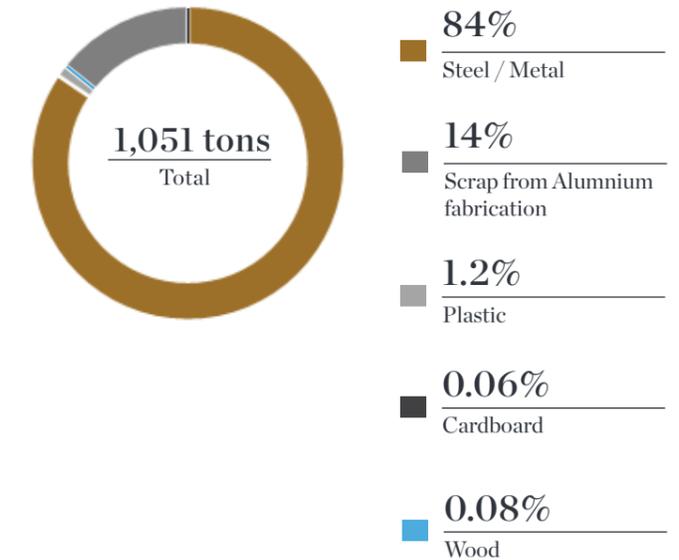
Our commitment to recycling is evident in the composition of waste recycled, where we have successfully recycled 85% of metal waste, 14% of aluminum fabrication, and 1% of plastic waste.

This impressive breakdown showcases our dedication to maximizing the recycling potential of various materials, minimizing waste generation, and reducing our overall ecological footprint.

By prioritizing recycling initiatives across these waste categories, we strive to create a circular economy model that not only benefits our organization but also contributes to the broader goals of sustainability and environmental stewardship.

Additionally, our operations generate significant amount of construction waste. In this financial year, we generated a total of 344,711 tonnes of construction waste, attributed directly to the multiple buildings under construction during the year.

Figure 03: Waste Recycling at Sobha Group



**1,051 tonnes**  
Solid Waste Recycled

## CLIMATE ACTION

UAE became the first country in the GCC to sign and ratify the Paris Agreement in 2016 and, following that, in October 2021, announced the UAE net-zero 2050 initiative. The initiative aims to achieve net-zero emissions by 2050.

Sobha Group is committed to supporting the nation's net-zero ambition and has also pledged its support to the ministry of climate change and environment (MOCCA) in its net-zero 2050 strategic initiative. We aim to achieve this by intertwining renewable energy adoption, energy-efficient design, water conservation, and community engagement.

It is also an active member of UAE alliance for climate action (UACA) and is supporting it in its blue print for built environment, that is set to be released alongside COP28.



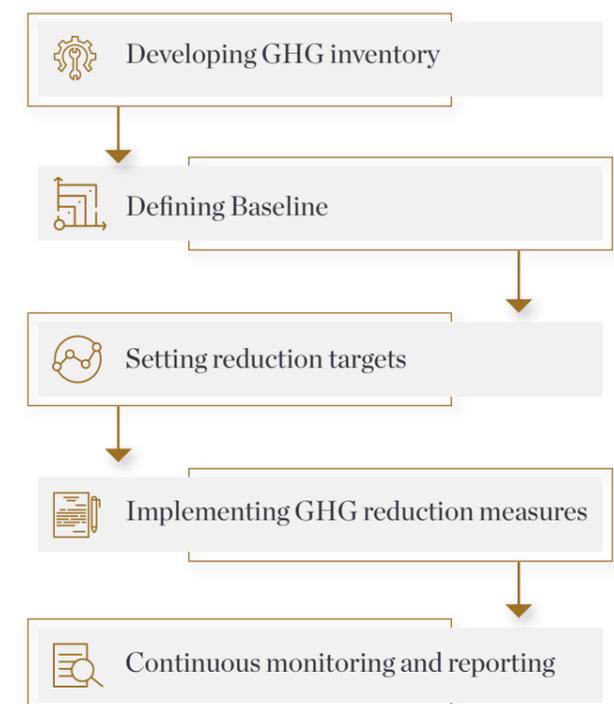
*Our low-carbon transformation strategy involves developing GHG inventory defining baseline setting reduction targets implementing GHG reduction measures continuous monitoring and reporting.*

We were one of the first in the region to support the (TCFD) Task Force on Climate Related Financial Disclosures and are in the process of adopting TCFD recommendations in order to develop a robust climate action governance system that can ensure that we achieve the target within the timeline we have set for ourselves.



*This commitment to combatting climate change represents a significant stride toward global sustainability and is aligned with international efforts to limit global warming to well below 2 degrees Celsius, as outlined in the Paris Agreement.*

## OUR LOW CARBON TRANSFORMATION STRATEGY





## ESTIMATIONS OF CARBON FOOTPRINT

Sobha Group recognizes the importance of acknowledging and mitigating its carbon emissions footprint. By estimating the carbon footprint, it provides valuable insights that Guides us in adopting more sustainable practices and reducing its carbon emissions.

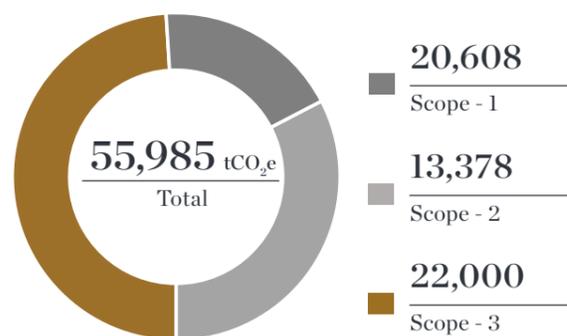
The Group is committed to comprehensively assess the emissions stemming from their operations. This includes:

Direct emissions, known as Scope-1 emissions, which result from activities under their direct control, such as on-site fuel combustion.

Indirect emissions, known as Scope-2 emissions, which are linked to the consumption of purchased energy, such as electricity.

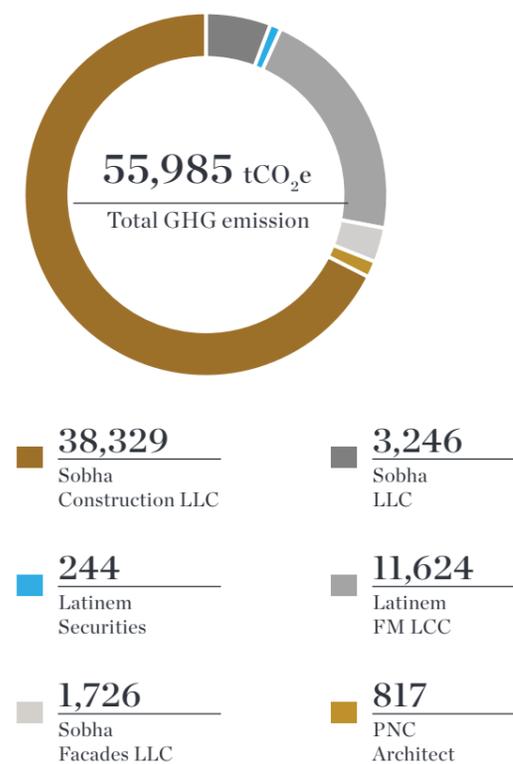
Furthermore, there are other indirect emissions called Scope-3 emissions, encompassing the broader impact of their value chain, including transportation, employee to and fro, and waste management.

Figure 04 : Total GHG Emissions at Sobha Group



Sobha Group operates through several entities that contribute to various sectors within the real estate industry. Sobha Construction LLC contributes maximum GHG emissions with their operations under Scope-1 and Scope-3 accounting to the most.

Figure 05 : Entity-Specific GHG Emission Breakdown (Scope-1 + Scope-2 + Scope-3) in tCO<sub>2</sub>e



## SOBHA GROUP'S NET ZERO COMMITMENT

Sobha Group has embarked on an inspiring journey toward achieving net-zero status.

This ambitious endeavour highlights their commitment to pioneering sustainable urban planning and redefining the paradigm of modern living through energy efficiency, renewable energy adoption, and sustainable design of the buildings.

Sobha Group stands as a distinguished supporter of the UAE Alliance for Climate Action Pledge.

This reflects their commitment to adopting measures that reduce carbon emissions, enhance energy efficiency, and promote resilience in the face of climate-related risks.

By joining UAE Alliance for Climate Action (UACA), Ministry of Climate Change & Environment and (MOCCA) Sobha Group has positioned itself at the forefront of climate action within urban landscapes.





## Integrating Solar Energy Across Our Operations

To reduce Scope 2 emissions, we are capitalising on the abundant, clean solar energy that is available to us. In 2022, we began Preliminary technical analysis for two solar projects. Currently, there are 2 projects which are active, the first is a sales village capacity of 436 kWp which is currently under discussion, and second, Sobha construction solar carport 350 kWp for which the order has already been placed.

Solar installation at these two sites would help in clean electricity generation of approximately 1,257 - MWH/annum and would reduce about 500 tCO<sub>2</sub>e of emissions in a year. In addition, the two installations shall result in net annual savings of AED 257K.

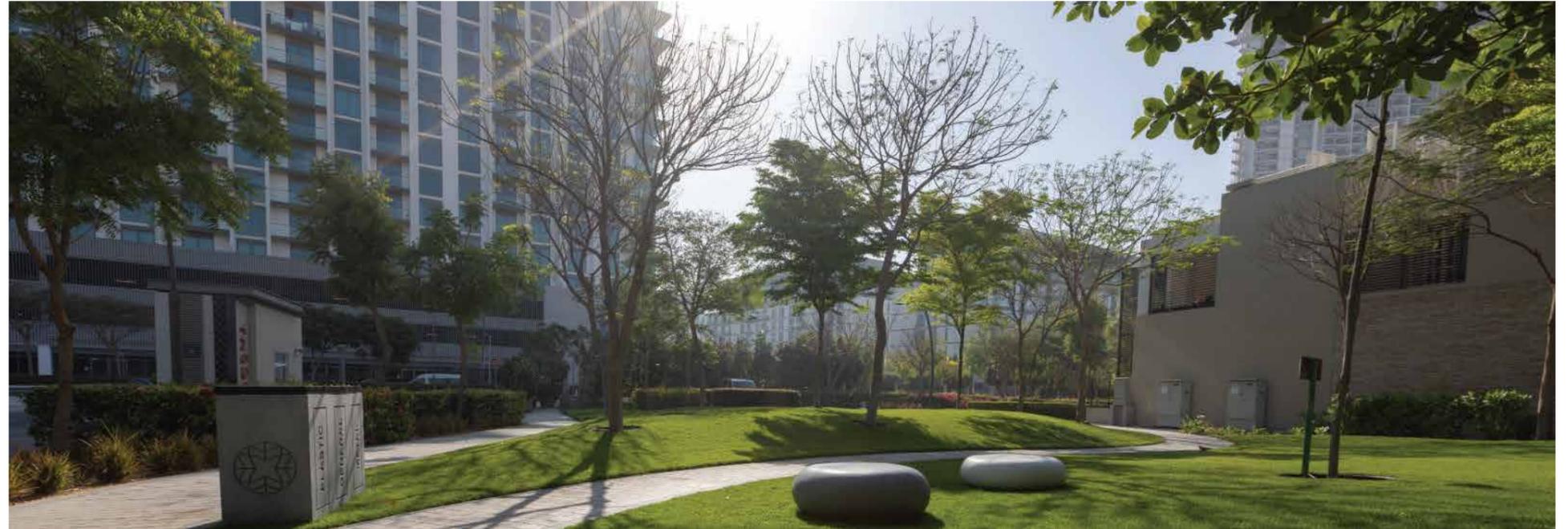
In addition Sobha is actively exploring solar PV for its Furniture industries in KEZAD and Modular factory at RAK which would have immense potential to decarbonize its scope 2 emissions.

**2**  
Solar projects initiated

**500 tCO<sub>2</sub>**  
Savings expected per annum

**1,257 MWH**  
Annual Generation

## LEADING THE WAY IN GREEN BUILDING STRATEGIES AND LOW CARBON TRANSFORMATION OF THE BUILT ENVIRONMENT



*Sobha Group's green building strategies go beyond compliance; they reflect a deep-rooted ethos of responsible development.*

In a world where sustainable infrastructure is no longer a choice but a necessity, Sobha Group stands at the forefront of the real estate industry, championing green building strategies that redefine the way we construct and inhabit our spaces. With a strong commitment to environmental stewardship and a vision of creating homes that harmonize with nature, Sobha Group has pioneered innovative approaches to green construction that set new benchmarks in the industry.

### **Energy Efficiency:**

Sobha Group prioritizes energy-efficient designs in all its projects. This includes the use of energy-efficient lighting, appliances, and HVAC systems. Solar panels and energy-efficient insulation are integrated into building designs to reduce energy consumption and minimize carbon footprints.

### **Water Conservation:**

Water is a precious resource, and we recognize its importance. Sustainable landscaping, rainwater harvesting, and low-flow fixtures are integrated into projects to optimize water use and reduce waste. This not only conserves water but also lowers utility costs for residents.

### **Material Selection:**

Sobha Group carefully selects construction materials with a focus on sustainability. Recycled and locally sourced materials are preferred to minimize transportation emissions. Low-VOC (Volatile Organic Compounds) paints and finishes are used to ensure indoor air quality.

### **Green Spaces:**

Sobha Group's projects are hallmarked by the integration of green spaces and landscaping. These lush, green areas not only enhance the aesthetics of the projects but also improve the microclimate, air quality, provide shade, and promote biodiversity in urban environments.

### **Waste Management:**

Sobha Group employs efficient waste management practices, which include segregation, recycling and proper disposal of construction waste. This reduces landfill impact and ensures responsible handling of materials.

### **Smart Technologies:**

Incorporating smart home technologies helps residents manage their energy consumption efficiently. These technologies offer real-time monitoring and control of lighting, heating, and cooling systems, contributing to energy savings.

### **Certifications and Compliance:**

It is currently seeking Greenmark certification (Singapore) for one of its flagship projects. It is also committed to upcoming developments. Compliance with these rigorous standards ensures that projects meet internationally recognized sustainability benchmarks.

### **Community Engagement:**

Sobha Group believes in engaging with the community to promote sustainable practices. Awareness campaigns, workshops, and green initiatives are organized to encourage residents to adopt sustainable habits.

By incorporating sustainable practices into every aspect of our projects, from design and construction to operation and community engagement, Sobha Group not only builds homes but also nurtures environments where people can thrive in harmony with nature.

# FLOURISHING TOGETHER

Nurturing Employee and  
Community Growth





## *Nurturing* **EMPLOYEE**



*At Sobha, we understand that our company's strength and values stem from the dedication and expertise of our employees.*

Our success is driven by the efforts of our people, their teamwork, creative ideas, commitment, and diversity. They play a pivotal role in driving Sobha Group's success through their commitment to customer satisfaction and the consistent delivery of exceptional services.

We prioritize our employees' well-being and sense of belonging and offer career opportunities that promise long-term growth and personal development. We foster an environment where our team members can continuously expand their horizons, both personally and professionally. Providing an inclusive environment where everyone feels welcome regardless of race, origin, gender, colour or culture.

Training and skill development are of prime importance to help our people grow. We actively seek and implement their feedback in our ongoing improvement efforts.

# TALENT ATTRACTION, ENGAGEMENT, AND RETENTION

Our strategic focus on human resource (HR) planning entails careful recruitment of talent with continuous training and education, talent advancement, equitable compensation, and extensive social benefits. These measures foster strong employee allegiance.

In the fiscal year 2022, we welcomed 6,872 new hires to our team, built of 100% permanent employees who enjoy the privileges of direct employment contracts.

**6,872**

New Hires

## TRAINING AND SKILL DEVELOPMENT

We are committed to fostering a culture of continuous learning and development that empowers our employees to reach their full potential. Our approach to training and skill development is integral to our sustainability strategy, as it ensures that our workforce remains adaptable, skilled, and engaged in the pursuit of our ESG goals.



**4,843**

Training sessions

**34,526**

Participants

## Comprehensive Training Programs

We offer a comprehensive range of training programs designed to meet the evolving needs of our employees:

### Onboarding

New employees undergo a structured onboarding process that acquaints them with our values, culture, and safety protocols. This process ensures a smooth transition into the Group.

### Technical Skills

We invest significantly in technical training to equip our workforce with the latest skills and knowledge in construction, engineering, and other relevant domains. These programs are tailored to different job roles and levels within the Group.

### Leadership Development

Our leadership development initiatives identify and nurture future leaders from within the Group. We offer leadership training, mentorship programs, and opportunities for emerging leaders to take on challenging roles.

### Diversity and Inclusion

Sobha Group is committed to diversity and inclusion. We provide training on unconscious bias, cultural sensitivity, and inclusion to foster a diverse and equitable workplace.



## Investment in Learning

Investing in the learning of our people is an investment in the Group's future. It empowers employees to develop new skills, stay relevant in their roles, and adapt to changing industry trends. The learning opportunities we create demonstrates our commitment to employee growth, leading to higher job satisfaction, retention rates and success. We allocate substantial resources to support employee learning and development:

We maintain state-of-the-art training facilities and leverage technology for online and remote learning opportunities.

Collaborations with educational institutions and industry experts ensure that our training programs remain relevant and up-to-date.

**125**

Average hours training per year for skill trade technician.

**285**

Average hours training per year for high skill trade technician.

**150 AED**

Average amount spent per technician on training and development

**15**

Average hours of training per year per full time employee

**150 AED**

Average amount spent per full time employee on training and development

## SOBHA EMPLOYEE OPINION SURVEY

Employee satisfaction survey serves as a vital tool for the Group to gauge the overall well-being and contentment of our people, providing invaluable insights into areas of improvement and areas of strength.

By actively listening to employees' feedback, we identify and address issues promptly, boost morale, and enhance employee engagement.

This helps us maintain a higher retention rate and cultivate a culture of continuous improvement, ensuring that our people are not just satisfied but thriving, which in turn drives the Group's long-term success.

In partnership with a reputable SaaS product company, we conducted the Sobha Employee Opinion Survey (SEOS). Designed as a chat format on Amber, Infeedo's AI chatbot, this survey encompassed 23 questions for staff and 17 for technicians in over ten languages.

The survey, aligning with Deming Prize and Taqdeer Award requirements, uncovered valuable insights and avenues for enhancing the employee experience.

”

*Sobha Group regularly conducts surveys of its employees to identify areas for improvement in employee retention. The company has implemented a number of initiatives to address these areas, such as competitive salaries and benefits, opportunities for professional development, and a focus on employee well-being.*

## RECOGNISING AND REWARDING OUR PEOPLE

Through a series of planned events, awards, and innovative initiatives, we continuously strive to inspire and demonstrate heartfelt appreciation to our dedicated workforce.

### SCL EXCELLENCE AWARDS 2022

The SCL Excellence Awards ceremony, hosted annually, serves as a pinnacle moment within the Sobha Group's commitment to acknowledging and celebrating the outstanding contributions of our remarkable employees.

This year we honoured the exceptional achievements of seventy-three outstanding individuals and twelve stellar teams, each excelling in their respective categories. This prestigious event is a testament to our dedication to recognizing and rewarding excellence within our organization.



# EMPLOYEE ENGAGEMENT

We organize a diverse array of activities designed to enrich the lives of our employees both inside and outside of the workplace.

From team-building retreats and wellness challenges to educational workshops and volunteering opportunities, our activities cater to a wide range of interests and personal growth objectives.

Additionally, we host regular social gatherings, such as themed parties and community events, to foster a strong sense of camaraderie and create lasting connections among our team members.

These activities reinforce our efforts towards fostering a gratifying work environment and elevating the overall happiness and fulfillment of our employees, guaranteeing their success both in their professional roles and personal lives.



## HEALTH & WELLNESS INITIATIVES

### Indoor Games At Technician Residence

Facilities for indoor games at Al Quoz technician residence and renovations at Al Ruwayya technicians residence exemplify our commitment to technician experience enhancement. Repurposing unused spaces for recreational activities and introducing digital management systems further underpin our focus on satisfaction.



### Breast Cancer Awareness

In alignment with our Health & Wellness initiative, we organized an awareness campaign focused on breast cancer during Cancer Awareness Month. This initiative was a proactive step to educate and empower our employees and the broader community about the importance of early detection, prevention, and support for those affected by breast cancer.



## Sobha Care Program

In harmony with our core values of social responsibility and community engagement, the Sobha Care Program is committed to making a positive impact. This program is designed to support our technicians and their families by offering a wide range of financial benefits.

Through these initiatives, we aim to enhance their overall quality of life while also igniting a sense of motivation for personal and professional growth.

By investing in the well-being and development of our valued team members and their loved ones, we strengthen our organizational culture and contribute to the betterment of the communities we serve.

## Sobha's Own Kitchen

Sobha Group is embarking on an exciting and sustainable venture by introducing Sobha's own kitchens at all Technician Residences.

This initiative is driven by our commitment to enhancing the overall employee experience by providing our dedicated technicians with access to high-quality, healthy, and hygienic food options.

Beyond the immediate benefits of improved nutrition and well-being, this endeavor also aligns with our sustainability goals, and will contribute to reducing overall costs and minimizing food wastage.

## SOCIAL GATHERING

Social gatherings play a pivotal role in fostering a sense of community and camaraderie. Beyond the confines of the workplace, they provide employees with an opportunity to connect on a personal level, strengthening bonds and enhancing teamwork. We conduct multiple social gathering events throughout the year, some of which are presented below:

### Big Carnival of Games

The Al Quoz Technicians Residence hosted an exhilarating event, the "Big Carnival of Games - Season 5," which brought together residents and participants for a day of entertainment and games.

The event was a spectacle of talent and skill, featuring lively performances of singing and dancing, as well as an impressive array of indoor games such as Carrom, Tug of War, Chess, and Arm Wrestling.

With an atmosphere filled with excitement and friendly competition, this event brought a vibrant community spirit and the joy of coming together to celebrate sportsmanship and creativity. It was a memorable occasion that undoubtedly left a lasting impression on all those who attended.

### New Year Celebration

In celebration of the New Year, over 1300 employees were pleasantly surprised with thoughtful gifts tailored just for them. These tokens of appreciation included Sobha T-shirts and universal chargers, adding a touch of warmth and utility to the start of their year.



# CHAMPIONING DIVERSITY, INCLUSION & EQUAL OPPORTUNITIES



**7,374**

Total employees in Sobha SCL and LLC

**138**

Africa

**7,102**

Asia

**1**

Australia

**128**

Europe

**4**

North America

**1**

South America

Sobha stands resolute in its unwavering commitment to celebrating diversity and translating these principles into transformative actions. Our foundational belief highlights the imperative nature of inclusion and diversity in upholding our core values, serving our customers, and propelling remarkable financial performance.

Earning recognition as a pioneer, we are cultivating and enriching a diverse workplace, nurturing a robust supplier network, and invigorating vibrant communities. Our reach crosses national barriers, offering homes to tenants hailing from every corner of the world and embracing a team originating from distinct nations.

In a world shaped for the better by differences, our resolute embrace of diversity serves as our steadfast competitive advantage, driving innovation and catalyzing remarkable achievements.

Central to our ethos lies an unwavering principle – to treat every employee equitably, thus fostering an environment characterized by respect, tolerance, and genuine appreciation.

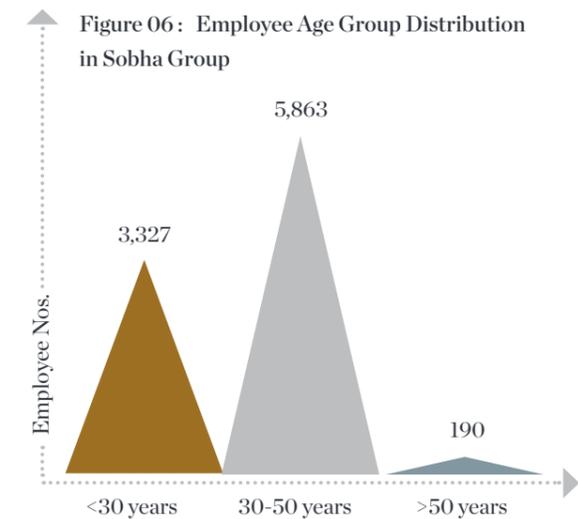
Our dedication to this principle remains steadfast, irrespective of age, ethnic origins, nationality, gender, and physical or mental abilities. Our premises are mindfully designed and accessible to people of all abilities as per UAE labor law.

We back our commitment to diversity and inclusion with a set of strong policies and procedures formalizing our stance on issues including non-discrimination, anti-corruption, and equal opportunity. This enables us to act on building a nurturing and inclusive environment for our people and set targets for continuous improvement.

## Employee Age Group Distribution

Sobha Group has a young workforce, with 3,327 employees under the age of 30, 5,863 employees between the ages of 30 and 50, and only 190 employees over the age of 50.

With over 90% of Sobha Group's employees under the age of 50, Sobha Group is clearly attracting and retaining young talent.



# ADVANCING DIVERSITY AND INCLUSION: A HOLISTIC APPROACH TO EQUALITY

## PROMOTING GENDER EQUALITY

At the heart of our diversity and inclusion efforts lies a steadfast commitment to achieving gender equality. We recognize that a diverse workforce propels innovation and fosters creativity, both of which are instrumental in driving sustainable growth. We are fostering diversity and inclusivity while actively promoting women's empowerment within the Group.

### Gender Distribution

Sobha Group's workforce is predominantly male, with 94% of employees being male and 6% female.

This is a common trend in the construction industry, but Sobha Group is committed to increasing the number of women in its workforce. The company has a number of initiatives in place to attract and retain female employees, such as mentorship programs and flexible work arrangements.

Figure 08: Gender Group Distribution in Sobha Group

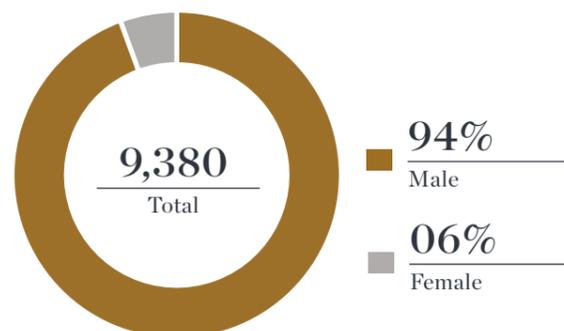


Figure 07: Gender distribution of new joined employees at Sobha Group

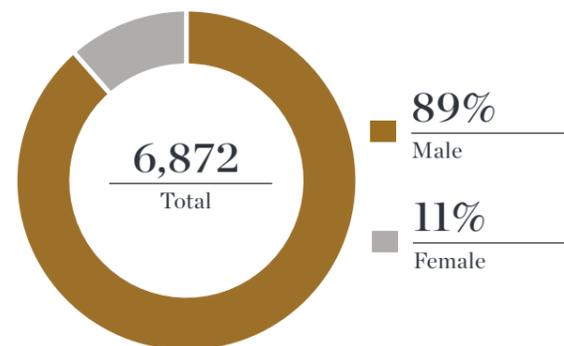
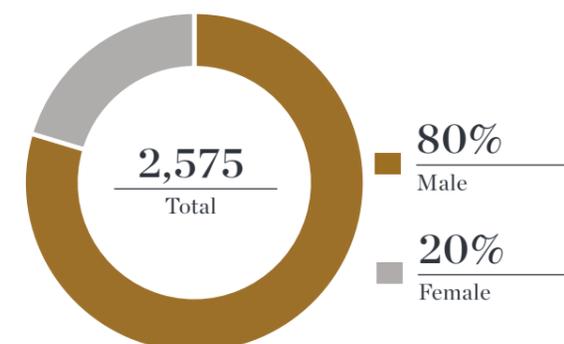


Figure 09: Gender distribution of work force turnover at Sobha Group



Sobha Group is committed to reducing attrition rates and attracting and retaining top talent. During the reporting period, 2,575 employees left the company, while 6,827 new employees were hired. Among the new hires, 11% were female.

### Equal Pay and Opportunities

We firmly believe that gender should not dictate our employee's compensation or professional development.

Therefore, we have established a policy of offering equal pay, opportunities, and benefits to all employees, irrespective of gender.

This commitment highlights our dedication to closing the gender gap and eradicating wage disparities that have historically disadvantaged women in the workplace.

### Fair and Unbiased Performance Evaluation

A cornerstone of promoting gender equality is ensuring that performance evaluations are fair, unbiased, and free from any gender-related prejudice.

We have implemented rigorous evaluation processes that uphold these principles, allowing employees to be assessed based solely on merit.

This fosters a sense of fairness and contributes to a workplace culture where everyone feels valued and recognized for their achievements.

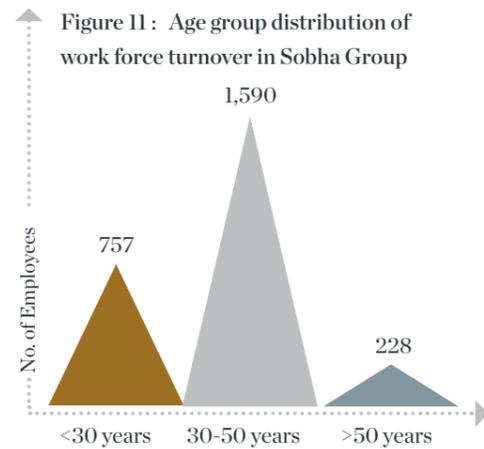
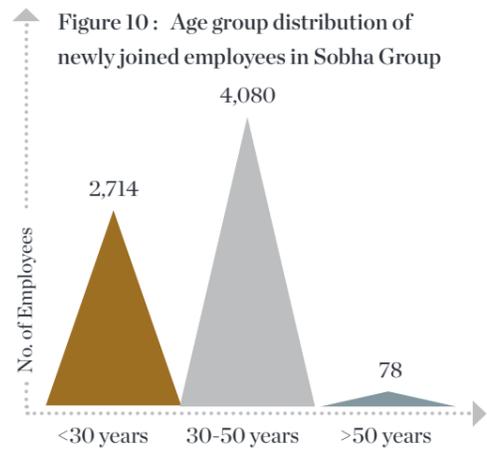
### Recognition and Potential Development

Recognizing the strengths and potential of our employees is integral to their career advancement.

Sobha Group goes beyond token gestures by providing targeted feedback and engaging in meaningful discussions about performance with all employees, irrespective of their gender.

This approach has proven to be instrumental in nurturing talent and creating pathways for women to excel and progress within the organization.

In 2022, we embarked on a journey to foster an environment that values and champions diversity, with a focus on gender equality, Emiratization, and accessibility for People of Determination.



At Sobha Group, we prioritize the well-being of our employees and their families. As a part of this, we have a generous parental leave policy in place. We encourage our employees to take advantage of this policy and to spend quality time with their new child and family.

Additionally, we understand that employees may need parental leave to take care of a sick child or family member. Our policy is designed to provide valuable support to our employees during this transition period, allowing them to prioritize their family and loved ones.

Parameters	Male	Female
Employees that were entitled to parental leave	6,149	260
Employees that availed parental leave	89	8
Employees that returned to work after parental leave ended	89	8
Number of employees due to return to work after parental leave	2	1
Employed with organization for 12 months after parental leave	77	7
Total number of employees returning from parental leave in the prior reporting period	40	5



## NURTURING EMIRATI TALENT: A COMPREHENSIVE APPROACH TO EMIRATIZATION

We take a multifaceted approach to Emiratization, encompassing strategies such as partnerships with educational institutions, comprehensive onboarding, mentoring, and targeted hiring events. Emiratization gives us an opportunity to demonstrate our commitment to contributing to the development of the local workforce and communities. We are proud to announce that we have 17 Emiratis.

### Career Opportunities and Collaborative Partnerships

Central to our Emiratization strategy is the identification and cultivation of career opportunities within our organization. We have established strategic partnerships with universities, colleges, Nafis, the labor office, and off campus platforms. These partnerships serve as conduits for creating awareness about available roles and career pathways, making it easier for UAE nationals to access and engage with our opportunities.

### Effective Onboarding and Mentorship

Creating a seamless and enriching onboarding experience for Emirati employees is a crucial aspect of our commitment to Emiratization. We have implemented well-managed onboarding processes that provides new hires with the necessary tools, resources, and information to integrate into their roles. Additionally, mentor assignments and sensitization sessions further facilitate their transition, ensuring locals receive the support and guidance needed to excel in their positions.



“  
*We are aiming for 100+ Emirati employees by 2024 and 200 by 2027, with a short-term goal of employing 75 Emiratis by December 31, 2023.*”

### HR Buddy System and Progress Tracking

Recognizing the importance of personalized support, we have introduced an HR Buddy system, where Emirati employees are paired with experienced colleagues who offer insights and advice. Regular progress-tracking sessions provide an opportunity to address any challenges and celebrate milestones, fostering a culture of continuous development and engagement.

### Empowering through Challenging Projects

We believe in empowering Emirati employees by providing them with opportunities to engage in challenging and impactful projects. By allocating them to projects that align with their strengths and aspirations, we promote skill development and career advancement, fostering a sense of ownership and contribution to our growth.

### Strategic Hiring Events and Career Fairs

Our commitment to Emiratization is exemplified through targeted hiring events and career fairs held in collaboration with esteemed educational institutions. From Army School Abu Dhabi to Higher Colleges of Technology (Dubai Men's and Women's College) Sobha Hartland, these events serve as platforms for identifying and recruiting Emirati talent. These initiatives not only broaden our talent pool but also create avenues for meaningful career discussions and interactions.

### Setting Ambitious Targets and Cultivating National Pride

Our Emiratization journey is guided by ambitious targets; we are aiming for 100+ Emirati employees by 2024 and 200 by 2027, with a short-term goal of employing 75 Emiratis by December 31, 2023. These targets reinforce our commitment to fostering a workforce that is truly reflective of our nation's diversity. Beyond numbers, this initiative cultivates a sense of national pride, empowering Emiratis to contribute meaningfully to our organization and the broader community.

## ACCESSIBILITY FOR PEOPLE OF DETERMINATION

In our pursuit of an inclusive workplace, we recognize the importance of ensuring accessibility for People of Determination. We view inclusivity as a core value that extends beyond meeting legal requirements; it is about fostering an environment where everyone can thrive.

### Barrier-Free Environment

To achieve accessibility, we have actively undertaken initiatives to create a barrier-free physical environment that accommodates the needs of People of Determination. This includes infrastructural adjustments, such as ramps and elevators.

### Awareness and Sensitization

Beyond physical changes, our organization places a strong emphasis on raising awareness and sensitizing employees to the challenges faced by People of Determination. Training programs and workshops have been introduced to cultivate a culture of empathy and understanding, ensuring that inclusivity becomes an ingrained aspect of our organizational DNA.



# COMMUNITY GROWTH

Sobha Group is committed to work together with the local communities at the grassroots level to facilitate holistic growth thereby reaching to a wide spectrum of stakeholders. Contributing to society holds significant importance for the Group. In this context, Sobha Group has also established "Sri Kurumba Educational and Charitable Trust" which conducts all the philanthropic initiatives for the deprived section of the society.

*There are numerous programs undertaken by Sobha which can be broadly classified under 6 major initiatives.*



## HEALTHCARE

Sobha Group believes in "Health for All" and strives to make quality healthcare easily accessible to every stratum of the society and has been contributing to provide effective healthcare services, advancing medical science and technological development.

### Noor Dubai

Sobha Group has committed to contribute AED 10 million to Noor Dubai, which conducts free eye operations for the visually challenged in various developing countries across the world.

### Contribution to Al Jalila Foundation

Sobha Group believes in UAE's progress as a hub for medical innovation and treatment of serious diseases such as cancer and has committed to contribute AED 10 million to the Hamdan Bin Rashid Cancer Charity Hospital.

### AED 10 Million

Committed to contribute to Noor Dubai

### AED 10 Million

Committed to contribute to Hamdan Bin Rashid Cancer Charity Hospital

## HUMANITY AND WELFARE

Sobha Group has constantly been committed to the upliftment of the society to create a better life and has participated in promoting human welfare to causes such as poverty, unemployment, natural disasters.

### 1 Billion Meals Endowment Fund

As part of its commitment to social responsibility in 2023, Sobha Realty pledged a donation of AED 50 million to the '1 Billion Meals Endowment' campaign. This benevolent initiative seeks to provide food to disadvantaged and underprivileged individuals in over 50 different countries, with special emphasis on vulnerable groups such as children, refugees, and people displaced by disasters and crises.

### Rashid Center for People of Determination - Dubai

Sobha Group has always supported the Center as part of its mission to give back to the community. The Group constructed a smart room for the kids at the facility, which is equipped with advanced technology, interactive games, and other amenities designed specifically for children of determination.



### Sobha Vocational Training Centre

The vocational training program enables the less privileged to pursue a vocation of their choice with access to training centres with computers and music, and paid apprenticeships and employment opportunities.



## EDUCATION

“To reach real peace in the world, we will have to begin with children” – Believing in this Gandhian Vision, Sobha Group ensures education to the underprivileged children and drive the next generation in the right direction.

### The Sobha Academy

Sobha Group under the aegis of this trust, in 2007, established a world class CBSE English medium school with nearly 1200 students capacity that admits 90 eligible girls from disadvantaged sections each year to empower and enable the rural poor to break away from the vicious circle of poverty, ignorance, deprivation, and exclusion by providing their children with high-quality education.

### Sobha Icon

It is a full-time teaching and learning higher secondary programme in Science and Commerce streams. As of March 2022, the graduates of Sobha Icon secured scholarships worth over INR 135 million from major universities such as Ashoka University, Azim Premji University, and other notable universities.

**AED 50 Million**

Pledged donation to 1 Billion Meals Endowment campaign

**INR 135 Million**

Scholarships secured by graduates of Sobha Icon

## WOMEN EMPOWERMENT

The women centric initiatives are primarily targeted at young mothers, widows and girls from economically backward segment, to empower and enable them to face the world with courage and conviction. These initiatives mainly focus on providing education, employment, and financial assistance to them.

### Sobha Young Mother Rehabilitation Program

The trust offers a comprehensive rehabilitation package for the 'Young Mothers' and support their children to live together in safe and secure lodgings. They are encouraged to continue their education and pursue work opportunities.

### Sobha Rural Women Empowerment Program

Financial support is extended to many widowed mothers and their children through a Rural Women's Empowerment initiative. The program supports the expenses of 50 widowed mothers and their children by providing them basic living allowance, clothing, medical, and personal utilities.

### Dowry-less Social Wedding Program

The trust conducts social weddings that are free from the fangs of dowry and as of August 2022 it has conducted 667 weddings. It helps approximately forty women get married each year and provides basic resources to the couples to help them begin their married life.



## GREEN INITIATIVES

Within Sobha's Green Philosophy of development, several green initiatives are implemented in the ESG project areas. The ESG activities include large-scale rain-water harvesting, preserving 3000 varieties of flora and fauna, and efficient waste management. Paddy cultivation has also been an integral part of the Sobha green initiatives to support the 'Zero Landless Kerala' mission. Solar plants have been set up at Sobha Hermitage to encourage the use of clean energy.

### Way Forward

Sobha Group has established Sobha Community Management (SCM), a new subsidiary, to supervise day-to-day operations of all Sobha communities. It intends to organize diverse community engagement activities focusing on events, campaigns, and tournaments, benefitting the community residents and kids.

#### Campaigns:

Health Camp, Sustainability Workshop, Waste Management Campaign & Blood Donation Drive

#### Sporting Contests:

Badminton Tournament, Basketball Match, Hartland Run

#### Events:

Sobha Hartland Happiness Day, Halloween Spookfest!, Movie Night under the Stars, National Day Fiesta, Sobha Hartland Xmas Carnival/Market Day





## HOUSING INITIATIVES

Sobha Group has been consistently investing time and resources to elevate the lives of people who are less fortunate thereby providing quality and affordable homes to senior citizens, orphans and families below poverty line.

### SAS Housing Initiative Oman

Sobha Group signed a Memorandum of Understanding (MoU) with Al Rahma Association of Motherhood and Childhood in Muscat to contribute OMR 9.6 million (USD 25 mn) over the next 10 years, beginning in 2023, to build 300 homes for orphans and needy families.

The project aims to help the target group by establishing integrated housing complexes (where land is available), or by building separate houses for those who will be given land or for those who own unconstructed land or a dilapidated house.

**9.6 Million**

OMR pledged to build  
**300 homes** for orphans

**Approx 27 Acres**

Green living space at  
Sobha Hermitage

### Sobha Hermitage

Sobha Group has built a benevolent home for senior citizens and young widowed mothers. With a committed caretaking staff and adequate facilities like independent rooms, a community TV room, laundry, a multi-purpose hall, lush parks, a gymnasium, a library, and many more- it is a true haven of comfort and happiness for those in need in their advanced years.

The young mothers and their children are also offered a comprehensive rehabilitation program, ensuring their welfare, safety and security.

### Integrated housing community – Devi Home

As part of empowering the women and giving them wings to fly, Sobha Group will bring 100 orphan girls and 100 elderly women together in a unique housing program, wherein the two generations of girls and elderly women would share a mutually beneficial coexistence

This kind of integrated housing community gives the old destitute women a chance to live respectfully and help each other as a family.



# ENSURING SAFE SPACES, OUR PLEDGE TO SAFE OPERATIONS



0

Fatalities

55

Drills and Campaigns

23,462,355

Manhours Worked

At Sobha Group, the health and safety of our workforce is our utmost priority. We leave no stone unturned in ensuring that our employees operate in a secure environment.

Through rigorous Method Statement and Risk Assessment (MSRA) protocols and comprehensive site audits, we meticulously identify potential hazards and assess risks. Our commitment to safety doesn't stop there; we take proactive steps to minimize these hazards and risks.

Our approach includes procedural modifications, the implementation of tool lanyards, conducting regular awareness sessions, and enhancing supervision to ensure compliance.

One of our primary concerns is the well-being of our workers working on site, and we've addressed a significant health issue-'Heat Stress'. Recognizing that it's a leading cause of health-related problems among our workforce, we've taken decisive action.

We've revamped shift timings, incorporated more rest breaks, and conducted thorough awareness training on the importance of staying hydrated and using oral rehydration solutions (ORS).

At Sobha Group, we believe that a healthy and safe workforce is essential to our success. We are unwavering in our commitment to protecting the health and safety of our employees, and we monitor multiple safety KPIs to track our progress. A snapshot of our KPI performance is presented below.

Parameters	UoM	Total
First aid cases	Nos	260
Medical treatment cases	Nos	231
No. of lost days	Days	3
Total manhours worked	Hrs	23,462,355
Near miss case reported	Nos	54
High consequence work related injury or ill-health (excluding fatalities)	Nos	1
Lost time injury frequency rate (LTIFR)	Per one million-person hours worked	0.042
No. of fatalities	Nos	0

## DRILLS & CAMPAIGNS

Sobha Group's commitment to the safety and well-being of its employees and the broader community is evident in its periodically executed safety drills and campaigns. With a deep understanding of the safety risks associated with its diverse operations, Sobha Group has developed a comprehensive safety program that includes regular drills and campaigns to prepare employees and its stakeholder for any eventuality.

### SAFETY DRILLS

This year, fourteen drills were executed across all entities. These drills, were designed to simulate fire emergencies and chemical spill scenarios, and recorded an impressive participation of 12,276 individuals.

What truly sets our safety measures apart is the remarkable average response time of just 5.05 minutes, our commitment to swift and efficient emergency responses.

**14**

Drills

**12,276**

Participants

## SAFETY CAMPAIGNS

Our safety campaigns, spanning across our diverse entities, are key to raise awareness and avoid incidents. In total, we organized an impressive 41 impactful campaigns, each addressing a wide spectrum of vital topics touching upon the health, safety, and wellbeing of our employees and communities.

These campaigns covered essential subjects such as effective heat stress management, the promotion of the 'Recognize, Report, and Reduce' ethos, safe practices for working at heights, the significance of personal hygiene, awareness about pinch points, power tools safety, electrical safety measures, and the adverse effects of tobacco and alcohol.

What truly distinguishes these campaigns is the remarkable level of participation they garnered – an astounding 13,350 individuals actively engaged in these initiatives.

**41**

Impactful campaigns

**13,350**

Individuals engaged



## ACHIEVEMENT & AWARDS

At Sobha Group, we recognize and reward excellence in safety practices and near miss reporting. Our technicians are instrumental in maintaining a safe working environment, and we show our appreciation through awards bestowed upon them by our Project Management team.

These awards serve as a testament to their dedication to safety and their commitment to ensuring that every near miss is reported promptly and effectively. We believe that acknowledging and celebrating these achievements not only motivates our technicians but also reinforces our strong safety culture, making Sobha Group a safer place to work for everyone.

The categories for excellence in safety practices and near miss reporting include the following two:

Technicians for capturing under-reported Near Misses of Serious category.

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Technicians for consistently promoting Good Safety Practices

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# ETHICAL GOVERNANCE

Leaves of Trust;  
Our Approach to Ethical &  
Responsible Governance





*At Sobha Realty, our most valuable asset is our integrity, and it's through our actions that we have earned public trust and confidence.*

## Ethical GOVERNANCE

A robust corporate governance is essential for maintaining transparency, accountability, and ethical standards, ensuring that it operates efficiently, complies with legal and regulatory requirements, and builds stakeholder trust.

In 2022, Sobha strengthened its governance structure by adopting a comprehensive ESG policy, and setting its sights on establishing an ESG committee in the upcoming year. The ESG committee will be pivotal in overseeing and guiding the company's ESG initiatives, ensuring Sobha's continued ESG leadership.

The Board of Directors brings invaluable expertise and visionary leadership to guide Sobha Group towards a successful and sustainable future. The Board meets regularly to oversee the company's strategic direction, performance, and risk management. It is supported by four committees.

Sobha Group has also developed its ESG strategy based on rigorous stakeholder consultation and materiality assessment exercise. Our commitment to corporate governance is not just about regulatory compliance but about building a sustainable and ethical real estate business thriving in harmony with nature.

### Governance Structure



A Prudent Corporate Structure to Ensure Highest levels of Governance Across the Business

# BOARD OF DIRECTORS

Our Board of Directors provides essential oversight and guidance to our executive management team, covering corporate strategy, risk management, corporate culture, and ESG matters. Sobha's Board, as the highest decision-making body, places strong emphasis on robust governance to drive long-term growth.

Supported by Executive Management Committees, they oversee daily operations and ensure strategic alignment. The Board is dedicated to enhancing company value while considering the interests of all stakeholders, including employees, suppliers, customers, business partners, and local communities.



Mr. PNC Menon is the Founder and Chairman of Sobha Group. He began his career in the Middle East in 1976 and established himself as one of the largest turnkey interiors and contracting solutions providers in the GCC region.

By 1984, he had demonstrated his ability to consistently deliver world-class quality standards, which most international competitors were unable to match. Mr. Menon's entrepreneurial journey of four decades has enabled Sobha Group to emerge as a multinational, real estate and construction group with significant interests and investments in India, UAE, Qatar, Bahrain, Brunei and Tanzania. Based in Dubai, he remains focused on further capitalizing on the company's ambitious growth plans.

Mr. PNC Menon also actively participates in philanthropic initiatives across the UAE, India, and Oman, and is on the board of several prominent charitable organizations. He has willed 50 percent of his wealth to charity.

He and Mrs Sobha Menon are also a part of the "Giving Pledge" run by Bill & Melinda Gates Foundation and Mr Warren Buffet.

**Mr. PNC Menon**  
Founder Chairman of Sobha



**Mr. Francis Alfred**  
Managing Director

Mr. Francis Alfred is the Managing Director of Sobha Realty, a visionary leader with vast experience. He has played diverse roles and led the company's business operations across India and the UAE for two decades. Spearheading some of Sobha Realty's most outstanding achievements, he is responsible for overseeing the company's strategic global expansion and diversification while managing, monitoring, and master planning the design and delivery of several real estate projects.



**Mr. Ravi Menon**  
Co-Chairman

Mr. Ravi Menon has been newly appointed as Co-Chairman of Sobha Group. A Civil Engineering graduate with Honors from Purdue University, USA, Mr. Ravi Menon joined Sobha India in June 2004 as Director and has played a crucial role in infusing dynamism in the company and shaping the company's strategy. He was designated as the Vice Chairman of Sobha India in January 2006, and as part of Sobha India's succession planning, he became the Chairman of Sobha India in 2012. He has also been conferred with various awards, the most prominent of which include 'The Best CEO of the Year 2016' by Construction Times, 'Young Entrepreneur of the Year' by Construction Week in 2014, 'EY Entrepreneur of the Year Award' in 2013, the 'Young Achievers' Award' at the Real Estate Awards 2012; and the 'Star Realty Magnetic Young Icon' award at the Star Realty Awards 2012.



**Mr. Jyoti Kumar Agarwal**  
Group Chief Financial Officer

Mr. Agarwal joined the Sobha Group as the Group Chief Financial Officer in April 2023. With over 22 years of experience in senior management roles across a variety of disciplines (including corporate strategy, treasury, accounting, tax, mergers and acquisitions, legal/compliance/company secretarial, corporate and investment banking, investment management and management consulting), he has previously worked for reputed organisations such as Boston Consulting Group, Deutsche Bank, Franklin Templeton, JSW Group, Standard Chartered Bank and Tata Power Renewables. Mr. Agarwal holds an MBA from Indian Institute of Management, Calcutta (India) and is an all-India rank holder Chartered Accountant as well as a CFA charter holder.



**Dr. Mahmoud Al Burai**  
Independent Director

Dr. Al Burai joined the Sobha Group as an Independent Director on 1 July 2023. With over 16 years of experience in the real estate sector, he has previously served as the Chief Executive Officer of the Dubai Real Estate Institute for ten years. Dr Al Buari, serves as a senior adviser to the Government of Dubai and has also previously served as a Senior Director at RERA and held a managerial role at Dubai Holding. In 2021, he was recognised as one of ten "City Changers" by the World Urban Campaign of the United Nations (for his role in lobbying stakeholders to advance sustainable development goals and address climate change). Dr. Al Burai holds a Doctor of Business Administration from Grenoble Ecole de Management, a Master's in Real Estate from the National University of Singapore, a Master's in Cities from the London School of Economics and Political Science (LSE), an MBA in Finance from the American University of Dubai and a Bachelor's in Engineering from the American University in Dubai.

## BOARD COMMITTEES OVERSIGHT

Sobha Group has 8 different committees that ensure smooth functioning across different verticals. The Board retains responsibility for the approval of certain matters which include Group strategy; the annual budget; major investments and disposals; and the financial structure. The Board has delegated a number of its responsibilities to its committees as listed below:

### 01 Risk Management Committee

The Risk Management Committee plays a pivotal role in safeguarding the Group's assets and reputation by actively monitoring various risk factors, formulating risk management strategies, and ensuring compliance with regulatory requirements.

Through its proactive approach, the Risk Management Committee contributes to the overall resilience and long-term success of the Sobha Group by effectively managing risks across its diverse portfolio of business activities.

### 02 Investment Committee

The Investment Committee is responsible for evaluating and making informed decisions regarding the allocation of the group's capital across various investment opportunities.

By rigorously analyzing market trends, risk factors, and potential returns, the Investment Committee plays an important role in optimizing the group's investment portfolio, ensuring prudent financial management, and driving sustainable growth and profitability for the Group.

### 03 Nomination & Remuneration Committee

The Nomination and Remuneration Committee is responsible for nominating qualified individuals to the board and executive positions. Additionally, it reviews and recommends appropriate remuneration packages for key executives and directors, aligning them with industry standards and the company's performance.

The Committee focuses on attracting and retaining top talent and fostering good corporate governance for the Group.

### 04 Audit Committee

The Audit Committee oversees the financial reporting process, internal controls, and the integrity of the group's financial statements. It plays a critical role in enhancing the quality and reliability of financial information, reviewing audit findings, and providing recommendations to the board for continuous improvement.

Additionally, the Audit Committee helps to maintain compliance with regulatory standards and promotes ethical conduct, ultimately bolstering investor confidence and contributing to the sustained financial health of the Sobha Group.



# ESG GOVERNANCE

The responsibility for Sobha's sustainability performance rests with the CEO who is supported by the Chief Financial and Sustainability Officer. The Board at Sobha Group, is tasked with accelerating the integration of ESG topics and consists of senior executives from across each business unit and all core group functions including Risk Management, Procurement and Human Resources.

This ensures representation from key stakeholders who are responsible for implementing our corporate sustainability strategy. The committee is responsible for driving the sustainability agenda across all the different businesses within Sobha and supporting the ESG team in implementing the sustainability strategy and carrying out initiatives to increase awareness, improve collaboration and promote sustainability across the business.

The Board oversees and reviews policies, programmes, practices, strategies, and approach to ESG matters.



# BUSINESS ETHICS

Sobha Group's commitment to doing the right thing is central to its vision of becoming the most valued and trusted developer. As a leading real estate developer, we uphold high ethical standards and ensure compliance with all laws. We take this responsibility seriously, and our framework safeguards our business ethics and reputation.

Our established Code of Conduct serves as our guiding principles, encompassing integrity, compliance with laws, respect for human rights, environmental stewardship, and more. This code ensures that our actions align with our values, fostering a culture of transparency, responsibility, and continuous improvement in all that we do.



Following policies and guidelines have been established and shared with employees to ensure that each one of us understand our role in ensuring that we operate ethically and responsibly:

- Standards of business conduct and Ethics
- Conflict of Interest
- Bribery and Gifts
- Confidentiality
- Equal opportunity employer
- Harassment and hostile workplace
- Alcohol and drug substance
- Disciplinary guidelines
- Misconduct and offences
- Disclosure of employee information
- Grievance

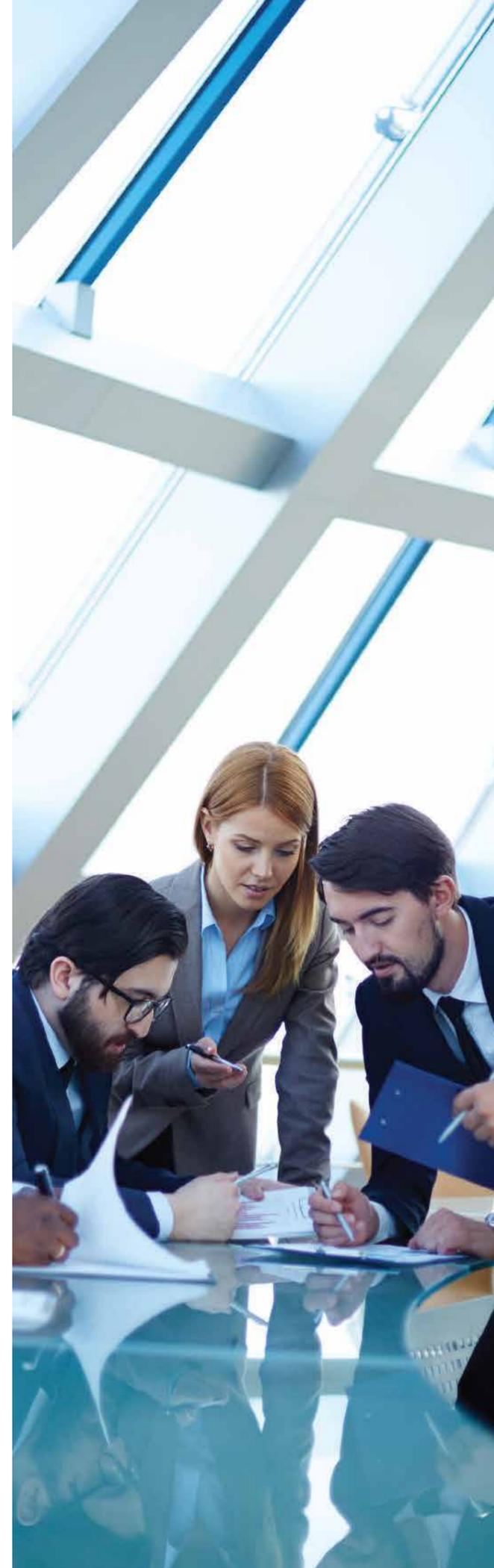
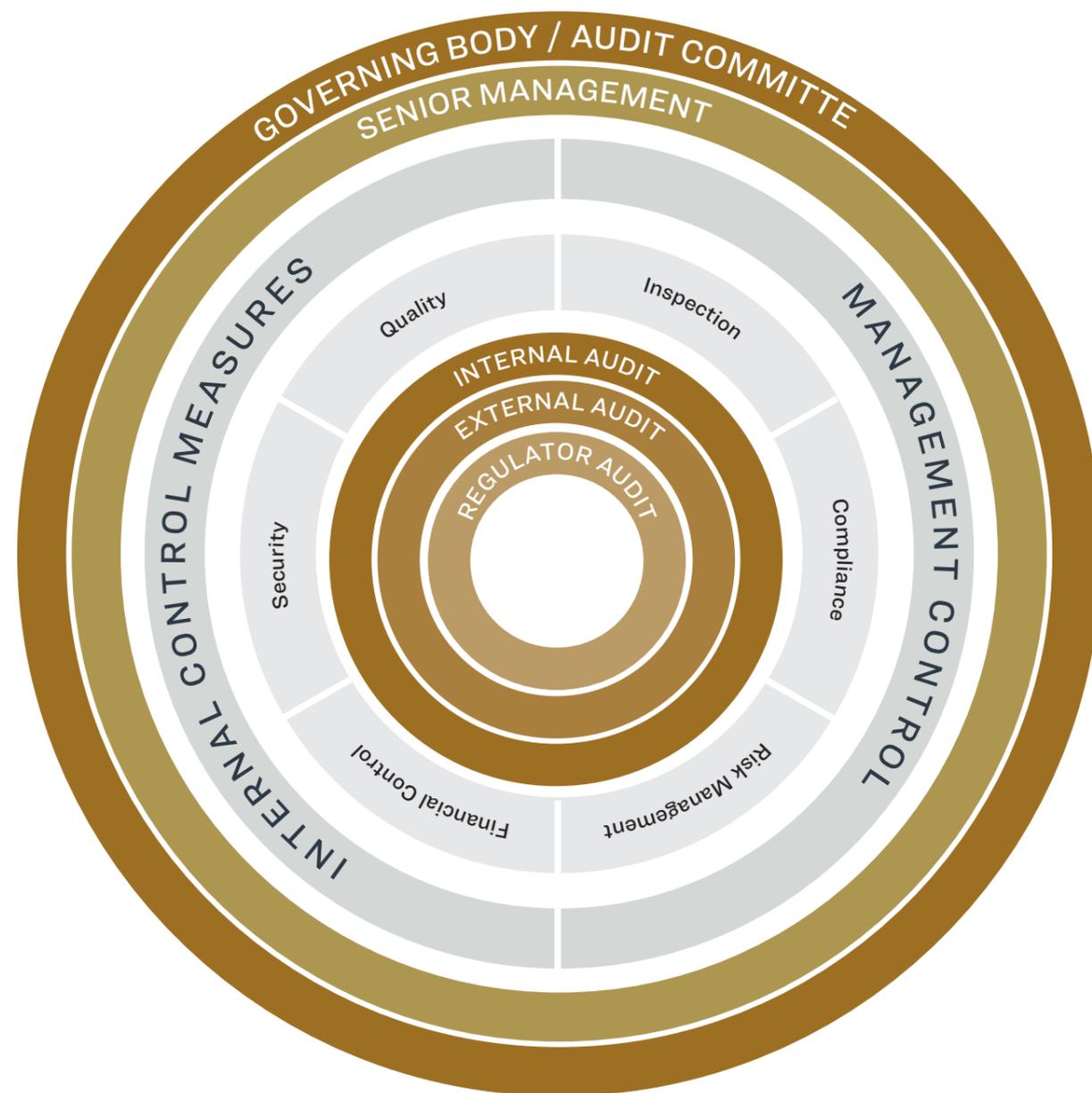


*The Whistleblower mechanism is a vital component of the Group's commitment to transparency, ethics, and accountability. This policy provides a safe and confidential channel for employees and stakeholders to report any concerns, including ethical violations, legal breaches, or improper conduct.*

By ensuring anonymity and protection against retaliation, the policy encourages individuals to come forward with their concerns, contributing to the early detection and resolution of issues. Implemented through a dedicated mechanism and robust process, Sobha Group's Whistleblower Policy defines the Group's dedication to maintaining the highest standards of integrity and corporate governance while fostering an environment where ethical conduct is not only expected but actively promoted.

## ENTERPRISE RISK MANAGEMENT

Sobha's Enterprise Risk Management (ERM) function addresses and manages all risks that could negatively impact the group's ability to achieve its strategic objectives. Our dedicated ERM team is responsible for helping us identify, assess and put in place control plans for existing and emerging risks. Sobha Group recognizes that climate risk is a business risk and accordingly factors climate risks in its ERM process.



### Risk Identification:

This is being administered through the levels of controls as depicted in the ERM framework.

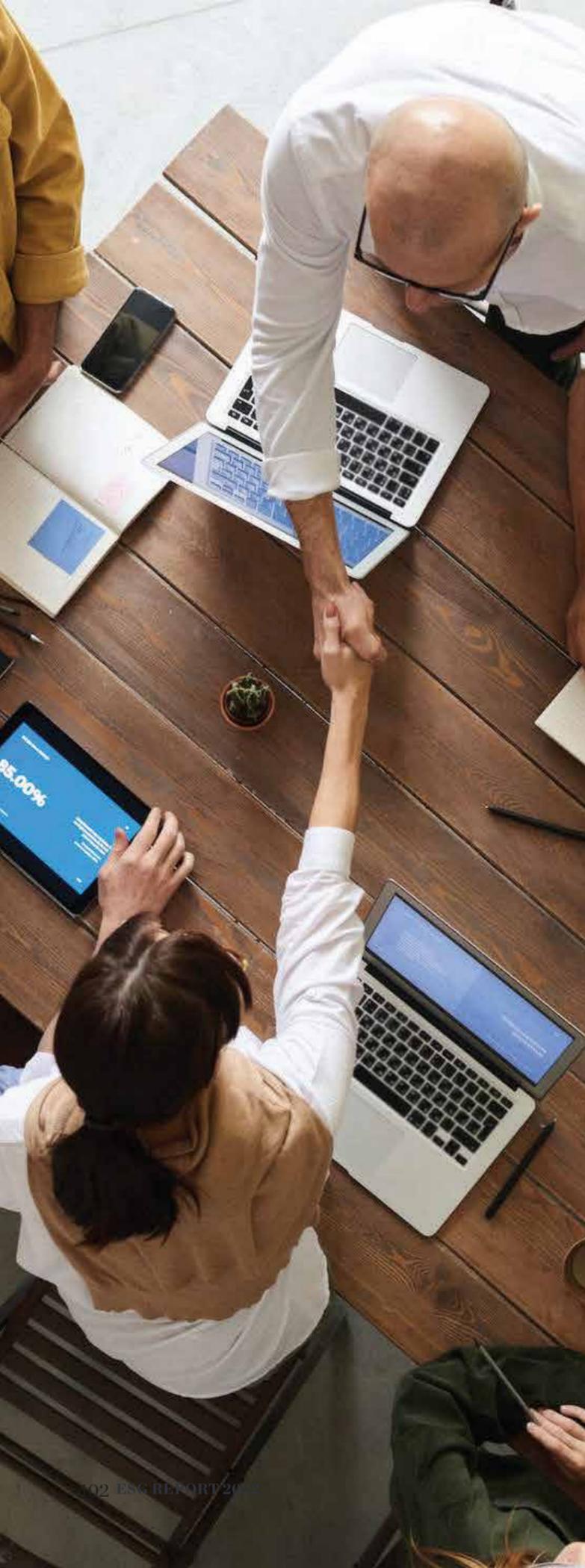
### Risk Mitigation:

Identified risk is escalated to different level of hierarchy based on the value and risk level. The risk is discussed and the way to mitigate is agreed upon. Risk mitigation process includes, identify the risk, perform risk assessment, prioritize, track risks, implement & monitor progress.

### Risk Controls:

Risk controls are being done by different controls systems in place to ensure that the Group achieves its goals without any delays and issues.

1. Financial Controls
2. Budgetary Controls
3. Health, Safety & Environment Controls
4. Legal & Compliance Controls
5. Process Controls
6. Quality Assurance & Controls
7. Corrective & Preventive Maintenance
8. Insurance
9. IT Controls



# MATERIALITY ASSESSMENT

The Materiality Assessment process involves discussions with stakeholders, getting their feedback through systematically designed questionnaires, qualitative analysis, quantitative assessment, and management review to determine if a sustainability topic is material to the Group.

Material Disclosures are those sustainability topics that reflect the Group's significant economic, environmental and social impacts.

The materiality assessment exercise was conducted for Sobha during the third quarter of 2023. Views of both internal and external stakeholders were solicited to identify material ESG (Environmental, Social, and Governance) topics. The process is summarized in the graphic below.

## Developed Long-List Of Sustainability Topics

The sustainability topics were developed by consolidating the ESG disclosures recommended by GRI Standards. These were then further aligned with UN SDGs, SASB, UNGC Principles, and peer groups.

## Materiality Matrix

ESG topics were plotted on a matrix, with the importance score on one axis and the impact score on the other. This matrix visually illustrates the significance of each topic. We identified topics that fell into the high importance and high impact quadrant of the materiality matrix, classifying them as "material" and in need of focused attention.



## ENGAGING WITH STAKEHOLDERS

Following the procedure outlined in the preceding section, Sobha's sustainability topics were formulated by consolidating the ESG disclosures recommended by GRI Standards.

We identified a list of internal as well as external stakeholders and developed a survey consisting of the ESG topics.

An internal stakeholder consultation workshop was organised where employees representing different verticals of Sobha Group provided their feedback on these topics. A digital survey was also floated for a wider group of internal stakeholders to collect their feedback.

External stakeholders were consulted through an online survey, and their feedback was also collated and analysed.



Throughout the year, Sobha Group actively engages with a diverse array of stakeholders, both internal and external, in a concerted effort to foster collaboration, gather insights, and ensure alignment with its mission and goals. The table below provides a succinct summary of these stakeholders and the methods employed for consultation:

### Type of Stakeholders

Stakeholder Category	Mode of Consultation
Investors and Shareholders	Annual General Meetings, Quarterly Reports
Employees	Regular Meetings, Surveys, Feedback Channels
Customers and Homeowners	Customer Surveys, Feedback Forms
Suppliers and Partners	Supplier Conferences, Collaboration Meetings
Regulatory Bodies	Regulatory Compliance Audits, Reporting
Local Communities	Community Engagement Events, Open Houses
Environmental Advocates	Sustainability Workshops, Consultations
Government Authorities	Meetings, Policy Compliance Reports

Sobha Group's commitment to engaging with this diverse range of stakeholders **underscores** its dedication to transparency, responsible business practices, and creating value for all those impacted by its activities. Through these ongoing consultations, Sobha Group strives to build strong relationships and make informed decisions that positively influence its business and the communities it serves.



## MATERIALITY MATRIX

Based on the feedback received from the stakeholders, the average rating for each topic was computed, culminating in the creation of a ranking.

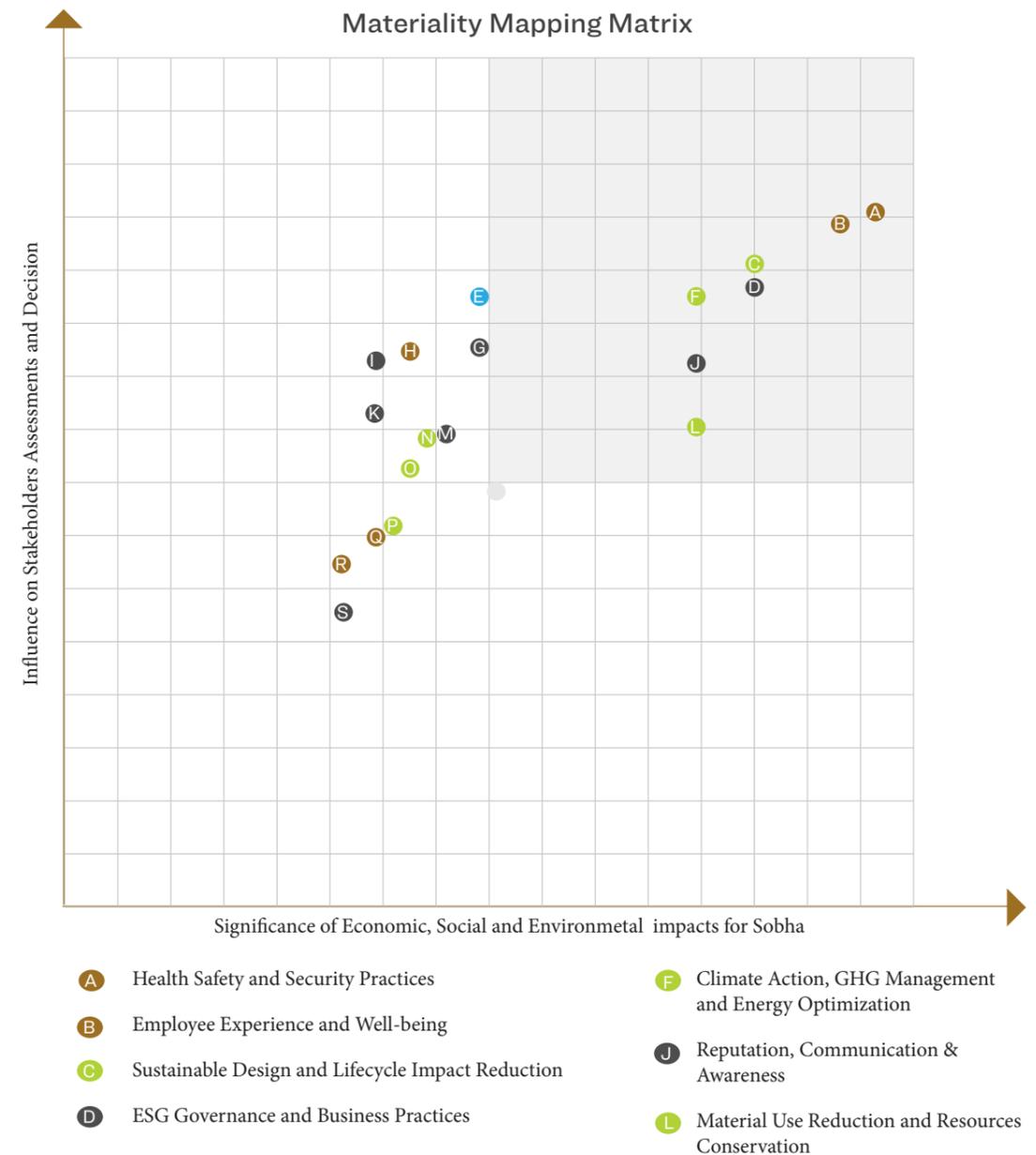
These rankings from both internal and external stakeholders held equal weight, each accounting for 50% of the final assessment.

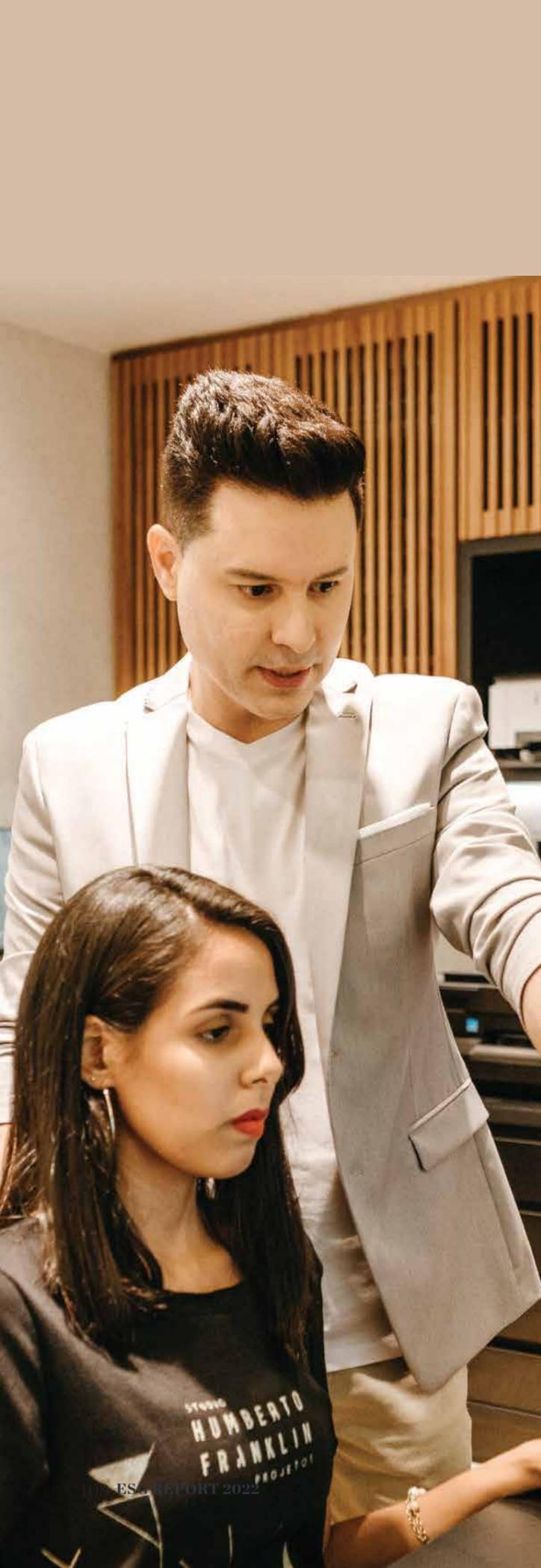
Based on the rankings, the X-axis of the materiality matrix was populated; this was then discussed with the senior management to identify the significance of the ESG topic on the business.

After the stakeholder consultation and a comprehensive management review, seven material topics were identified: three related to the Environment and two related to People and Governance each.

The Y-axis of the materiality matrix visually displays the results derived from stakeholder feedback. At the same time, the X-axis represents the ranking of topics by senior management, reflecting the significance of ESG matters to the organization.

The material topics, which are of utmost importance to stakeholders and the business, are prominently situated in the top-right quadrant of the matrix.





## OUR ESG STRATEGY

Sobha Realty is committed to integrating sustainable practices into its operations and promoting environmental stewardship and well-being of our people through responsible, ethical and robust governance structure. The three main pillars of our ESG strategy are Environment, Society and Governance.

Our strategy has been developed in alignment with multiple local and global frameworks including the Sustainable Development Goals, UNGC's principles for responsible business, TCFD recommendations, ILO's international labour standards, Paris climate agreement and the Montreal pledge.

### KEY INITIATIVES PLANNED BY ESG COMMITTEE FOR 2023

- Detailed GHG inventory development
- Achieve ESG rating such as GRESB
- Adopt TCFD recommendations
- Implement renewable energy initiatives
- Enhance ESG governance within Sobha Group
- Conduct gap analysis and set improvement measures for strengthening public disclosure of ESG performance



#### ENVIRONMENTAL STRATEGY

Our environmental pillar aims to address key areas of concern and leverage opportunities to reduce our environmental footprint, optimize energy and water consumption, contributing to circularity, climate action and biodiversity conservation.

- Climate Action
- Pollution Prevention
- Energy Efficiency
- Renewable Energy
- Green Building Design
- Water Conservation
- Waste Management
- Sustainable Procurement
- Location and Transportation



#### SOCIAL STRATEGY

The Social pillar ensures wellbeing of our employees, enhances safety our operations, and supports welfare activities for communities.

- Community Engagement
- Resident Well-being
- Building Safety
- Employee Engagement
- Diversity and Inclusion
- Employee Training and Skill Development
- Stakeholder Collaboration



#### GOVERNANCE STRATEGY

The Governance pillar ensures commitment to sustainability, stakeholder inclusiveness, risk management and availability of resources to execute our ESG/Sustainability Strategy.

- Ethical Business Practices
- Board Diversity and Expertise
- Risk Management
- Performance Measurement and Reporting
- Stakeholder Inclusiveness
- Regular Assessment

# GRI CONTENT INDEX

For the Content Index - Advanced Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for all disclosures are included correctly and aligned with the appropriate sections in the body of the report. For the SDG Mapping Add-on, GRI Services reviewed that the GRI disclosures included in the content index are appropriately mapped against the SDGs.

Statement of use		Sobha Realty has reported in accordance with the GRI Standards for the period 2022 Jan- Dec.				
GRI 1 used		GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)		[Titles of the applicable GRI Sector Standards]				
GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	13 - 21	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	9				
	2-3 Reporting period, frequency and contact point	9, 114				
	2-4 Restatements of information					
	2-5 External assurance					
	2-6 Activities, value chain and other business relationships					
	2-7 Employees	62 - 66				
	2-8 Workers who are not employees					
	2-9 Governance structure and composition	88 - 91				
	2-10 Nomination and selection of the highest governance body			Confidentiality constraints		
	2-11 Chair of the highest governance body	90 -91				
	2-12 Role of the highest governance body in overseeing the management of impacts	90 - 93				
	2-13 Delegation of responsibility for managing impacts			Information unavailable/incomplete		

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	88 -91				
	2-15 Conflicts of interest			Information unavailable/incomplete		
	2-16 Communication of critical concerns	96 - 97				
	2-17 Collective knowledge of the highest governance body	90 - 91				
	2-18 Evaluation of the performance of the highest governance body			Confidentiality constraints		
	2-19 Remuneration policies			Information unavailable/incomplete		
	2-20 Process to determine remuneration			Information unavailable/incomplete		
	2-21 Annual total compensation ratio			Information unavailable/incomplete		
	2-22 Statement on sustainable development strategy	5 - 7, 14, 24 -25				
	2-23 Policy commitments	96 - 97				
	2-24 Embedding policy commitments	96 - 97				
	2-25 Processes to remediate negative impacts			Information unavailable/incomplete		
	2-26 Mechanisms for seeking advice and raising concerns			Information unavailable/incomplete		
	2-27 Compliance with laws and regulations			Information unavailable/incomplete		
2-28 Membership associations			Information unavailable/incomplete			
2-29 Approach to stakeholder engagement	102 - 103					
2-30 Collective bargaining agreements			Not applicable			

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	100 - 101	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	105				
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	104 - 105				
GRI 301: Materials 2016	301-1 Materials used by weight or volume			Information unavailable/ incomplete		
	301-2 Recycled input materials used			Information unavailable/ incomplete		
	301-3 Reclaimed products and their packaging materials			Information unavailable/ incomplete		
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	104 - 105				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	30 - 31				
	302-2 Energy consumption outside of the organization			Information unavailable/ incomplete		
	302-3 Energy intensity			Information unavailable/ incomplete		
	302-4 Reduction of energy consumption			Information unavailable/ incomplete		
	302-5 Reductions in energy requirements of products and services			Information unavailable/ incomplete		
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	104 - 105				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	40 - 41				
	305-2 Energy indirect (Scope 2) GHG emissions	40 - 41				
	305-3 Other indirect (Scope 3) GHG emissions	40 - 41				

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 305: Emissions 2016	305-4 GHG emissions intensity			Information unavailable/ incomplete		
	305-5 Reduction of GHG emissions			Information unavailable/ incomplete		
	305-6 Emissions of ozone-depleting substances (ODS)			Information unavailable/ incomplete		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Information unavailable/ incomplete		
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	104 - 105				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	66				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	67				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	104 - 105				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	80 - 85				
	403-2 Hazard identification, risk assessment, and incident investigation	80 - 81				
	403-3 Occupational health services	80 - 81				
	403-4 Worker participation, consultation, and communication on occupational health and safety			Information unavailable/ incomplete		
	403-5 Worker training on occupational health and safety	52 - 53, 82 - 83				
	403-6 Promotion of worker health			Information unavailable/ incomplete		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	80 - 85				
	403-8 Workers covered by an occupational health and safety management system			Information unavailable/ incomplete		
	403-9 Work-related injuries	81				
	403-10 Work-related ill health	81				

# SOBHA

REALTY