

Art of the Detail
Carving Sustainability Through Precision and Care



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ESG REPORT



SOBHA
REALTY

*Sobha Group's
fourth consecutive Environmental, Social
and Governance (ESG) Report reaffirms
our ongoing commitment to transparency,
accountability, and the adoption of
sustainable practices.*

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About THE REPORT



Sobha's 2024 Sustainability Report offers a detailed overview of our ESG performance, and future outlook across our operations in the UAE.

As our fourth consecutive ESG report, it marks a significant evolution from our previous editions, highlighting the progress and development of our sustainability initiatives, enhanced disclosures, entity level breakdown of performance and public commitment to achieving quantitative ESG targets.

This year, we have further refined our GHG estimation methodology, moving from a spend-based approach to a more precise quantity and specific emission factor-based GHG estimate for several construction materials.

This advancement allows us to more accurately measure and address the significant embodied emissions of the built environment, thereby bringing in GHG intensity as a key decision-making criteria when selecting construction materials.

Additionally, we have obtained assurance for our ESG report, ensuring transparency and credibility in our reporting process and keeping you, our stakeholders, well-informed.

These advancements have enabled us to achieve remarkable milestones in 2024, reaffirming our commitment to ESG excellence.

The ESG Report captures the essence of our sustainability journey, from environmental stewardship and social impact to governance excellence. Our ESG initiatives are integral to our mission of building sustainable communities and fostering long-term prosperity.

Aligned with international best practices, our ESG Report has been crafted in accordance with the Global Reporting Initiative (GRI) standards encompassing both general and topic-specific disclosures relevant to Sobha Group's operations and initiatives.

By ensuring alignment with the GRI Standards, the UN Sustainable Development Goals (SDGs), integrating SASB metrics, and upholding the principles of the United Nations Global Compact (UNGC), we ensure the credibility, transparency, and reliability of our reporting.

As we embark on this sustainability journey, it is important to acknowledge that the content of this report also includes forward-looking statements.

These statements are based on our current expectations, projections, and assumptions regarding future events and trends that may affect our business, operations, and performance. While we strive to provide accurate and insightful information, it is essential to recognize that actual results may differ materially from those expressed or implied in these statements due to various factors beyond our control.

Due to the nature of ESG disclosures some of the statistics and metrics disclosed in this report may include estimates and may have underlying assumptions.

This report is for general informational purposes only and all information in this report is current as of the date of publication. 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 subsequently become inaccurate. This report is not comprehensive and contains only voluntary disclosures on important ESG topics as required by the ESG reporting frameworks we have adhered to.

We remain committed to transparency and will continue to update our stakeholders on our progress towards achieving our sustainability goals. If you have any questions or feedback about this report or Sobha Group's sustainability efforts, please feel free to reach out to us at sds@sobharealty.com.

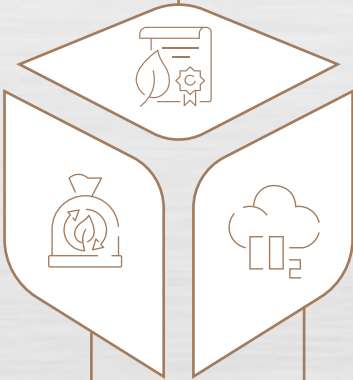
Alignment with Global and Local ESG Frameworks

At Sobha, we are committed to transparency and accountability in our sustainability practices. Our 2024 Sustainability Report is aligned with both global and local ESG frameworks to ensure that we meet the highest standards of environmental, social, and governance (ESG) performance. By following internationally recognized guidelines and frameworks, as well as the UAE’s national sustainability goals, we are driving positive change while remaining compliant with the latest regulations and best practices.

Local ESG Frameworks:

UAE Green Economy for Sustainable Development Initiative:

We are fully aligned with the UAE’s Green Economy initiative, which promotes sustainable economic growth through energy-efficient technologies and resource conservation.



UAE Net Zero 2050 Strategic Initiative:

Sobha is actively working towards the UAE’s Net Zero 2050 target, aligning our operations and business strategies to contribute to the national goal of achieving net zero emissions by 2050.

Dubai Carbon Abatement Strategy:

In line with the Dubai Carbon Abatement Strategy, Sobha is focused on reducing carbon emissions across our projects through the adoption of green technologies, including solar energy systems, district cooling solutions, and electrification of construction sites.

By aligning with these global and local frameworks, Sobha ensures that our sustainability strategy contributes to the global climate agenda and meets the UAE’s national goals for a sustainable future.

Global ESG Frameworks:



Global Reporting Initiative (GRI) Standards:

Our report adheres to GRI Standards, which provide a comprehensive framework for reporting on the Governance, Environmental, and Social impacts of our operations.

UN Sustainable Development Goals (SDGs):

We are committed to contributing to global sustainability goals through our projects and operational practices.

Greenhouse Gas (GHG) Protocol:

Sobha aligns with the GHG Protocol for measuring and managing greenhouse gas emissions, ensuring that we account for Scope 1, Scope 2, and Scope 3 emissions.

International Financial Reporting Standards (TCFD/IFRS):

We follow the IFRS S2 (developed by ISSB) recommendations, disclosing the financial impacts of climate-related risks and opportunities, including our governance approach, strategy, risk management, and performance metrics aligned with climate action goals.

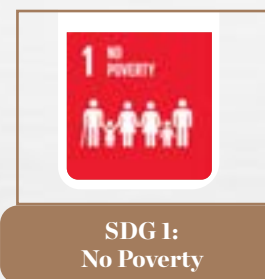
Sustainability Accounting Standards Board (SASB):

Sobha’s reporting is aligned with the SASB Real Estate Standard, that focuses on the sustainability impacts of property development, management, and operations, considering both direct and indirect ESG impacts.

UN Global Compact (UNGC):

Sobha is committed to the principles of the UN Global Compact, aligning with its core values on human rights, labor standards, environmental protection, and anti-corruption practices.

Supporting the United Nations Sustainable Development Goals (UNSDGs)



Supporting Jobs and Families

We ensure a stable future by providing employment opportunities within our projects. Our efforts create livelihoods that allow workers to support their families, helping build financial stability and secure futures. In addition we provide financial support to our technicians' families.

Employee Well-being Initiatives

Sobha prioritizes the health and safety of its workforce through wellness programs, mental health support, and best-in-class workplace safety standards aligned with ISO 45001 requirements.

Healthy Living Environment

Our developments incorporate green spaces, sustainable landscaping, and community wellness initiatives to enhance the quality of life for residents.



SDG 3: Good Health and Well-being



SDG 4: Quality Education

Supporting Families through Education Initiatives

Beyond training & upskilling our employees, we offer education and skill development programs to support the families of our employees, contributing to their personal and professional growth, and fostering an educated community.



SDG 5: Gender Equality

Women's Empowerment & Diversity

We foster an inclusive work environment that promotes gender equality, encourages female leadership, and supports diversity in hiring and career advancement.

Employee Development Programs

We provide targeted training and mentorship programs to support women in construction and real estate, enhancing their career prospects.

Sustainable Water Management

At Sobha we prioritize efficient water use by implementing rainwater harvesting, water recycling systems, and low-flow fixtures to reduce consumption. We further minimize potable water demand by utilizing treated wastewater for landscaping, construction, and other non-potable applications, ensuring responsible resource management.

Ensuring Sanitation for All

Our residential and commercial developments incorporate modern sanitation infrastructure, adhering to stringent hygiene standards to promote health and well-being for residents and communities.

Ecosystem Preservation

By integrating green spaces, advanced wastewater treatment solutions, and appropriate drainage systems, we safeguard local water bodies and contribute to sustainable urban water cycles.



SDG 6: Clean Water and Sanitation



SDG 7: Affordable and Clean Energy

Enhancing Energy Efficiency

We incorporate energy-efficient technologies across our construction sites, commercial buildings, and residential developments to reduce energy consumption and lower carbon emissions.

Investing in Renewable Energy

Sobha is increasing the adoption of solar power, biodiesel, and other renewable energy sources to minimize reliance on fossil fuels and promote clean energy solutions.

Contributing to Economic Growth

Through our expansive growth strategy, Sobha plays a key role in driving the region's and the construction industry's economic growth. We ensure ethical work practices and fair compensation to ensure economic wellbeing of all stakeholders.



SDG 8: Decent Work and Economic Growth



SDG 9: Industry, Innovation, and Infrastructure

Automation of Construction Material Manufacturing

We leverage advanced automation technologies in manufacturing construction materials to improve efficiency, enhance quality, and minimize waste.

Innovation & Industrialization

Our focus on continuous innovation in construction processes, material technologies, and sustainable building techniques ensures we remain at the forefront of industry advancements.

Building Sustainable Communities

Sobha Group is committed to designing and developing integrated townships and urban spaces, prioritizing sustainability, livability, and resource conservation.

Green Buildings

Our projects adhere to sustainable design principles, integrating water and energy-efficient systems, sustainable materials, and innovative construction techniques.

Sustainable Mobility & Infrastructure

We support sustainable urban development by incorporating green spaces, energy-efficient public amenities, and low-impact transportation solutions.



SDG 11: Sustainable Cities and Communities



SDG 12: Responsible Consumption and Production

Resource Efficiency Measures

We focus on optimizing the use of raw materials, promoting sustainable procurement, and reducing waste generation across our supply chain.

Waste Management & Recycling

Our operations emphasize circular economy principles by maximizing material recovery, recycling construction waste, and minimizing landfill disposal.



Decarbonization Strategy

Sobha has implemented measures to reduce its carbon footprint, including transitioning to renewable energy sources and improving energy efficiency in buildings.

Sustainable Construction Materials

We actively explore and adopt low-carbon, sustainable building materials to reduce embodied emissions and environmental impact.



SDG 13: Climate Action



SDG 15: Life on Land

Ecosystem Restoration

Our commitment to environmental preservation is evident in projects like the Sobha Siniya Island developments in UAQ, where we actively work to restore and protect ecosystems. Focusing on land restoration efforts and preventing land degradation ensures sustainable development while respecting the natural environment.

Ethical Business Practices

Sobha is committed to operating with the highest ethical standards, ensuring transparency, accountability, and regulation compliance. We promote strong governance and contribute to creating just and fair business practices across the industry.



SDG 16: Peace, Justice, and Strong Institutions



SDG 17: Partnerships for the Goals

Collaborative Partnerships

Sobha is actively working with regulators, ministries, and other stakeholders to further the goals of the UNSDGs. These partnerships enable us to implement best practices, influence policy, and foster an environment of collective responsibility to advance sustainability across the built environment.

Message from

PNC Menon

Founder of Sobha Group

As we reflect on Sobha Realty's journey, it is with immense pride that we acknowledge the progress we have made in shaping exceptional real estate developments and a brand that stands for quality, trust, sustainability and innovation. Our achievements in 2024 serve as a testament to the hard work, vision, and dedication of our entire team, all of whom are committed to driving Sobha's success forward.

We closed 2024 with unprecedented sales of AED 23 billion, setting the stage for an even more ambitious future. For 2025, we are targeting AED 30 billion in sales, with plans to launch up to ten new multibillion-dirham projects across the UAE.

These projects will all be green building certified, reinforcing our dedication to sustainability in all aspects of our business.

Looking ahead, we are expanding our horizons into high-growth markets such as the US and Australia, where we see vast potential for Sobha to lead in the global real estate sector. Our focus remains on delivering world-class developments that generate strong financial results and leave a lasting positive impact on the communities we serve.





Message from

Ravi Menon

Chairman of Sobha Group

As we present our fourth Annual Sustainability Report, Sobha continues to demonstrate its commitment to sustainable development, not only within our operations but across the communities we serve. This report highlights our achievements, the challenges we've overcome, and the steps we're taking to shape a sustainable future.

Sobha's dedication to environmental, social, and governance (ESG) principles is at the heart of everything we do. We align with globally recognized ESG frameworks, including the GRI (Global Reporting Initiative), GHG Protocol, TCFD/IFRS 2, GRESB and the UN Sustainable Development Goals (SDGs). Our strategy is also in sync with local UAE commitments, including the Net Zero 2050 target, ensuring that we are contributing to global sustainability efforts and also responding to regional environmental priorities.

At Sobha, we understand that our success is measured by financial growth and social impact we create for our employees, their families, and the communities we serve.

As we continue to expand and innovate, we remain deeply committed to enhancing employee welfare and community development. In recognition of the outstanding contributions of our team, we have dedicated AED 150 million in bonuses for employees not already covered by incentive programs, ensuring that every member of the Sobha family is rewarded for their hard work.

Our efforts to foster diversity and inclusion are evident in our growing workforce, with 200+ Emiratis, 18% women in administrative roles, and over 80 nationalities represented at Sobha.

We are proud to offer initiatives like Sobha Educare, which supports the education of our technicians' children back in their home countries, and Sobha Newborn Care, which offers support for new parents. Through the Sobha Women Empowerment Program, we also provide financial support for the wives of technicians, further empowering families and strengthening our community ties.

Our commitment to corporate social responsibility is reflected in the success of our numerous community development initiatives, which have benefited thousands of individuals. From housing schemes for long-serving employees to marriage blessings for their children, Sobha is dedicated to making a positive impact on the lives of its people.

As we move forward, Sobha remains dedicated to innovative solutions, transparency, and accountability, ensuring that our practices continue to meet the highest standards of sustainability. Our efforts are guided by the belief that long-term success is only achievable through responsible business practices and a genuine commitment to the wellbeing of our people, communities, and planet.

Message from

MR. FRANCIS ALFRED

Managing Director, Sobha Group

At Sobha, sustainability is at the core of our operations, driving both our growth and the positive impact we aim to make on the environment and communities.

In 2024, we are proud to have achieved an impressive score of 91 in the 2024 GRESB (Global ESG Benchmark for Real Assets) assessment, solidifying our leadership in environmental, social, and governance (ESG) performance within the real estate sector.

This accomplishment reflects our ongoing commitment to sustainable development, demonstrated through initiatives such as 9+ solar energy projects, the introduction of district cooling systems across our properties through Sobha Energy Solutions, and the increased use of recycled water in construction activities.

Additionally, we have significantly reduced the water consumption intensity and energy use intensity of our technicians residences, further advancing our environmental objectives.

Our efforts also include the composting of food waste, which diverts waste from landfills and reduces methane emissions, contributing to circular economy principles.

We have also modelled our emissions based on our ambitious growth plans and have charted out a clear Net Zero emissions trajectory. As we continue to expand, we are actively considering and implementing initiatives to match these targets and ensure we remain on track to achieve Net Zero by 2050.

The electrification of construction sites and the adoption of low-carbon materials like Vertua low-carbon cement are key to reducing our operational emissions, supporting both our environmental goals and our Net Zero 2050 commitment.








Through these efforts, Sobha is advancing its business and also setting a new standard for energy efficiency, waste reduction, and responsible construction. We are dedicated to creating a positive environmental legacy, ensuring that each project contributes to a more sustainable and resilient future.



Key ACHIEVEMENTS

-  **23 Billion AED**
In Record Sales
-  **Launched Siniyah**
Island Project
-  **Green Mark Super Low Energy certification.**
Awarded to Sobha One Project
-  **“91” GRESB Score**
Achieved
-  **AED 150 Million**
Distributed for Employee Bonuses
-  **18,428**
Lives Positively Impacted by Sobha Care
-  **3,988 tco₂e**
Emission Reductions Achieved Through Various Initiatives



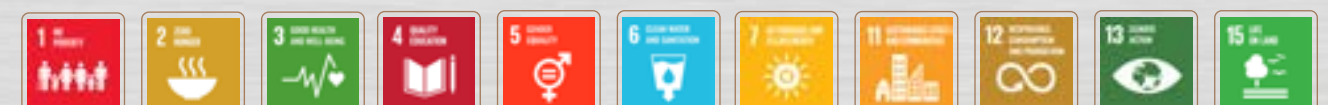
-  **4% Reduction**
In Potable Water Consumption Share
-  **301.46 tonnes**
Of Food Waste Composted.
-  **1,504 KL**
Of Biodiesel Used.
-  **500 KVa**
Downsizing of Diesel Generators.
-  **4 Hybrid vehicles**
Added to The Fleet.
-  **2,186,231 KWh**
Saved Through Energy Retrofit Projects.
-  **9 Solar PV Projects**
Underway With A Total Capacity Of 9.9 Mwp

 **8,017**
Women Supported Through Women Empowerment Program

 **63**
Individuals Supported Through Marriage Blessing Program

 **578**
Children Supported Through Newborn Care Initiative

 **9,770**
Children Provided With Educational Assistance





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.



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 45001 (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. We are also on the verge of several transformative steps that would redefine the way we engage with the built environment.

Responsibility

The Sobha Group is committed to work in a clean and sustainable way that is reflected in all aspects of our work. We take a fundamental approach to conserving 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, we aim to ensure transparency, maintain open communication, and deliver results that align with our clients' expectations and values.

Conversation WITH THE CSO

Q1: Can you elaborate on Sobha's group-wide ESG strategy?

Sobha has developed a comprehensive group-wide ESG strategy that aligns with our commitment to environmental, social, and governance (ESG) excellence. The strategy sets clear entity-level and department-level targets, ensuring that every part of our organization is aligned with Sobha's sustainability goals. These targets cover areas such as green building certifications, energy efficiency, water efficiency, emission reductions, renewable energy, green transport and community engagement. Senior management and the board are closely involved in setting these targets, overseeing their progress, and ensuring accountability across the company.

Q2: How does Sobha approach GHG accounting and emissions reduction?

Sobha has been estimating comprehensive Scope 1, 2 and 3 emissions for last 2 years. This year we enhanced the GHG accounting methodology by transitioning from a spend-based calculation to a more quantitative-based approach. This shift brings into focus our greater understanding of the supply chain, and the embodied carbon associated with key building materials. It has further greatly improved the accuracy of emissions reporting, especially for Scope 3 categories such as purchased goods and capital goods. We are prioritizing the reduction of embodied emissions, with initiatives like the use of low-carbon cement across construction projects. We are also in active discussions with relevant stakeholders to explore low carbon materials. Additionally, all new construction projects follow a robust green building certification process to ensure energy efficiency and sustainable design from the outset.

Q3: What steps is Sobha taking to improve energy efficiency in buildings?

Energy efficiency is an area of enormous focus within Sobha designs whereby it explores several passive and active design options right at the conceptual phase through design charrette. It conducts energy modelling for all new buildings to ensure that they meet high energy efficiency standards. This allows us to optimize the design of buildings for energy performance and sustainability. We also integrate renewable energy sources through projects like solar installations and enhance energy efficiency through technologies like LED lighting and HVAC optimization.

Q4: How is Sobha collaborating with external stakeholders to enhance sustainability?

Sobha actively collaborates with technology suppliers, innovative service providers, and waste management companies to implement the latest sustainability solutions. These partnerships help us reduce waste, improve resource efficiency, and adopt cutting-edge technologies across our operations. These engagements focus not only on emission reductions through decarbonization but move further into adopting principles of circularity.

Internalizing innovative low carbon cement technology, partnering with waste management companies to compost food waste, diverting it from landfills and reducing methane emissions are few of such instances. In addition we have ongoing discussions with ministries and authorities to collaborate and play an active role in driving sustainability and climate action in the built environment sector including reporting.

P.R. Jagannathan

Chief Sustainability Officer

Q5: What initiatives does Sobha have in place to support employees' career progression, wellbeing, and their families?

At Sobha, we are committed to employee growth, career development, and the wellbeing of our employees and their families. We offered over 370,000 training hours last year, covering soft skills and job-specific training to ensure that employees have the tools and knowledge needed for career advancement. Annual performance feedback is incorporated into individual career plans, supporting ongoing development and long-term progression within the company.

To ensure holistic employee wellbeing, Sobha introduced the Sobha Employee Wellness Activities (SEWA) program, which focuses on enhancing physical, mental, financial, and social wellbeing. This includes fitness initiatives, mental health support, financial literacy workshops, and social engagement activities to promote a balanced lifestyle.

In addition to these career and wellbeing initiatives, Sobha Care provides educational and medical support for the families of our technicians, extending to their home countries to ensure they have access to essential services. These efforts contribute to improving the quality of life for our employees and their loved ones, reinforcing Sobha's commitment to their holistic development and overall well-being.

Q6: How is Sobha progressing with Emiratisation?

Sobha is making significant progress in Emiratisation, with an increase of 208 number of UAE nationals joining the company we now have 280 Emiratis working with us. We are dedicated to creating career opportunities for UAE nationals, supporting local talent, and contributing to national workforce development in line with UAE's broader goals.

Q7: Can you provide an update on Sobha's decarbonization initiatives?

Sobha developed a comprehensive ESG strategy encapsulating the decarbonizing goals and targets of all the entities.



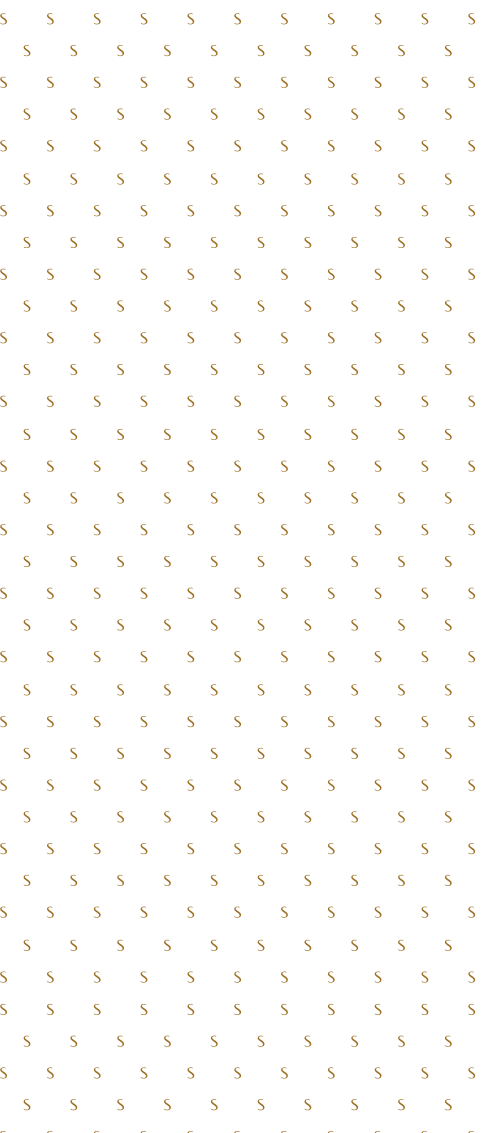
Based on those, it has implemented a comprehensive set of decarbonization initiatives to significantly reduce carbon emissions and enhance sustainability across its operations.

Key efforts include the deployment of 10+ solar energy projects, which span across factories, construction sites, and office buildings, contributing to the use of renewable energy and reducing reliance on conventional power sources. Additionally, Sobha has adopted B5 biodiesel in construction operations, replaced traditional diesel with electric equipment on some of the sites, and introduced hybrid vehicles into our fleet, all aimed at improving fuel efficiency and lowering emissions.

The company has also focused on using low-GHG-intensive construction materials, such as Vertua low-carbon cement, to cut embodied carbon in buildings. Efforts to improve energy efficiency through retrofits in buildings and technicians residences, including optimizing lighting and HVAC systems, further enhance Sobha's commitment to decarbonization. Moreover, Sobha is actively working on waste reduction and recycling, diverting waste from landfills, and has reduced the use of potable water by increasing the adoption of recycled water for construction activities.

These initiatives collectively support Sobha's Net Zero 2050 goals, positioning us as a leader in sustainable, low-carbon development. Many of these initiatives and their quantified impact is detailed in the respective sections within this report.

About
SOBHA



About THE COMPANY

Sobha Realty is a leading real estate developer with operations across the Middle East and India.

Established in 1976 by PNC Menon, the company has built a strong reputation for its commitment to integrity, quality, sustainability, innovation, and customer satisfaction. Renowned for its expertise in constructing luxury residential properties and integrated townships, Sobha Realty is recognized for superior design, craftsmanship, and sustainability features.



Over the years, the company has delivered landmark projects that have redefined urban landscapes and set new benchmarks for excellence in the real estate industry.

Established
in 1976

**Green Mark
Pre-Certification**
for Sobha One

2
new companies launched*
(* Sobha Project Management Consultancy and
Sobha Energy Solutions)

In 2024, Sobha Group reinforced its position as an industry leader with groundbreaking achievements. The company launched the massive Siniya Island project, a landmark development that exemplifies its commitment to sustainable and innovative real estate.

Additionally, Sobha achieved a record-breaking AED 6.3 billion in sales, reflecting strong market confidence and the enduring appeal of its high-quality developments.

During the year, one of our largest flagship projects was preparing to secure the prestigious Green Mark certification, demonstrating our commitment to sustainable and low-carbon development.

In line with its focus on diversification and operational excellence, Sobha Group established two new entities: Sobha Energy Solutions and Sobha Project Management Consultancy.

These companies strengthen the Group's capabilities in efficient energy solutions and project execution, reinforcing its vision of delivering integrated, future-ready developments. These milestones reflect Sobha Group's dedication to redefining the real estate landscape and setting new benchmarks for the industry.

Creating An Ecosystem Of Sustainable Development Through Backward Integration

Sobha Group has consistently leveraged backward integration as a key strategic advantage, ensuring complete control over its developments’ quality, efficiency, and sustainability.

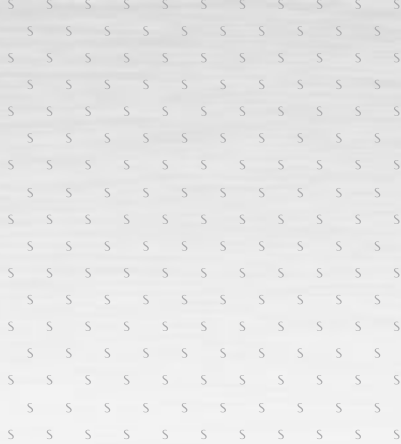


By integrating critical functions, including design, engineering, construction, cooling energy supply, project management, facilities management and material sourcing under one umbrella, the company has established a seamless and self-reliant operational model.

This approach enhances cost efficiency and project timelines while allowing for stringent quality control and adherence to the highest sustainability standards.

Backward integration enables Sobha to optimize resources, reduce dependency on external suppliers, and drive innovation across every stage of development.

As a result, the company delivers world-class projects while maintaining a strong commitment to environmental stewardship and long-term value creation.



This report covers the operations of the following Sobha Group companies



Sobha Realty

Sobha Realty is a global luxury developer conceptualising and delivering world-class luxury communities for the Group.

PNC Investment

PNC Investment, the investment arm of Sobha Group, encompasses a diverse portfolio across industries and geographies. PNC Investment’s diversified portfolio reflects its commitment to exploring opportunities that generate financial returns and contribute positively to the global economy.

PNC Architects (PNCA)

PNCA offers a wide range of services including master planning, architectural design, landscape design, interior design, modular and façade design, as well as comprehensive engineering services across residential, commercial, hospitality, and institutional sectors.

Sobha Facades

Sobha Facades leads the façade industry, specializing in designing, engineering, and fabricating top-tier façade systems.

Sobha Constructions (SCL)

SCL specializes in sustainable living communities. As a multinational construction company, it caters to Sobha Realty, renowned for its impeccable design, service, and quality construction.

Latinem Securities (LS)

Latinem Securities offers Quality Assured SIRA-certified security guards, with extensive expertise in security management. Additionally, LS provides risk consulting, investigations, systems integration, security software, and technology, along with skilled security professionals, delivering innovative, essential, and scalable security solutions.

Stay by Latinem

Stay by Latinem provides short-term vacation rental property management services for residential properties in Sobha Hartland.

Sobha Community Management

Sobha Community Management redefines community living by leveraging Sobha Group’s extensive experience to deliver tailored solutions for each property, be it a luxurious residential complex or a bustling commercial space.

Sobha Project Management Consultancy (PMC)

It is a project management firm specializing in infrastructure and landscaping services for Sobha Realty Projects. Sobha PMC role in Infrastructure Design focuses on overseeing the planning, coordination, and execution of the design phase of infrastructure projects.

Latinem Facility Management (LFM)

Latinem Facility Management (LFM) offers comprehensive Integrated Facility Management solutions to clients.

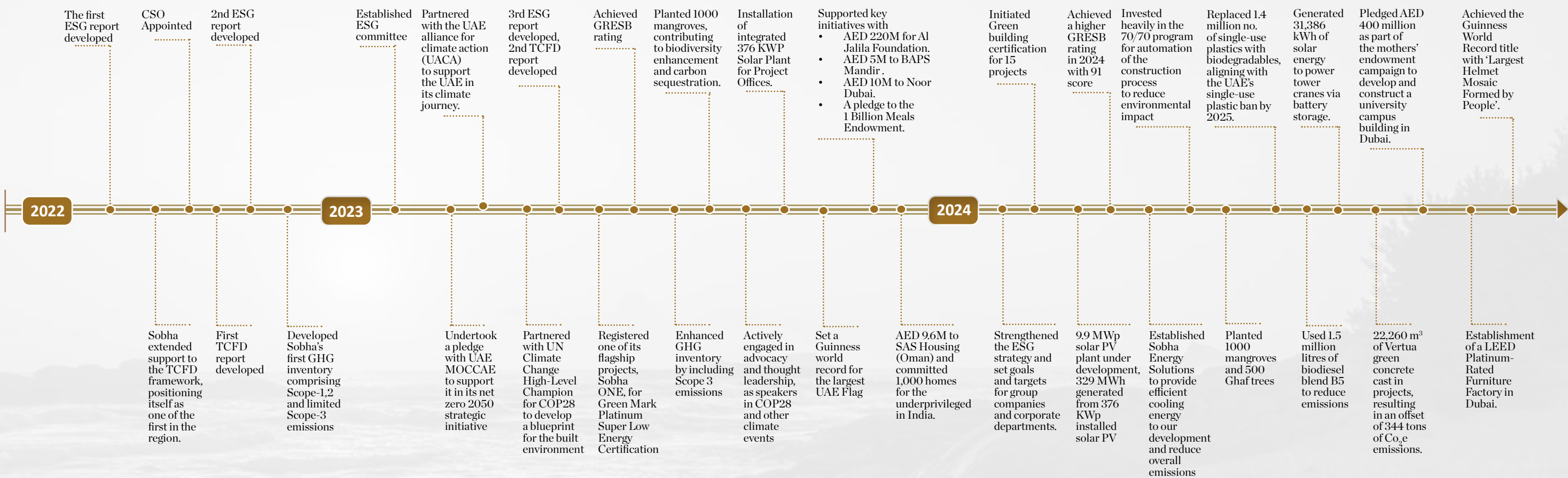
Sobha Furniture Industries LLC

Sobha Furniture Industries LLC produces customizable items such as kitchens, wardrobes, vanity units, and doors. It manages engineering, global supply chain, installation, and customer support for all furniture items across Sobha Group’s projects in the UAE.

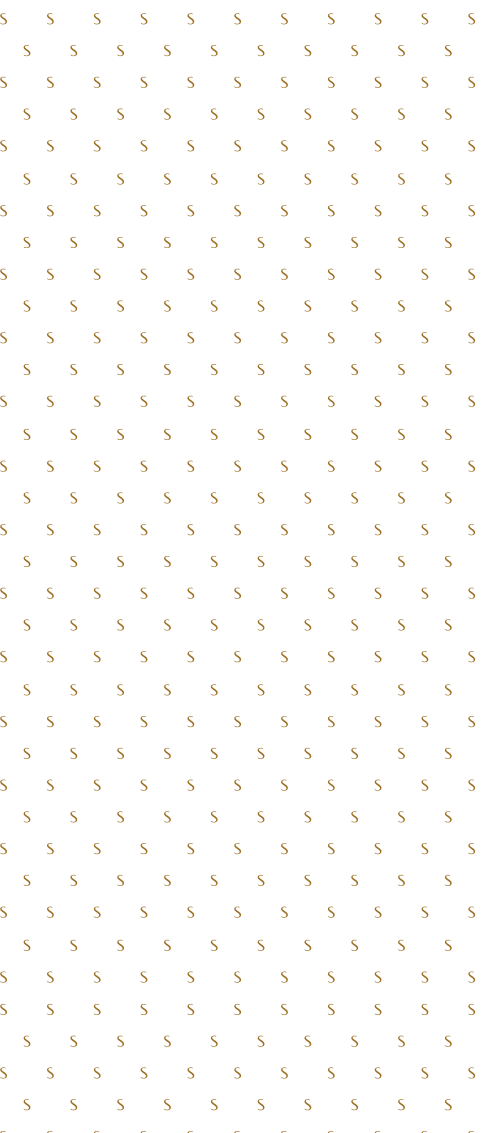
Sobha Energy Solutions (SES)

Sobha Energy Solutions is a Central Cooling Service Provider for Sobha Developments. The plant utilizes DEWA supplied electricity and recycled water from Dubai Municipality to generate chilled water, which is then distributed to individual buildings within Sobha Developments for cooling purposes.

ESG JOURNEY



Responsible **GOVERNANCE**



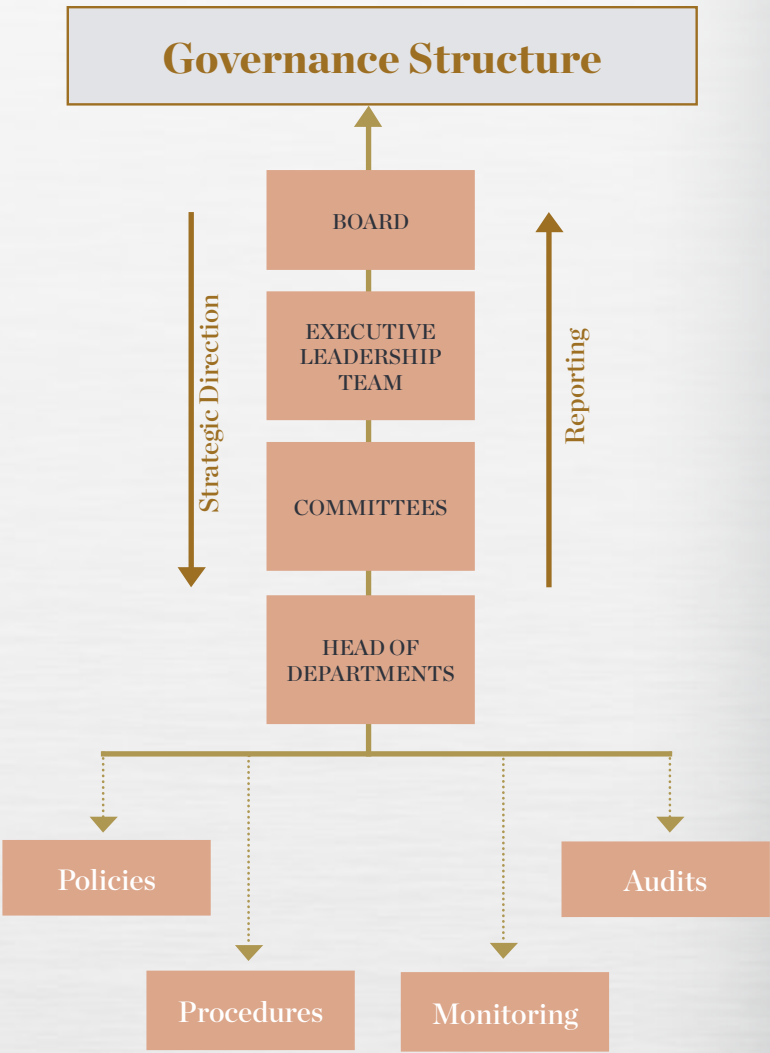
Responsible GOVERNANCE

Sobha's governance framework is built on transparency, accountability, and ethical conduct.

The organization's highest governing body, the Board of Directors, provides strategic oversight and ensures that the company adheres to its core values and long-term goals.

Our Code of Conduct guides all employees, outlining our core values and principles and providing clear guidance on expected behaviours and ethical standards. Robust corporate governance is crucial for maintaining transparency, accountability, and high ethical standards. It ensures efficient operations and compliance with legal and regulatory requirements and fosters stakeholder trust.

A prudent Corporate Structure to ensure highest levels of governance across the business.



Board of Directors

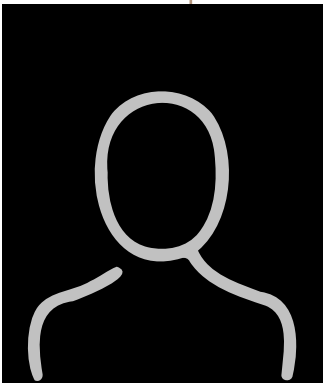
The Board of Directors at Sobha Group is the highest governing body, responsible for setting strategic direction, overseeing corporate governance, and safeguarding stakeholder interests. The Board comprises three members who bring diverse expertise, including leadership in real estate, finance, and sustainability.



Ravi Menon
Chairman
Age: 43
Nationality: Omani



Francis Alfred
Managing Director and Group
Chief Executive Officer
Age: 45
Nationality: Indian



Dr. Mahmoud Al Burai
Independent Director
Age: 41
Nationality: Emirati

Led by the Chairman Mr. Ravi Menon, a visionary leader with years of experience in real estate and construction, the Board is strongly committed to integrity, transparency, and accountability.

Mr Ravi Menon plays a pivotal role in shaping Sobha's vision. Mr Francis Alfred, Managing Director and Board Member, chairs the ESG Committee, ensuring the company's sustainability priorities are integrated at the highest level.

The Board plays an instrumental role in setting the company's purpose, values, and overall strategy, ensuring that these align with Sobha's commitment to

responsible business practices. It is also actively involved in reviewing and approving ESG goals and targets and the annual ESG report.

Additionally, the Board ensures that risks are effectively managed through a structured process, which includes the identification, impact assessment, and mitigation of potential risks, particularly those related to sustainability and regulatory compliance.

To uphold ethical decision-making, the Board has established clear processes to manage potential conflicts of interest, ensuring impartiality in its decisions.

The Board Committees ensure effective governance, risk management, and operational oversight. The Board has five key committees that manage specific business areas while overseeing strategic matters, including Group strategy, budget, investments, and financial structure.

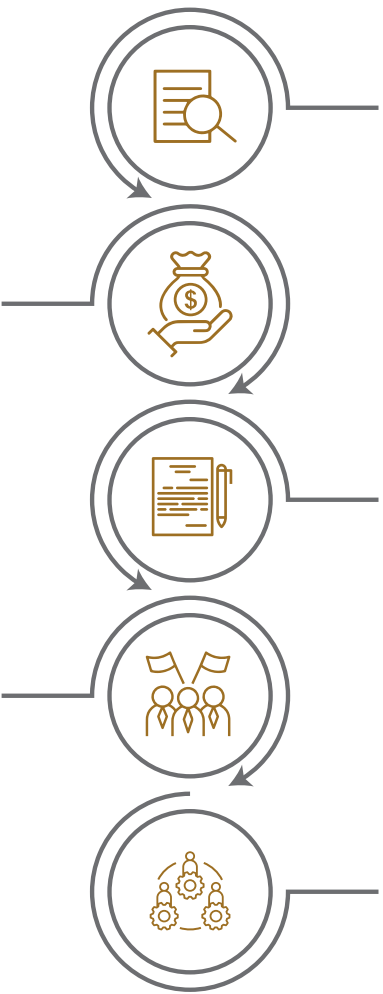
Investment Committee:

Focused on evaluating and deciding capital allocation across investment opportunities. The committee analyzes market trends, risk factors, and potential returns to guide informed investment decisions.

Audit Committee:

Ensures the integrity of financial reporting, internal controls, risk management, and regulatory compliance. The committee enhances transparency, upholds accountability, and bolsters investor confidence.

Note: The first four committees listed above are part of PNC Investment (PNCI) the main holding company. The ESG committee has been formed to drive the ESG strategies and climate action initiatives across the group.



Risk Management Committee:

Responsible for identifying, assessing, and mitigating risks across Sobha Group's operations. It develops strategies to address strategic, financial, operational, and compliance risks, ensuring resilience and long-term success.

Nomination & Remuneration Committee:

Oversees the nomination of qualified board and executive candidates and reviews remuneration packages for executives and directors. It ensures alignment with industry standards and company performance, fostering good corporate governance.

ESG Committee:

Oversees the company's environmental, social, and governance (ESG) practices, driving sustainability strategies and climate action while ensuring responsible corporate conduct.

*At Sobha Realty,
responsible
governance
is not just compliance
— it's our
commitment to
ethical leadership,
transparent practices,
and long-term value
for all stakeholders.*

ESG Governance

In 2023, Sobha strengthened its governance framework by formally establishing an Environmental, Social, and Governance (ESG) Committee empowered by the Board of Directors.

Chaired by Mr. Francis Alfred, Managing Director and Board Member, the committee comprises representatives from various departments, including strategy, development, operations, HR, etc. This diverse composition ensures that ESG considerations are integrated across all aspects of the company’s operations.

Throughout 2024, the ESG Committee held multiple meetings to assess progress toward sustainability goals and targets, ensuring Sobha remains on track with its objectives. Regular

reviews by the committee and group companies allow for effective resource allocation and continuous monitoring of the sustainability strategy’s implementation. Additionally, designated representatives within each entity oversee ESG matters, driving performance in alignment with the company’s goals. They regularly report to the ESG Committee, providing updates on environmental impact, social responsibility, and governance standards.

The ESG strategy, initiated in 2022, was enhanced with specific operational goals and clear milestones to be achieved by 2030.

This strategy was refined in 2024 to address emerging ESG challenges and opportunities, ensuring Sobha remains a leader in sustainability.



ESG Strategy Pillars



Environmental Pillar
Commitment to the Planet

Sobha Group’s environmental strategy focuses on three key areas: climate action, circularity, and pollution prevention. The company is actively reducing its carbon footprint by steering green building certification in all its development projects, investing in energy-efficient technologies, and renewable energy sources. In promoting circularity, Sobha emphasizes the reuse and recycling of materials across all its projects, reducing waste and encouraging the use of sustainable materials. Pollution prevention measures are rigorously implemented to ensure that all operations minimize environmental impact, thereby safeguarding natural resources and promoting biodiversity.



Social Pillar,
Enhancing Human Connections

Under the social pillar, Sobha Group prioritizes the employee experience and well-being fostering an inclusive workplace culture that supports career development and work-life balance. Health, safety, and security are paramount, with stringent policies and procedures in place to ensure a safe working environment for all employees. Additionally, Sobha is deeply committed to community welfare, actively engaging in initiatives that support local development, improve access to education, and bolster healthcare systems, thereby making a positive impact on the communities it serves.

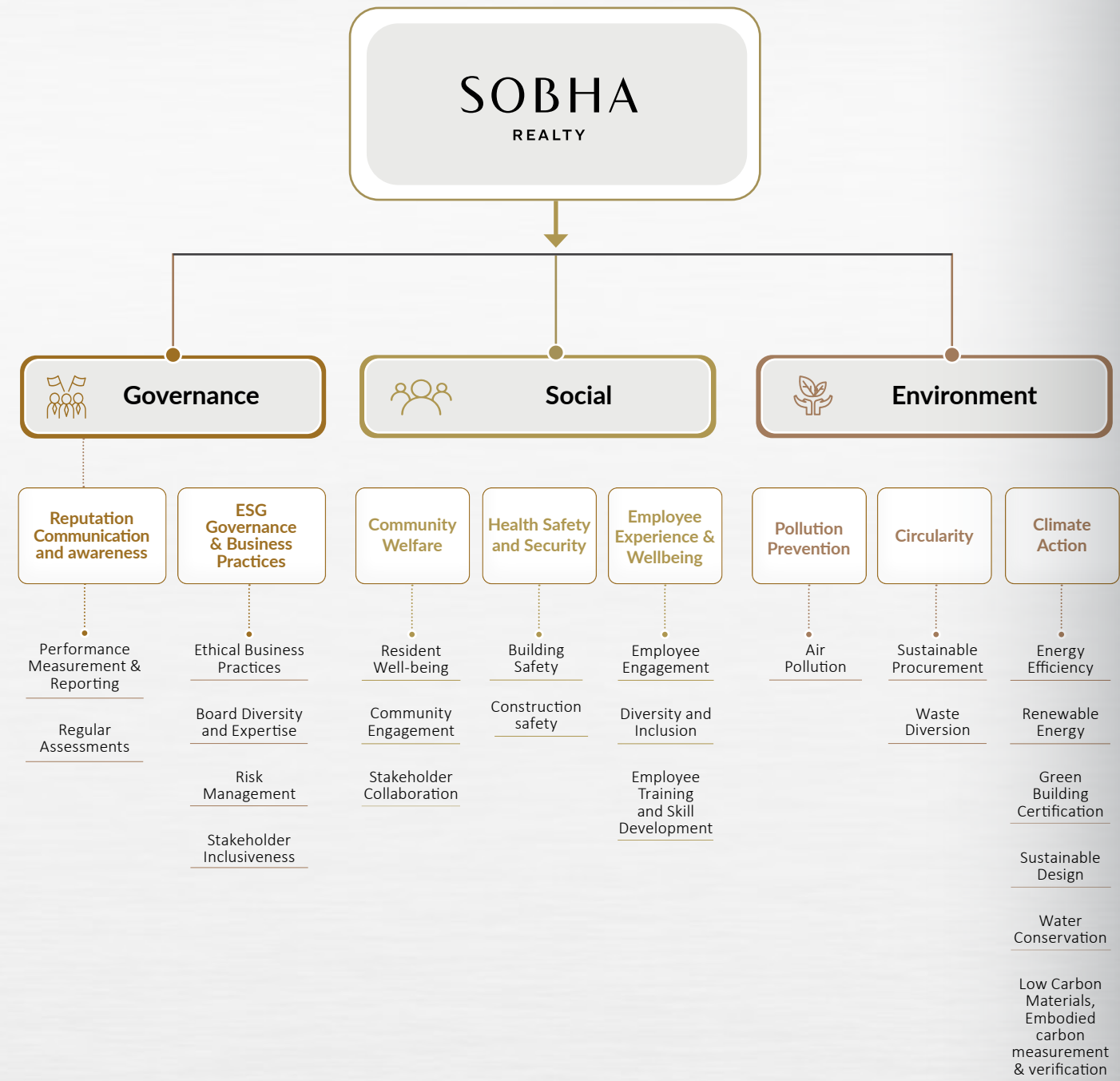


Governance Pillar
Ethical and Transparent Practices

Sobha Group upholds the highest standards of corporate governance through robust ESG governance structures. These structures ensure that ESG principles are integrated into all business practices, enhancing transparency and accountability. The company also focuses on reputation management, maintaining open lines of communication and raising awareness about its ESG initiatives.



SOBHA
REALTY



This year, we are taking a further step towards transparency by disclosing our key ESG targets, outlined below:

Pillars	Goals	Target Year
Environment	Installation of 7 MWp Solar PV	2027
	Zero use of SUP across the Group	2026
	Reduce Energy Use intensity by 5% keeping 2024 as baseline across Sobha's owned assets	2030
	Reduce water use intensity and reduce by 5% keeping 2024 as base-line across Sobha's owned assets	2030
	Implement initiatives to achieve 20,000 tCO2e emission reductions	2027
Social	Employee mood score: maintain above 4 consistently for both staff and technician	2026
	Encourage employees to volunteer, aiming for 1500 volunteer hours annually across the organization	2025
	Involve 5% of employees in at least one social responsibility project per year	2025
	Ensure ESG/Sustainability orientation/training for all employees	2027
	Improve women diversity from to 13% within Sobha Construction and 50% in Sobha LLC	2027
	12% Emiratization in Sobha Construction and 10% in Sobha LLC	2027
Governance	ESG KPIs included in performance evaluation of heads/leads of respective entities and departments	2025
	Enhance procedures to receive, review, resolve and track issues raised regarding harassment, corruption, bribery, human rights issues, etc.	2025
	Digitize procedures for ESG assessment of suppliers	2026

Sobha's ESG governance framework reflects its commitment to sustainability, responsible business practices, and creating long-term value for stakeholders. Our commitment to corporate governance extends beyond mere regulatory compliance. It is about building a sustainable, and ethical real estate business that thrives in harmony with nature, ensuring long-term prosperity for all stakeholders.



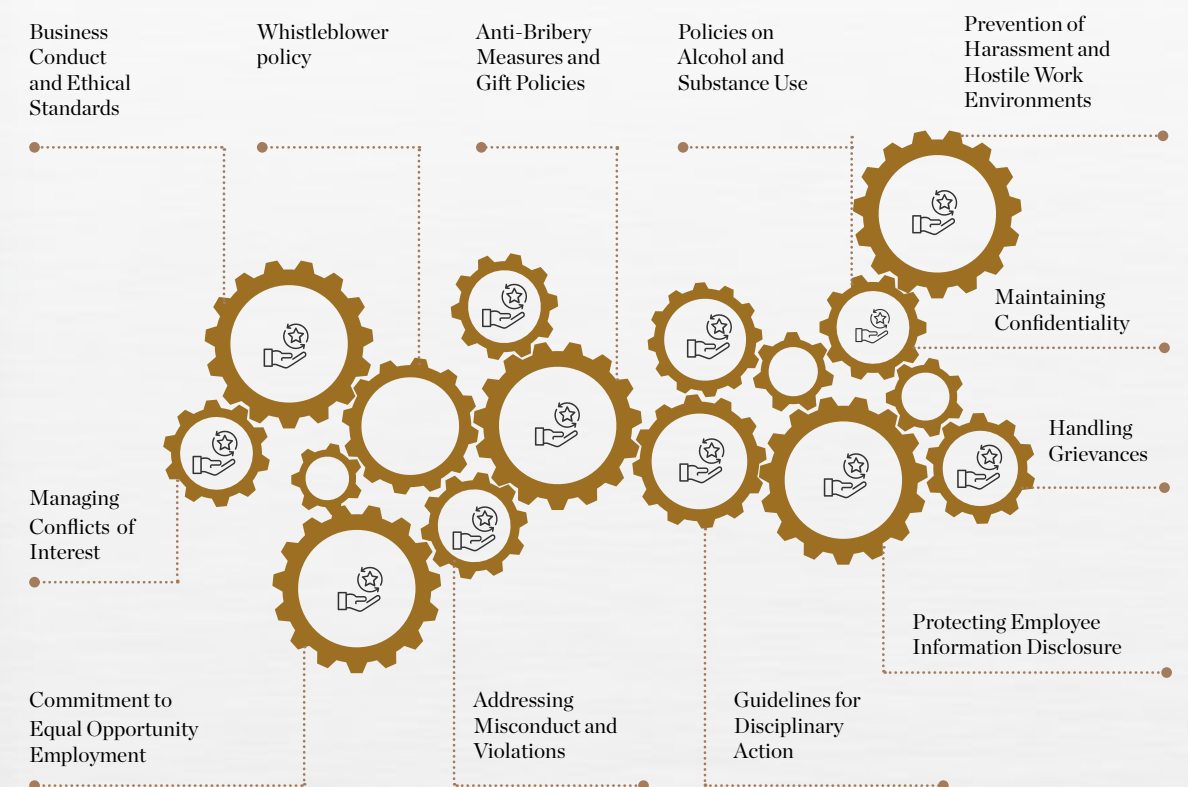
Commitment to INTEGRITY AND ETHICS

Sobha Group's Code of Conduct reflects our commitment to integrity, ethical behaviour, and legal compliance.

It fosters a culture of transparency, responsibility, and continuous improvement, providing guidelines for employees, management, and stakeholders to ensure all business activities are conducted with honesty and respect for regulations.



The following policies and guidelines have been established and shared with employees to ensure everyone understands their role in operating ethically and responsibly:



These comprehensive set of policies promote ethical conduct, fairness, and a respectful work environment. These policies cover key areas such as business conduct, conflict of interest management, anti-bribery measures, and equal opportunity employment. They also address harassment prevention, confidentiality, and the handling of grievances, ensuring that all employees are treated with respect and dignity.

The organization is committed to maintaining a safe and supportive workplace by outlining clear guidelines for disciplinary action and the protection of employee information. Additionally, our policies encourage transparency and accountability, including a whistleblower policy that enables employees to report concerns without fear of retaliation.

Gender-Inclusive Compensation Practices

Sobha is committed to maintaining fair and equitable compensation practices across the organization. Pay structures are designed to reflect role, experience, and performance without bias. We continuously work to ensure gender equity in remuneration and support the advancement of women through inclusive career development initiatives and transparent HR policies.

Stakeholder Grievance Redressal Framework

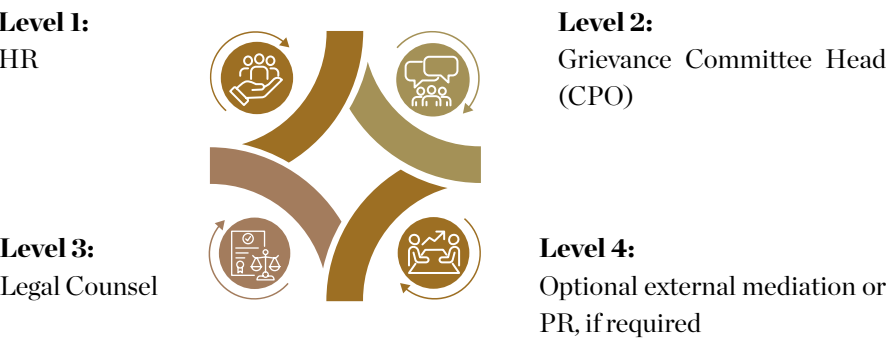
Sobha Realty has implemented a comprehensive grievance redressal system to ensure all stakeholders, employees, consultants, suppliers, and service partners can voice concerns with confidence, safety, and transparency.

The process applies to permanent and temporary employees, independent consultants, subcontractors, third-party service providers, and others with contractual relationships. It is grounded in clear principles of confidentiality, non-retaliation, timeliness, fairness, and compliance with UAE Labor Law and industry standards.

Key Features



Multi-Level Escalation Matrix ensures progressive resolution:



Grievance Redressal Committee

The committee comprises the HR Head (Chair), Legal Counsel, and a Compliance Officer or designated HR SPOC. It is responsible for overseeing the fair investigation, resolution, and closure of complaints.

By embedding this structured and responsive mechanism into its governance framework, Sobha strengthens ethical conduct, stakeholder trust, and operational integrity.



Stakeholder ENGAGEMENT AND MATERIALITY ASSESSMENT

A clear understanding of stakeholder expectations and sustainability impacts is fundamental to how Sobha defines its Environmental, Social, and Governance (ESG) priorities.

By maintaining open channels of communication with key stakeholder groups , we ensure that our sustainability strategy reflects both business imperatives and stakeholder concerns. Our materiality assessment process, aligned with the GRI 3: Material Topics (2021) standard, guides the identification and prioritization of issues that are most relevant and impactful across our value chain. Detailed stakeholder engagement and materiality assessment was undertaken in 2023, and revisited by the senior management of Sobha in 2024.



Stakeholder Engagement

Engagement with stakeholders is conducted through a variety of formal and informal mechanisms, enabling two-way dialogue and continuous feedback throughout the year. The table below outlines the key stakeholder groups and their primary engagement modes:

Stakeholder Group	Engagement Mode
Employees	Regular meetings, surveys, and feedback channels
Management Team	Strategic meetings and internal reports
Board of Directors	Board meetings and governance reports
Investors and Shareholders	Annual general meetings and governance reports
Customers and Homeowners	Customer surveys and feedback forms
Suppliers and Partners	Supplier conferences, webinars, and collaboration meetings
Technology Providers	Collaboration
Ministries, Government Entities and NGOs	Collaboration and partnerships
Regulatory Bodies	Regulatory compliance audits and reporting
Local Communities	Community engagement events and open houses
Environmental Advocates	Sustainability workshops and consultations
Government Authorities	Meetings and policy compliance reports

Through these engagements, a range of concerns and suggestions were gathered that helped shape our materiality assessment process. Specific stakeholder feedback was formally collected once in 2023 (covering both internal and external stakeholders) and subsequently reviewed in 2024 by Sobha’s management team in collaboration with an external ESG specialist.

The key interests and concerns raised by stakeholders during these two exercises are summarized below:



Employees

expressed strong interest in enhanced workplace well-being initiatives and career development opportunities, underscoring the relevance of Employee Experience and Well-being.



Customers and homeowners

highlighted expectations around sustainable living environments, aligning with Sustainable Design and Lifecycle Impact Reduction.



Investors and the Board

prioritized Climate Action and GHG Management, pushing for improved climate action, disclosure and progress tracking on ESG, GHG and sustainability issues with emissions and energy forming a significant part of the focus.



Local communities and environmental advocates

expressed keen interest in forward looking strategies regarding waste management, resource conservation, and biodiversity impacts, bringing focus to Pollution Prevention and Material Use Reduction.



Suppliers and partners

emphasized the importance of clear ESG guidelines and transparency in procurement practices, reinforcing the need for ESG Governance and Business Practices.



Government authorities and regulatory bodies

reinforced compliance expectations, particularly in Climate Action, Pollution Control, and Community Welfare efforts.

These insights directly informed the materiality assessment, ensuring that our disclosures and strategy align with stakeholder priorities.

Materiality Assessment

Sobha's materiality assessment followed a structured four-step process: identification, engagement, prioritization, and validation. The assessment was conducted in accordance with the GRI Standards and focused on impact materiality that is, how our operations, products, and services affect the environment, society, and the broader economy. The resulting material topics are categorized as follows:

Environmental Topics

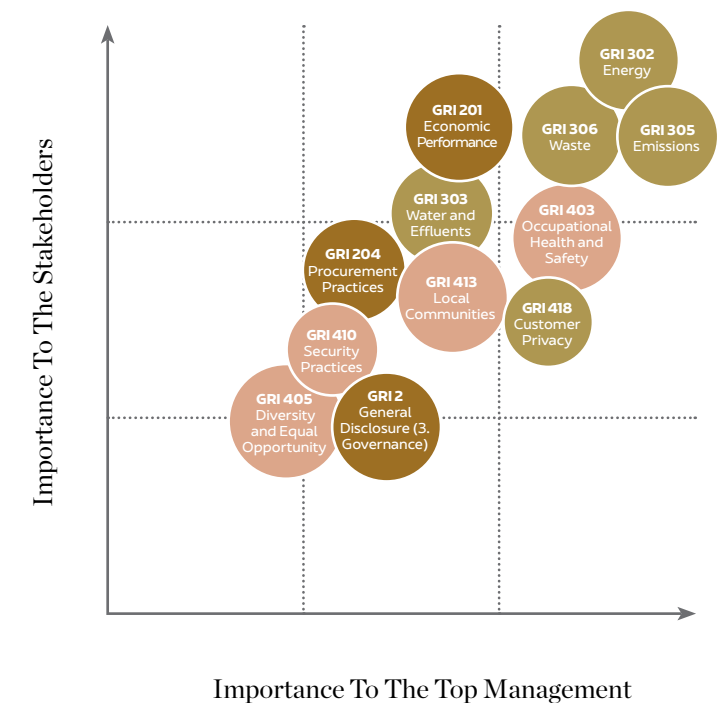
- Sustainable Design and Lifecycle Impact Reduction
- Climate Action, GHG Management, and Energy Optimization
- Material Use Reduction and Resource Conservation
- Pollution Prevention

Social Topics

- Health, Safety, and Security Practices
- Employee Experience and Well-being
- Community Welfare

Governance Topics

- ESG Governance and Business Practices
- Reputation, Communication, and Awareness



Each topic has been integrated into our broader ESG strategy and will be addressed through targeted programs, monitored KPIs, and future reporting. These topics also support Sobha's alignment with the United Nations Sustainable Development Goals (SDGs), reinforcing our commitment to long-term, sustainable value creation for all stakeholders.

During our peer review and analysis of ESG megatrends, we observed that cybersecurity and innovation are increasingly recognized as priority areas by many organizations. In response, we have included relevant disclosures on these topics in this year's report. However, it is important to note that these have not been identified as material topics through our formal materiality assessment.

We remain committed to staying ahead of evolving ESG priorities and trends, and we intend to reflect such developments through a refreshed materiality assessment or equivalent exercise in the near future.

Commitment to CYBER PROTECTION

As Sobha Realty continues its journey towards digital transformation, ensuring the security of our digital infrastructure has become a critical focus.

The establishment of a dedicated Cybersecurity Department in 2022, and appointment of the Group CIO, marked a pivotal step in safeguarding our digital assets, enhancing operational efficiency, and mitigating risks associated with the evolving cybersecurity landscape.



Cybersecurity Evolution and Strategy

Until 2022, Sobha had basic cybersecurity setup. However, with the recognition that cybersecurity is fundamental to supporting the company's growth and digital assets, a dedicated cybersecurity vertical was established.

In 2023, the Group developed a comprehensive Cybersecurity Strategy that included a three-year roadmap for strengthening the Group's security posture. This strategy aims to achieve ISO 27001 certification by the end of 2025, further validating our commitment to global best practices in information security management.

Key Cybersecurity Initiatives and Achievements

ISO 27001 Certification

We are in the process of rolling out ISO 27001 policies across the organization, with 70% of policies already implemented. Achieving ISO 27001 certification by Q3/Q4 2025 will ensure that our cybersecurity practices meet international standards and undergo independent audits to validate their effectiveness.

Cloud Migration

To minimize risks, we have migrated 80-85% of critical workloads to cloud platforms like Azure and AWS, both of which are renowned for their best-in-class security protocols. Legacy systems are being phased out, including the migration to SAP, a SaaS-based ERP solution, to further reduce on-premise risks.

Security Operations Center (SOC)

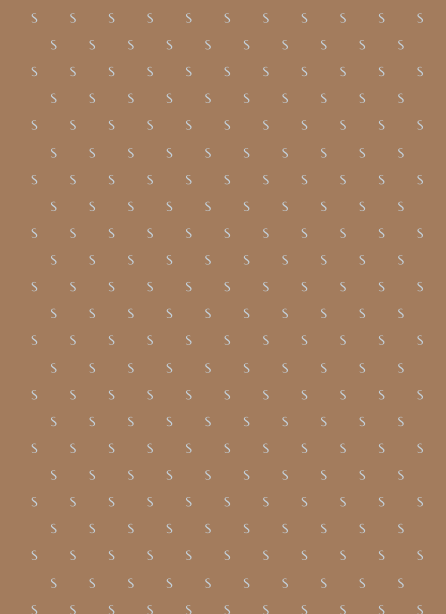
Sobha has implemented a Security Operations Center (SOC), which monitors all our digital assets, including network endpoints. Through our partnership with Secureworks, a global leader in cybersecurity services, we have enhanced our ability to detect and respond to cybersecurity incidents in real-time.

Infrastructure Upgrades

This year, we undertook a complete technology refresh by replacing outdated and obsolete infrastructure, particularly firewalls and end-of-life equipment, significantly reducing vulnerabilities.

Cybersecurity Awareness and Training

In 2024, Sobha implemented a cybersecurity training program through the use of KnowBe4, one of the leading cybersecurity awareness platforms. This program is rolled out on a monthly basis to all employees, ensuring they are equipped to recognize and respond to potential cybersecurity threats. In addition, we conduct quarterly phishing simulations to help employees spot phishing emails and to handle them appropriately.





Cybersecurity Governance & Continuous Improvement

We maintain a strong governance framework with a dedicated cybersecurity team led by an AVP of Cybersecurity. Our team is responsible for the continuous improvement of security protocols and ensuring that all employees, vendors, and stakeholders are aligned with our cybersecurity policies.

We are also working on Application Whitelisting and Cloud Access Security Brokers (CASB) to monitor and control activities on SaaS platforms, ensuring that all applications are secure and comply with company policies.

Incident Management and Risk Mitigation

During the reporting period, Sobha has not experienced any major cybersecurity incidents, such as ransomware attacks, demonstrating the success of our proactive cybersecurity measures. Also, there have been no complaints related to breaches of customer privacy, including any incidents where customer data has been lost, stolen, or compromised.

To further reduce risk, we follow industry-standard backup policies such as 3-2-1 backup, ensuring that critical data is regularly backed up and securely stored across multiple locations.

In the event of a potential incident, our Incident Response Plan (IRP) allows us to respond swiftly, minimizing the impact on business continuity and ensuring rapid recovery. We are also in the process of implementing disaster recovery (DR) systems, including multi-cloud environments and region-based backups, to safeguard against unexpected data center failures.

Looking Ahead

Looking forward, Sobha is committed to continuing its cybersecurity journey with the implementation of more advanced solutions, including multi-cloud DR and active-active failover systems to ensure that we can protect our digital assets and continue providing high-quality services to our clients without interruptions.

By maintaining a proactive approach to cybersecurity, we aim to stay ahead of emerging threats and ensure the safety and security of our infrastructure.



Our
PEOPLE



Investing in Our People for Sustained Growth

At Sobha, we recognize that our people are our greatest asset, and their well-being, growth, and satisfaction are central to our long-term success.

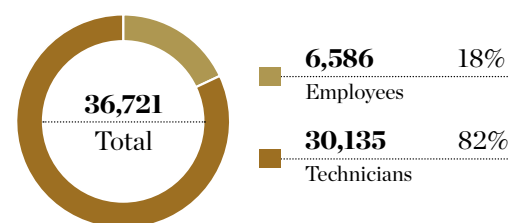
As an organization committed to sustainability, we understand that fostering a supportive, inclusive, and safe work environment is crucial for operational excellence, and for building a thriving community within our organization.

Continuous investment in our employees' development, well-being, health and safety, we strive to creates a culture where every individual is empowered to reach their full potential, contributing towards company's goals and the wider societal impact.

We have a community of 36,721 people, consisting of both administrative employees and technicians, working together to efficiently meet our operational demands.

Of the total 36,721 employees and technicians, 18% are in administrative roles, while the remaining 82% are technicians, who play a crucial role in driving our operations forward.

Employees Breakdown into technicians and administrative roles



Inclusive and Diverse Workforce

We take great pride in celebrating diversity and creating an inclusive environment. As an equal opportunity employer, we embrace a diverse workforce and bring together a wide range of skills, ideas, and perspectives that are essential for achieving business and sustainability objectives.

We are committed to enhancing various facets of diversity, including gender equality, localization, age diversity, and national representation, among others. By actively cultivating a workforce that reflects these diverse dimensions, we enrich our culture, and foster an environment where creativity, innovation, and collaboration thrive.



Truly Global Workforce

With a workforce comprising 70+ different nationalities, Sobha thrives on the richness of cultural diversity, which plays a key role in driving creativity and collaboration across teams.

The UAE, known for welcoming people from all corners of the globe and offering a second home to individuals from diverse backgrounds, allows us to

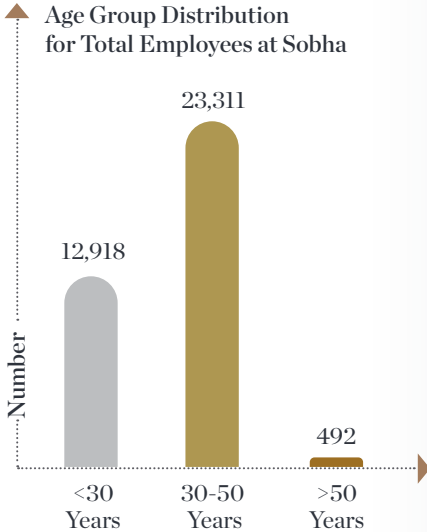
tap into a vast talent pool from different countries. Among the top ten nationalities in our workforce are Indian, Emirati, Egyptian, Syrian, Filipino, Pakistani, Algerian, Russian, Chinese, and Tunisian. This diverse mix of backgrounds enhances our ability to meet the challenges of a global marketplace, bringing unique perspectives and innovative solutions to the table.



Age Diversity

Majority of our employees fall within the 30-50 years age range, comprising 63% of the total workforce. This demographic highlights the company’s reliance on experienced professionals who bring valuable expertise and insight to our operations.

It reflects our commitment to nurturing a stable and experienced workforce, ensuring long-term success and consistency in performance. The prominence of this age group also signifies the presence of a strong leadership pipeline, with seasoned professionals who contribute to both day-to-day operations and strategic decision-making. By maintaining a balance of experience and youthful energy, Sobha is well-positioned to sustain growth, innovation, and operational excellence.

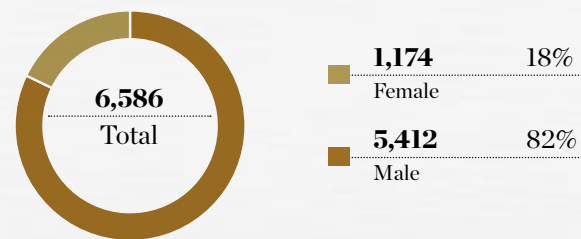


Promoting Gender Diversity

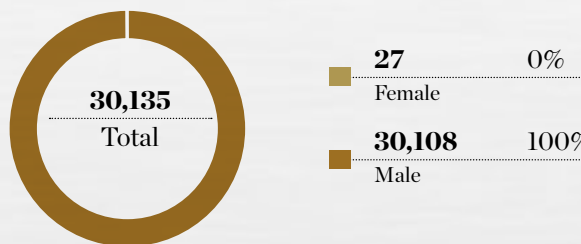
Gender diversity and women’s empowerment play a vital role in Sobha’s Environmental, Social, and Governance (ESG) strategy. The company is dedicated to creating an inclusive workplace where women have equal opportunities to grow, lead, and thrive.

Currently, women represent 18% and men 82% of administrative employees, and Sobha is committed to improving this gender balance. Over the past year, the number of women employed (excluding technicians) has grown to 1,174, marking an 8% increase. It is important to note that the work of technicians on construction sites is physically demanding, making it a less preferable job option for women, resulting in lower female representation.

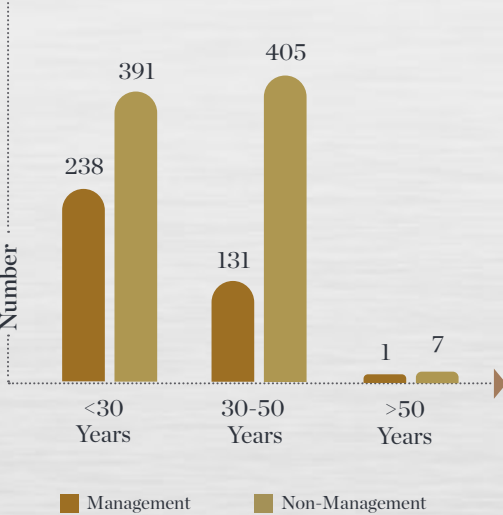
Gender-wise Breakdown Administrative Employees, at Sobha



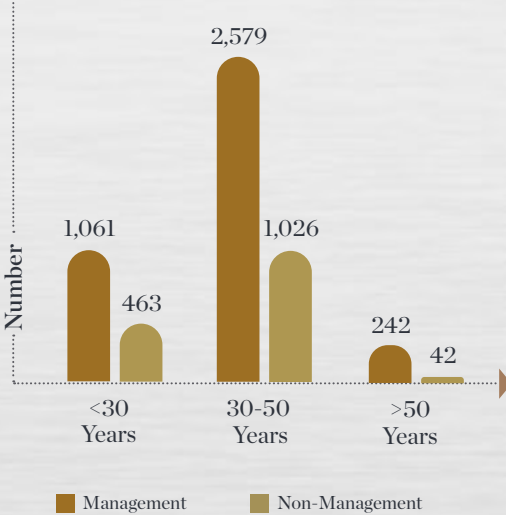
Gender-wise Breakdown of Technicians at Sobha



Female Employee Breakdown by Management Level (excluding technicians)



Male Employee Breakdown by Management Level (excluding technicians)



One of the most significant milestones is the rise in the number of women in management positions, which now stands at 369. This progress reflects Sobha’s commitment to gender equality and also highlights its ongoing efforts to create a more balanced and diverse workplace.



Empowering
Local Talent
and Supporting
National Growth

Sobha’s Emiratisation efforts are a cornerstone of its commitment to supporting the UAE’s vision of nurturing local talent and promoting sustainable economic growth.

As part of our proactive approach to empower UAE nationals, we are proud to have welcomed 208 Emiratis into the company this year alone.

With 280 Emiratis currently employed, Sobha has surpassed the regulatory requirements set by the UAE government.



Our Emiratisation strategy also places a strong emphasis on gender equality and inclusivity, as reflected in the significant representation of female Emiratis among the newly hired employees. This alignment with national goals reinforces Sobha’s efforts to create a workplace that is diverse, inclusive, and supportive of all employees.

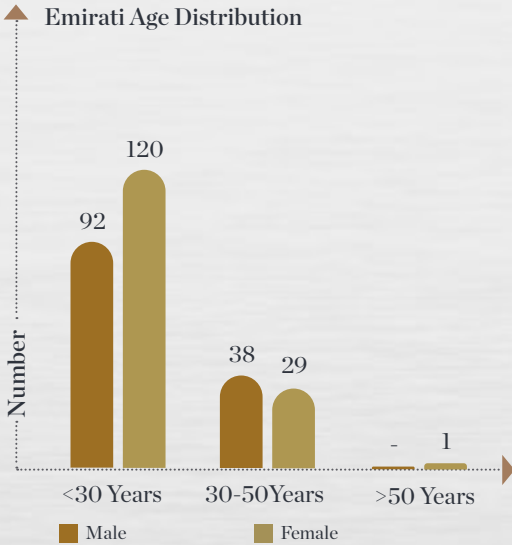
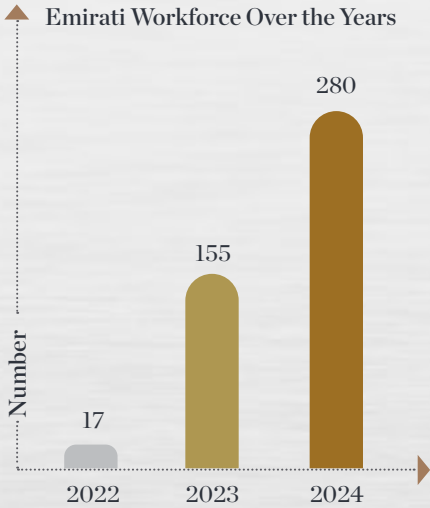
In addition to recruitment, Sobha is dedicated to nurturing the professional growth of Emiratis through various training programs, development initiatives, and opportunities for mentorship and career progression.

81% Increase

in the number of
UAE Nationals working with us

280 Emiratis

Employed at Sobha



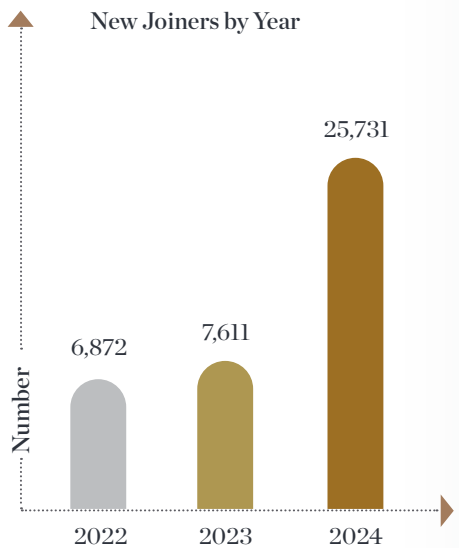
Talent DEVELOPMENT

At Sobha, we understand that the foundation of delivering exceptional projects and services lies in investing in the recruitment of skilled professionals.

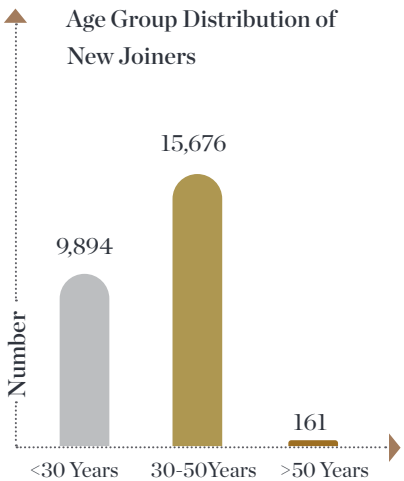
By continuously strengthening our talent pool, we enhance our ability to meet the growing demands of our clients and stakeholders, ensuring the successful completion of high-quality projects across various sectors. In 2024, Sobha welcomed an impressive 25,731 new joiners, marking a significant influx of talent into the organization.

This substantial growth reflects our ongoing commitment to expanding our capabilities and adapting to the evolving needs of the industry. Majority of the new recruits are technicians, emphasizing Sobha's strategic focus on enhancing technicians expertise and operational efficiency across all levels of our operations.

By bolstering our technicians workforce, we ensure that our projects are executed with the highest standards of craftsmanship, precision, and safety, furthering our reputation as a leader in the industry.

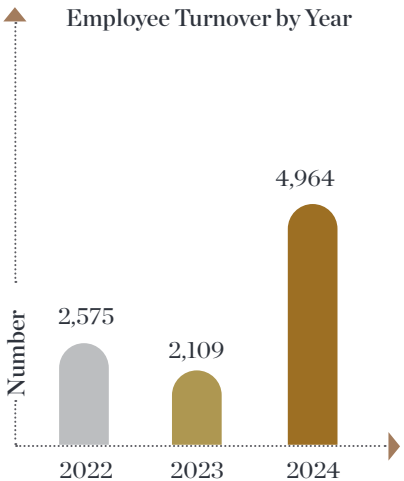


In terms of age group distribution, 9,890 new joiners were under 30 years, 15,692 were in the 30-50 years age range, and 159 were over 50 years. This diverse mix ensure a balance between youthful energy and seasoned experience, both of which are critical to driving the company's success.



Through the continued recruitment of top talent, Sobha remains dedicated to investing in human capital as a critical pillar of long-term success, enabling us to maintain excellence in every project we undertake.

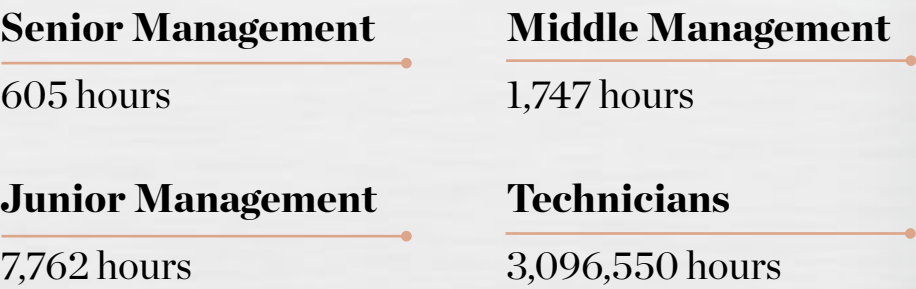
However, with growth comes the challenge of managing employee turnover, which stood at 4,964 in 2024. While turnover is a natural part of any growing organization, Sobha continues to focus on creating a supportive and rewarding work environment to reduce attrition, enhance employee satisfaction, and retain top talent.



Empowering Talent for Sustainable Growth

At Sobha, the development of our employees is integral to cultivating a culture of innovation and sustainability. Our commitment to talent management is reflected in our substantial investment in training and awareness programs. In 2024, the company achieved a total of 373,204 training hours, with a notable average of 10.16 hours of training per employee.

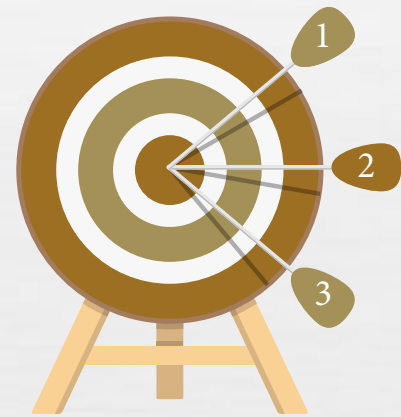
The breakdown of training hours by employee category



These training efforts are designed to align with Sobha’s values and business objectives, enhancing employees’ skills and competencies to meet the evolving challenges of the industry. By equipping our team with the knowledge and capabilities they need, we foster a more sustainable and responsible workforce, ready to lead the way in creating a positive impact on the environment and society.

Diverse Approaches for Comprehensive Development

Our training programs are designed to cater to the diverse needs of our workforce. We employ a mix of training methods to ensure that employees have access to a wide range of learning experiences:



- In-person Training**
Facilitating direct interaction, in-person training sessions foster team collaboration, hands-on learning, and real-time feedback.
- Online Training**
Flexible and accessible, online training modules allow employees to learn at their own pace, ensuring continuous development while balancing work responsibilities.
- Digital Tools**
Leveraging cutting-edge digital tools and platforms, Sobha Realty provides employees with access to virtual training sessions, webinars, and e-learning resources that enhance the overall learning experience.

Role-Specific and Company-Wide Training

We offer a variety of training programs tailored to specific job roles, ensuring that employees are equipped with the skills necessary to excel in their respective positions. These role-specific sessions are designed to enhance technicians competencies and improve job performance.

In addition to role-specific training, employees undergo company policies and procedures training to ensure they are well-versed in Sobha’s standards, ethics, and operational protocols. This ensures alignment with our core values and regulatory compliance.



Soft Skills Training

Recognizing the importance of interpersonal skills in the workplace, Sobha Realty invests in soft skills training to empower employees in communication, leadership, teamwork, and problem-solving. These training initiatives are aimed at enhancing emotional intelligence, building a collaborative work environment, and developing well-rounded professionals.

By providing a diverse range of training methods and opportunities, Sobha Realty ensures that our employees continue to grow and thrive, contributing to the long-term success of the company and the communities we serve.

Career Planning and Development

At Sobha Realty, we recognise that each individual has the tools and opportunities to reach their full potential, We place a strong emphasis on structured career planning and development.

Our approach to career planning involves regular performance and career development reviews conducted by employees’ reporting managers. These reviews serve as a critical touchpoint for fostering open and transparent conversations between employees and their managers, ensuring alignment on both current performance and future aspirations.

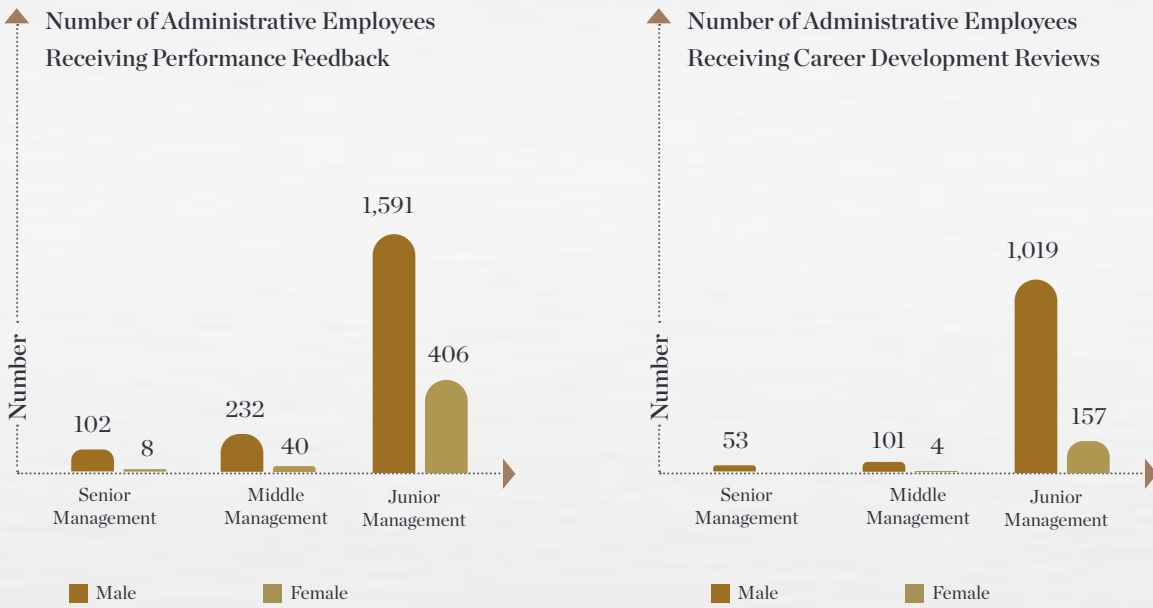
The performance review process allows employees to receive constructive feedback on their strengths and areas for improvement.

By discussing these areas in detail, we help employees identify opportunities for growth and skill enhancement, enabling them to focus on targeted development goals. This feedback, combined with ongoing support, equips employees with the insights they need to elevate their performance and make meaningful contributions to the organisation.

In addition to performance evaluations, career development reviews play a central role in mapping out employees’ career paths. During these discussions, employees and managers collaboratively set clear, achievable career goals, identify potential opportunities for advancement, and outline the skills and experiences needed to reach those goals.

This forward-looking approach encourages employees to take ownership of their career journeys and equips them with the resources, training, and support they need to succeed.

At Sobha Realty, career planning extends beyond immediate progression, focusing on fostering long-term growth, sustained satisfaction, and professional success. By ensuring that each employee has access to these reviews and development opportunities, we help create a thriving, motivated, and engaged workforce, ready to meet the challenges of the future.



Prioritizing Health and Happiness

Well-Being at the Heart of Work

We recognize that the well-being of our employees is integral to their performance, satisfaction, and overall success within the company. Our commitment to fostering a healthy, balanced, and thriving workforce is reflected in our comprehensive Employee Wellness Programs, which are designed to address the physical, mental, financial, and social aspects of employee well-being.

Needs Assessment: Holistic Wellness for All Employees

To ensure our wellness programs align with the needs of our diverse workforce, we conduct regular employee engagement surveys and focus group discussions. The feedback gathered helps shape the Sobha Employee Wellness Activities (SEWA), which aims to enhance employee well-being across multiple dimensions. We focus on addressing the four key aspects of wellness:

Physical Well-being:

Initiatives promoting exercise, healthy living, and stress management.

Financial Well-being:

Programs designed to provide employees with financial planning tools, savings options, and financial health resources.

Mental Well-being:

Support system for managing stress, promoting work-life balance, and build resilience.

Social Well-being:

Activities that encourage social interaction, teamwork, and community-building within the workplace.



Year-Round Commitment to Wellness

To ensure regular engagement with wellness activities, we design a comprehensive wellness calendar at the beginning of each year. The calendar is carefully curated to ensure that there is at least one engaging activity every month, allowing employees to choose initiatives that best suit their needs and preferences. These activities are diverse, ranging from fitness challenges and mental health workshops to financial planning seminars and team-building events, creating a well-rounded approach to well-being.

Thoughtful Wellness Initiatives

In 2024, a broad range of health and wellness initiatives have been introduced to address the specific needs of our employees. These initiatives include:

Physical Health Programs:

Monthly fitness sessions, yoga workshops, and wellness challenges aimed at promoting physical activity and healthy living.

Financial Wellness:

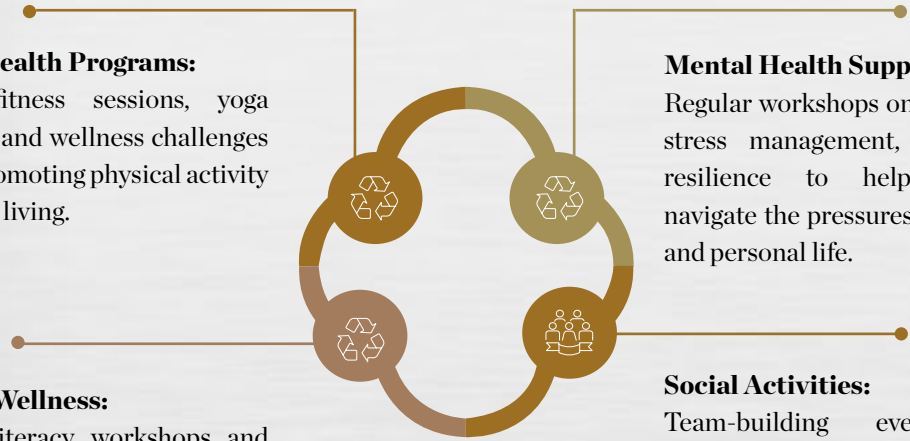
Financial literacy workshops and access to professional advice on budgeting, saving, and planning for the future.

Mental Health Support:

Regular workshops on mindfulness, stress management, and mental resilience to help employees navigate the pressures of both work and personal life.

Social Activities:

Team-building events, social gatherings, and volunteering opportunities that cultivate a sense of community and belonging among employees.



These initiatives are designed to improve physical and mental health and also create a supportive and positive work environment, enhancing the overall work experience at Sobha Realty.





Tracking Participation and Engagement

To ensure the effectiveness of these wellness programs, we closely monitor employee participation through registration data.

By tracking attendance and engagement levels, we can assess the success of each initiative and identify areas for improvement.

This data also helps us fine-tune future wellness activities to better meet the evolving needs of our employees.

By promoting wellness across all aspects of life, we empower our employees to thrive inside and outside the workplace.

Supporting Employees Through Parental Leave

Parental leave is a key benefit designed to support employees during significant life events, such as the arrival of a child. In 2024, 2,558 permanent employees were entitled to parental leave, with 2,426 males and 132 females. Of those entitled to leave, 122 employees (115 males and 7 females) took advantage of this benefit.

Following their leave, all employees who availed of parental leave returned to work, with 115 males and 7 females resuming their roles. In total, 80 employees (76 males and 4 females) were due to return to work in 2024. Moreover, 104 employees (97 males and 7 females) remained with the company for 12 months following the end of their parental leave, highlighting the positive impact of these policies on employee retention and long-term commitment to the organization.



Safety AT SOBHA

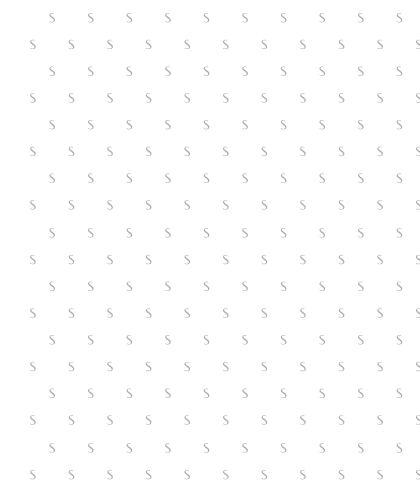
We are committed to upholding the highest standards of Health, Safety, Security, and Environmental (HSSE) management, particularly given the inherent safety risks associated with the construction industry, which is one of the sectors with the highest rates of workplace injuries and accidents.

Recognizing these challenges, we adhere to and surpass both local and international standards to ensure that every phase of our operations is carried out with a strong focus on safety, health, and environmental protection, in alignment with the UAE's National Vision 2021 for sustainability and safe working environments in alignment with SDG 3 (Good Health and Well-being).

Our commitment extends to all stakeholders, including employees, contractors, sub-developers and the communities where we operate, supporting the UAE's ongoing efforts to improve public health and safety standards in the construction industry.

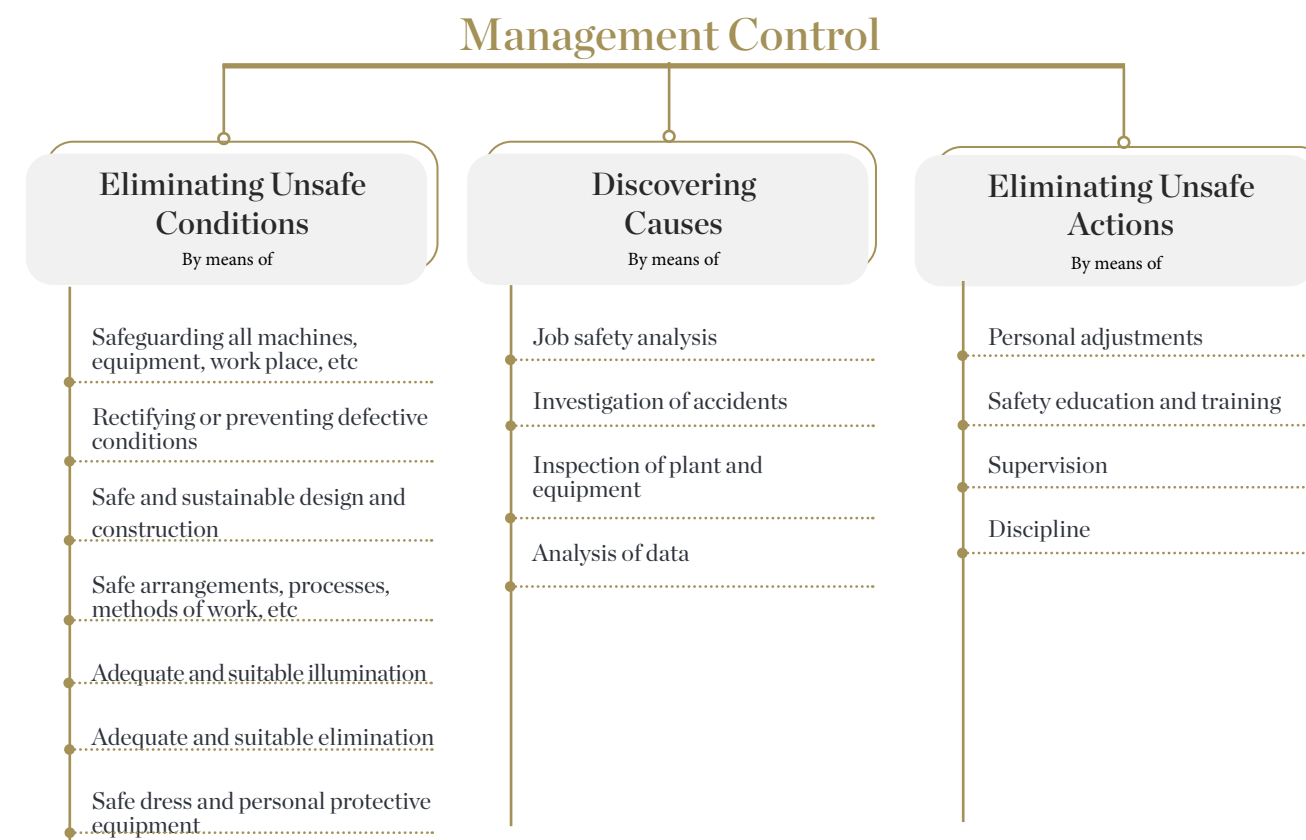
The HSSE management system covers all Sobha employees, subcontractors, technicians, construction and manufacturing sectors, as well as areas under Sobha's control. Certified to ISO 45001:2018, our system complies with the Dubai Municipality Code of Construction Safety Practice (DM CoCSP), Federal Decree-Law No. 33 (2021), and the UAE Federal Law on Occupational Safety and Health, ensuring that we meet the highest local safety and environmental standards.

The Health and Safety Committee oversees the management of health and safety concerns, working closely with Sobha's leadership to address and mitigate risks in line with the UAE's regulatory frameworks and international guidelines. Regular internal audits, along with annual external audits, assess the system's effectiveness, providing valuable insights into the on-site implementation of occupational health practices.



We ensure a safe working environment by implementing a robust management control system. This system enables us to proactively identify and eliminate unsafe conditions, investigate the root causes of hazards, and address unsafe behaviors through ongoing education and training.

By continuously strengthening these controls, we ensure that safety standards are upheld across all operations, fostering a culture of accountability and proactive risk management.



Comprehensive Risk Assessments and Emergency Preparedness

At Sobha, routine and non-routine risk assessments are regularly conducted using the Method Statement & Risk Assessment (MSRA) framework before the commencement of every activity.

These assessments are prepared by experienced and qualified personnel, in collaboration with project execution engineers, technicians, and the responsible HSSE team, ensuring the adequacy of site-specific controls. This systematic approach ensures that potential hazards are identified and mitigated, with high-level controls applied to minimize risks.

The results from implemented Risk Assessments are regularly evaluated on-site and analyzed at the corporate level, driving corrective and preventive actions to support continuous improvement.

Technicians are trained in safety observations and incident reporting, following the approved escalation matrix. To further enhance safety reporting, initiatives like the placement of QR codes across the site have been implemented, making it easier for technicians to report safety observations. This has led to tremendous results in capturing and addressing hazardous work conditions prior to incident causation. Corrective actions are swiftly taken to eliminate or control these hazards.

In addition to these proactive measures, Sobha is committed to providing immediate and comprehensive emergency response services. We offer 24/7 access to first aid facilities, ensuring that our employees and contractors can receive prompt medical attention whenever necessary.

Furthermore, we have established an emergency ambulance station within the Sobha Hartland premises. This strategic placement guarantees that in the event of major incidents, swift and efficient assistance is readily available.

At Sobha, we prioritize the health and safety of our workforce by continuously monitoring safety performance, conducting risk assessments, and implementing effective preventive measures. Our commitment to safety is reflected in both proactive training and real-time incident management, ensuring a secure working environment across all operations.



314

First Aid Cases (Nos)

141

Medical Treatment Cases (Nos)

0.067

Lost Time Injury Frequency Rate (LTIFR)
(per one million-man hours worked)

720

Near Miss Case Reported (Nos)

59,094,320

Total Manhours Worked (Hrs)

4

High Consequence Work-Related Injury
Or Ill-Health (Excluding Fatalities) (Nos)

17

No. of Lost Days



Promoting a Collaborative Safety Culture

Technician participation is a cornerstone of our safety approach. We actively involve our employees at all levels in the development, implementation, and evaluation of our health and safety management system. The project wise HSE plan, aligned with Sobha's HSE policy and manual, are reviewed and approved by experienced consultants to ensure a safe working environment. This collaborative approach ensures that all technicians are engaged in shaping and enhancing our safety practices, driving continuous improvement across the organization.



Supporting our people with non-occupational medical and healthcare services

At Sobha, we prioritize the well-being of our technicians by providing access to essential non-occupational medical and healthcare services. We organize medical campaigns and offer free medical checkups for various health concerns, including dental care, eye exams, and general blood tests.

In addition, we conduct specific tests for conditions such as diabetes and vertigo to ensure the early detection and management of potential health issues. These services are part of our broader commitment to supporting the overall health of our employees, promoting preventive care, and fostering a healthy workforce.



Demonstrating Our Commitment to Technicians Participation

At Sobha, safety is prioritized through weekly safety meetings where technicians share concerns, suggest improvements, and actively participate in Hazard Identification and Risk Assessment (HIRA). This inclusive approach leverages their firsthand experience to enhance safety measures and ensure effective hazard management.

Clear communication of risks and mitigation strategies is maintained, ensuring all technicians are fully informed and engaged in the safety process. This transparency cultivates a culture of safety, encouraging technicians to remain vigilant and proactive in maintaining a safe working environment.

When safety concerns are raised, the project execution team, in collaboration with the HSSE team, ensures prompt resolution and places a high priority on employee safety. As part of our approved motivational strategy, technicians who report safety issues are rewarded and recognized for their contribution to a safer workplace. This system reinforces the importance of safety and encourages ongoing vigilance across all operations.

Additionally, regular HSE campaigns are conducted to raise awareness and educate our workforce on the latest safety practices. These

campaigns help reinforce safety protocols and keep safety at the forefront of employees' minds.

We also have robust processes for investigating work-related incidents. Our HSSE and project teams work closely together to conduct thorough investigations, identify underlying hazards, and assess risks. This collaboration ensures that we determine the root causes of incidents and implement corrective actions to prevent recurrence. By systematically addressing issues and making the necessary adjustments, we ensure that safety continuously improves.

In our commitment to inclusivity, we ensure that vulnerable groups, such as personnel with visual or hearing impairments, are not assigned to site operations to guarantee their safety and well-being. Additionally, employees facing language barriers are provided with training in their native languages to ensure better understanding and active participation in safety procedures.

As part of our ongoing efforts to improve accessibility, we are developing AI-driven video enhancement initiatives to support and improve accessibility for all personnel, ensuring a safe and inclusive working environment for everyone.



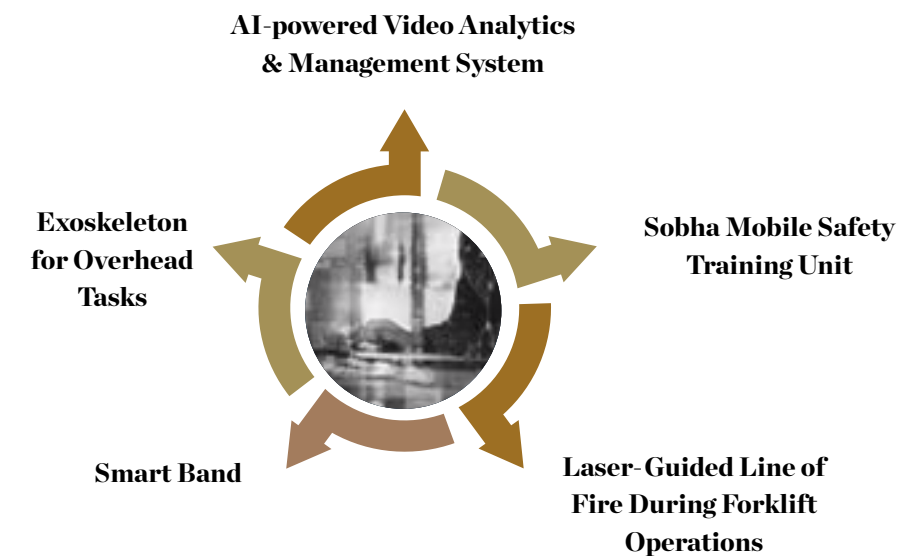
Digital Transformation in HSE Management

Sobha Realty is adopting an innovative digital tool for Health, Safety, and Environment (HSE) management to enhance oversight, efficiency, and responsiveness across its operations.

To further strengthen this important commitment, a range of safety initiatives are planned for the upcoming year. These efforts aim to meet regulatory standards and to exceed them, making safety a fundamental part of everything we do.



Measures include:



We focus on proactive safety measures like hazard checks, near-miss reports, and digital safety audits, complemented by increased awareness campaigns for our team.



Commitment TO SOCIAL IMPACT

Sobha Group, under the visionary leadership of Mr. PNC Menon, has consistently demonstrated a strong commitment to social responsibility and community welfare.

Over the years, Sobha has initiated numerous philanthropic programs focused on education, healthcare, housing, women empowerment, and sustainability, benefiting thousands of individuals across UAE, Oman, and India. The Sobha Care program providing benefits to families of our technicians and several other initiatives are summarized within this section.

Sobha Care Program

The Sobha Care Program is a key aspect of our commitment to supporting our dedicated employees, particularly our technicians, and their families.

This initiative provides a range of benefits designed to improve their quality of life, promote wellbeing, and offer financial support through various life stages. The key components of the Sobha Care Program are as follows:

Sobha Educare:

Educational Support for Technicians' Children

At Sobha, we understand the importance of education for the next generation. Through Sobha Educare, we provide educational support for the children of our technicians, helping to foster their academic growth and ensuring they have the tools they need for a bright future. This support covers up to two children per technician, with an annual contribution of INR 10,000 per child. This initiative helps ease the financial burden on our technicians and ensures that their children receive the best educational opportunities, irrespective of their background.

8,017 Women

Supported Through Women Empowerment Program



578 Children

Supported Through Newborn Care Initiative



9,770 Children

Provided With Educational Assistance



63 Individuals

Supported Through Marriage Blessing Program



Sobha Women Empowerment: Financial Support for Wives

Sobha believes in empowering women and recognizing their role in supporting the family. Through the Sobha Women Empowerment Program, we offer monthly financial support of INR 2,000 to the wives of our technicians. This initiative is designed to contribute to the family's income, especially in households where the technician is the primary breadwinner. By providing financial assistance, Sobha helps strengthen the economic wellbeing of families, enabling wives to take care of their personal needs and contribute to the household's overall stability.

Sobha Newborn Care: Financial Support for Newborns

Welcoming a child into the world is a momentous occasion, and Sobha is proud to support our technicians during this important life event. Through Sobha Newborn Care, we provide a financial benefit of INR 100,000 per child to assist with the costs associated with childbirth and early child-rearing. This support is available for up to two children per technician, ensuring that our employees have the resources needed to provide a healthy start for their newborns.

Sobha Housing Scheme: Rewarding Loyalty

Sobha values the loyalty and dedication of our long-serving employees. To show our appreciation for those who have dedicated 10 years or more to the company, Sobha offers the Sobha Housing Scheme. Under this program, technicians who have completed a decade with Sobha are eligible for a financial reward of INR 500,000, which can be used to support housing-related expenses. This initiative is a reflection of our commitment to long-term employees, ensuring they can build a secure and stable future for themselves and their families.

Sobha Marriage Blessings: Financial Support for Marriage of Children

To help ease the financial burden on our technicians when it comes to their children's marriages, Sobha provides marriage blessings under the Sobha Marriage Blessings Program. We offer a one-time financial benefit of INR 200,000 for the marriage of up to two children per technician. This support is designed to help cover wedding expenses, making it easier for our technicians to give their children a dignified and joyful marriage without facing financial stress.



Other Notable CSR Initiatives

Philanthropy in the UAE and Oman:

- Sobha Group has made significant contributions to several initiatives in the UAE. Mr. PNC Menon donated AED 50 million to the Billion Meals Endowment Fund, which provides food aid to vulnerable communities across 50 countries.
- In Oman, Sobha is contributing OMR 9.6 million (USD 25 million) over the next 10 years to build 300 homes for orphans and underprivileged families, in collaboration with the Al Rahma Association of Motherhood and Childhood.
- Sobha's support for the BAPS Hindu Mandir in Abu Dhabi highlights its dedication to cultural diversity and religious harmony, with a donation of AED 5 million for the construction of the first hand-carved temple in the UAE.



Education and Empowerment:

- The Sobha University for Women in India is a groundbreaking initiative, providing free education and healthcare services for young women from underprivileged backgrounds. Over a period of five years, Sobha has invested INR 1200 crores to ensure that 5,000 young women receive a comprehensive education and have access to the resources they need to succeed.
- The Sobha Vocational Training Centre supports the less privileged by providing vocational training in fields such as carpentry, computers, and music, with paid apprenticeships and employment opportunities upon completion.



Healthcare and Social Welfare:

- Sobha Healthcare Centre provides free medical consultations, checkups, and treatment to over 2,500 families from the adopted Panchayat of Kizhakkenchery, Sobha Academy, and Sobha Hermitage. The healthcare center is fully equipped with modern facilities, ensuring access to necessary healthcare services.
- The Sobha Young Mother Rehabilitation Program supports young, disadvantaged mothers by offering shelter, food, education, and opportunities to work, ensuring their safety and security at no cost.
- Sobha's Green Initiatives include large-scale rainwater harvesting, preservation of flora and fauna, and solar energy use at Sobha Hermitage. These initiatives aim to reduce Sobha's carbon footprint while promoting sustainable development.



Comunity Impact Assessment

Sobha’s projects are carefully planned and executed in strict adherence to local and regional regulations. We commit to sustainable development by conducting comprehensive environmental and social impact assessments for each project as needed. Our developments are strategically located in uninhabited areas, which typically reduces the potential for social disturbances and minimizes the necessity for extensive social impact assessments. Nevertheless, recognizing the importance of community welfare and development, Sobha

proactively evaluates the social impacts on communities within and surrounding our projects. This assessment focuses on understanding how our developments affect the quality of life for residents and local communities. It also examines the broader benefits, such as job creation and the stimulation of local economies through various economic activities. By doing so, we ensure that our projects comply with regulatory frameworks and contribute positively to societal advancement and sustainability.

Housing and Community Development:

- The 1000 Homes by Sobha Community Home Project aims to build 1,000 homes for underprivileged families in Kerala. The first phase, covering 100 homes, was inaugurated in 2024, helping those in need and improving their living conditions.
- Devi Home, an integrated housing initiative, provides safe accommodation for 72 orphaned girls and 72 elderly women in Palakkad, Kerala. This initiative aims to empower women of all ages by providing educational support for girls and skill training for the elderly women.
- Sobha Group has also pledged to build 50 homes for families affected by the Wayanad landslides in Kerala, reinforcing its commitment to disaster relief and helping vulnerable communities recover and rebuild.

Commitment to Long-Term Social Development:

- The Sabarmati Riverfront Development project, in partnership with the Gujarat State Government, is another example of Sobha’s commitment to sustainable urban development. Mr. Menon has pledged INR 1,000 crores over five years for the development of the third phase of the project, which aims to promote inclusive urban growth.
- Sobha Social Weddings is another philanthropic initiative that helps young couples from underprivileged families to get married without dowries. The initiative has successfully facilitated 625 weddings to date, providing support through counseling and financial assistance.
- Sobha Icon, an initiative to recognize and support talented students from underprivileged backgrounds, offers resources and opportunities for academic excellence. Four Sobha Icons were recognized with the Kerala Chief Minister’s Student Talent Award.

Environmental and Sustainable Initiatives:

- Sobha’s Green Initiative focuses on preserving the environment through various projects like rainwater harvesting, promoting paddy cultivation, and setting up solar plants at Sobha Hermitage to reduce reliance on non-renewable resources.
- The company also ensures that sustainable practices are integrated into all its real estate developments, supporting the UAE’s sustainability goals and fostering climate resilience.



Community Initiatives by Sobha in 2024

We are committed to nurturing vibrant, connected communities through a diverse range of engaging events and initiatives. These activities promote social wellbeing and also create opportunities for residents to come together, celebrate, and grow as a community. Below is an overview of the initiatives Sobha has organized for 2024:

Cultural Celebrations:

Sobha organizes events like the Chinese New Year celebration, Dandiya Night, and Halloween Spookfest, bringing people together to celebrate various cultural traditions and festivals.

Family & Children-Focused Events:

Activities like the Children’s Splash Party, Junior Talent Show, and Children’s Self-Defense Classes provide family-friendly fun and educational opportunities for younger residents.

Health & Wellness Programs:

Events such as Yoga & Meditation Evenings, Blood Donation Drives, and Zumba Kids are designed to support the physical and mental wellbeing of community members.



Social & Recreational Activities:

Sobha offers Movie Nights, Community Market Days, and Spot the Location Contests that promote social interaction, entertainment, and engagement within the community.

Educational and Skill-Building Programs:

Initiatives like Junior Coding Classes and Juniors Badminton Tournaments provide residents with opportunities to learn new skills and stay active.

Festive and Holiday Events:

In addition to religious observances like Ramadan Movie Nights and Iftar Gatherings, Sobha organizes celebrations for public holidays, such as the National Day Fiesta.



Environmental **STEWARDSHIP**

Our environmental strategy focuses on sustainable resource management and reducing our ecological footprint. Key priorities include climate action, energy management, Fostering circularity, water stewardship, circular practices, and innovation & automation to drive long-term sustainability.

Climate ACTION

As part of our broader sustainability commitment, Sobha is committed to United Nations Sustainable Development Goals (UN SDGs), particularly SDG 13: Climate Action and SDG 12: Responsible Consumption and Production.

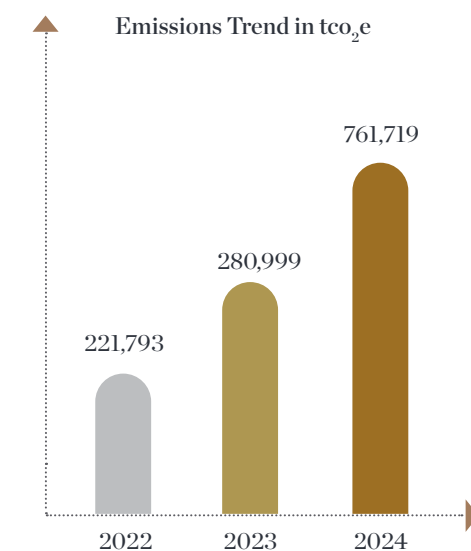
We also support the UAE's Net Zero by 2050 Strategic Initiative and have formally pledged to work towards achieving net-zero emissions across our operations. Our climate strategy focuses on reducing direct and indirect emissions and addressing embodied carbon across our supply chain.



A key area of focus in 2024 has been the identification and use of low-GHG-intensity construction materials to reduce embodied emissions associated with purchased goods and capital goods, categories that contribute significantly to Scope 3 that many considered hard to decarbonize.

Emissions Overview

In 2024, Sobha reported total GHG emissions of 761,719 tCO₂e, compared to 280,999 tCO₂e in 2023.



The sharp increase of 171% in total GHG emissions from 2023 to 2024 is primarily attributed to two factors:

- 1 Methodological improvement:** Transition from spend-based to quantity-based emissions calculations for key Scope 3 categories (purchased goods), resulting in more accurate and comprehensive reporting.
- 2 Increased construction activity:** A significant scale-up of development projects in 2024 compared to the previous year, driving up emissions across scopes.



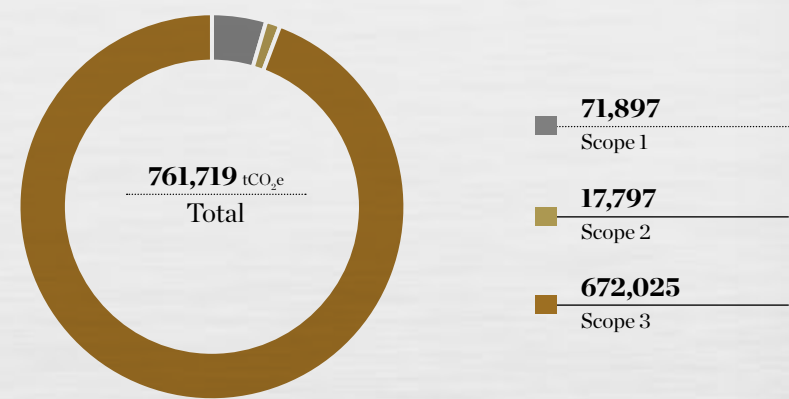
Scope-wise Emissions – 2024

Scope 1 emissions were 71,897 tCO₂e and mainly came from diesel use in construction equipment and fleet operations. These emissions rose significantly due to expanded project execution.

Scope 2 emissions stood at 17,797 tCO₂e which reflects electricity consumption in technicians residences, construction sites, offices, and factories, with increases tied to operational growth.

Scope 3 emissions dominate the footprint (672,025 tCO₂e), largely due to embodied carbon in construction materials. The change in calculation methodology led to a more accurate and higher representation of indirect emissions.

Emission Breakdown into Scopes



Scope wise Emissions Trend

Year	Scope 1	Scope 2	Scope 3	Total
2022	20,211	2,802	198,780	221,793
2023	24,690	8,713	247,542	280,945
2024	71,897	17,797	672,025	761,719

Entity-wise Emissions – 2024

Sobha Construction accounts for nearly 79% of total emissions, largely due to its extensive use of materials and energy-intensive activities. Sobha Latinem and Sobha Modular follow, with emissions driven by operational electricity use. Entities such as Sobha Furniture and Sobha LLC also contribute through material sourcing and building operations.

Entity	Scope 1	Scope 2	Scope 3	Total Emissions
Sobha Construction	68,647	13,817	522,864	605,328
Sobha LLC	1,686	317	50,718	52,721
Sobha Latinem	-	-	405	405
Sobha Modular	717	2,260	61,681	64,880
Sobha PNC	847	386	1,968	3,202
Stay by Latinem	-	-	95	95
Latinem Securities	-	-	24	24
Sobha Furniture	-	1,017	20,671	21,688

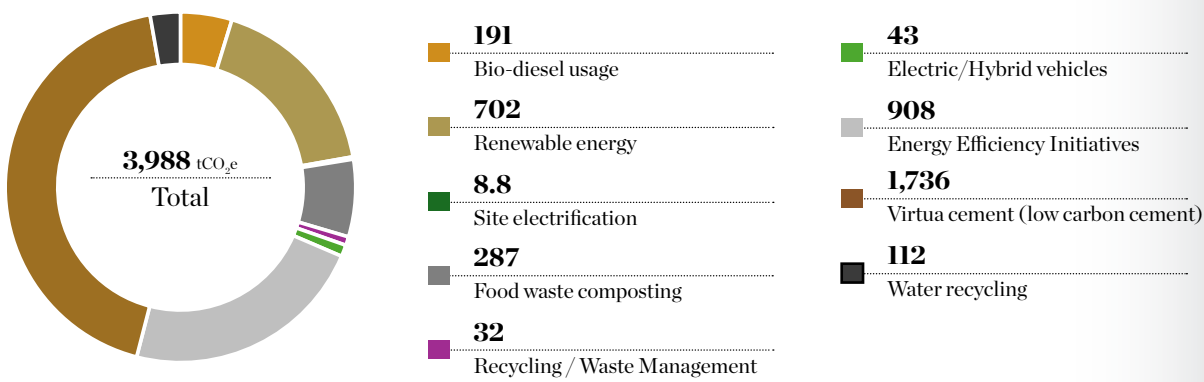
Note: Employee commuting emissions (13,376 tCO₂e) are excluded from the figures above, as the commuting survey was conducted at the group level.



Emission Reductions Achieved

Despite the overall rise in emissions due to activity and methodology changes, Sobha implemented several initiatives resulting in a total reduction of ~3,988 tCO₂e. Collective impact of these initiatives is presented below:

Emission Reduction (tCO₂e)



Key Climate Initiatives

In line with our Net Zero vision, Sobha advanced several impactful initiatives in 2024 focused on decarbonization and operational efficiency:

Super Low Energy Building

Sobha Realty’s flagship project, Sobha One, became the first development outside Singapore to receive the prestigious Green Mark Platinum Super Low Energy (SLE) certification from Singapore’s Building and Construction Authority (BCA). This global recognition reflects Sobha’s commitment to sustainable, energy-efficient design delivering 60% energy savings compared to 2005 standards.

In addition, Sobha One was awarded the Whole Life Carbon badge, reinforcing its low-impact design and construction approach.

These achievements align with the UAE’s Net Zero 2050 strategy and Sobha’s pledge to reduce embodied carbon by using low-GHG construction materials and adopting climate-smart practices across the project lifecycle.

Besides the above, All new developments of Sobha are pursuing global green building rating systems that place climate change mitigation and adaptation as the central focus.



Solar Energy Projects

In line with Sobha’s commitment to clean energy and emissions reduction, multiple solar photovoltaic (PV) projects are currently underway across our construction sites, factories, and corporate offices.

These initiatives are a vital component of our climate strategy, aimed at increasing the share of renewable energy in our operations and lowering our reliance on grid-based electricity.

The table below outlines the key solar projects, their respective capacities, and implementation status:

SN	Project name	Capacity	Unit	Status
1	Sobha Construction Park	376	KWP	Operational
2	Opulance	36	KWP	Approval & Designing phase
3	Dubai Industrial City	1,200	KWP	Approval & Designing phase
4	Global HQ	1,192	KWP	Approval & Designing phase
5	Sobha One	230	KWP	Approval & Designing phase
6	Sobha Construction Marble Factory	250	KWP	Planning
7	Rooftop PV System for DIC Factory, Rooftop PV System for Kezad Factory	5.5	MW	Planning
8	Sobha Modular	1	MWP	Planning
9	Sobha Construction	150	KWP	Planning



Low-Carbon Cement

As part of our efforts to reduce embodied carbon in construction, Sobha has begun the adoption of Vertua low-carbon cement across selected projects. This innovative cement solution is engineered to significantly reduce CO₂ emissions associated with traditional cement production one of the most carbon-intensive materials used in the built environment.

By integrating Vertua into our construction processes, we are actively lowering the carbon footprint of our structures, contributing to our broader decarbonization strategy and aligning with global best practices for sustainable building materials.

Biodiesel Usage


As part of its fuel-related emissions reduction strategy, Sobha Construction has adopted the use of B5 biodiesel, a cleaner-burning alternative to conventional diesel. In 2024, approximately 1.5 Million liters of B5 biodiesel were used across construction activities. This shift supports the company’s broader decarbonization goals by lowering carbon emissions from fuel combustion and reducing reliance on fossil fuels in line with sustainable construction practices.



Energy Optimization Initiatives that have Resulted in Significant Emission Reductions


As part of our commitment to reducing operational energy consumption and associated emissions, Sobha has implemented a series of targeted energy efficiency measures across its manufacturing and construction facilities. These initiatives focus on optimizing lighting, HVAC systems, and equipment operations to enhance overall energy performance.


Key initiatives undertaken by Sobha Modular include:



LED lighting retrofits in factories, replacing 1000W fixtures with 240W and 400W fixtures with 180W alternatives.


Corridor lighting optimization, reducing wattage from 40W to 22W across 60 units.






Timers installed for air conditioning systems and factory equipment to reduce unnecessary runtime and energy loss.

HVLS (High Volume Low Speed) fans automation to improve cooling efficiency with lower power consumption.





Right-sizing of diesel generators, reducing capacity from 1000 KVA to 500 KVA to better match actual load requirements.

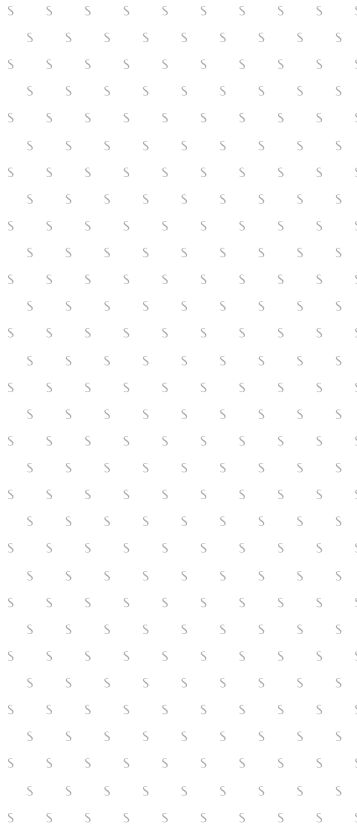


Hybrid Vehicles

As part of our commitment to improving fuel efficiency and reducing emissions, Sobha has added four hybrid vehicles to its fleet. These vehicles are more energy-efficient compared to conventional, business-as-usual vehicles, significantly reducing fuel consumption and associated greenhouse gas emissions. Looking ahead, we plan to expand the hybrid vehicle fleet further, aligning with our long-term goals of sustainability and reducing our carbon footprint across operations.

Reduction in use of Potable Water

In 2024, Sobha achieved a notable reduction in the use of potable water for construction activities, bringing usage down from 99% in 2023 to 95%. This improvement is the result of targeted water efficiency measures implemented across technicians residences and the increased use of recycled water at construction sites. Given that potable water in the region is largely desalinated and GHG-intensive, this shift conserves valuable freshwater resources and contributes to a reduction in associated emissions when compared to a business-as-usual scenario. This progress aligns with our broader goals of resource efficiency and climate impact mitigation.



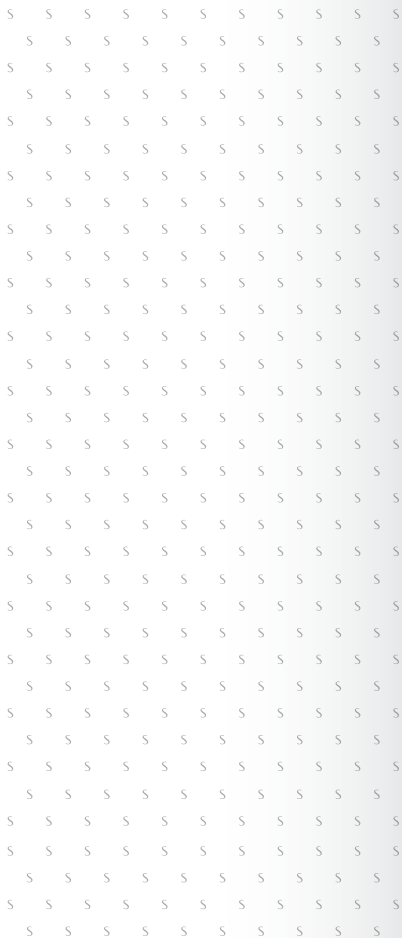


Food Waste Composting

A significant quantity of food waste is generated in Sobha’s technicians residences, which houses thousands of technicians across project sites.

To minimize environmental impact, this waste is diverted from landfill and sent for composting through an authorized waste management partner.

This initiative supports our waste reduction goals and helps avoid methane emissions, a potent greenhouse gas typically released from decomposing organic waste in landfills.



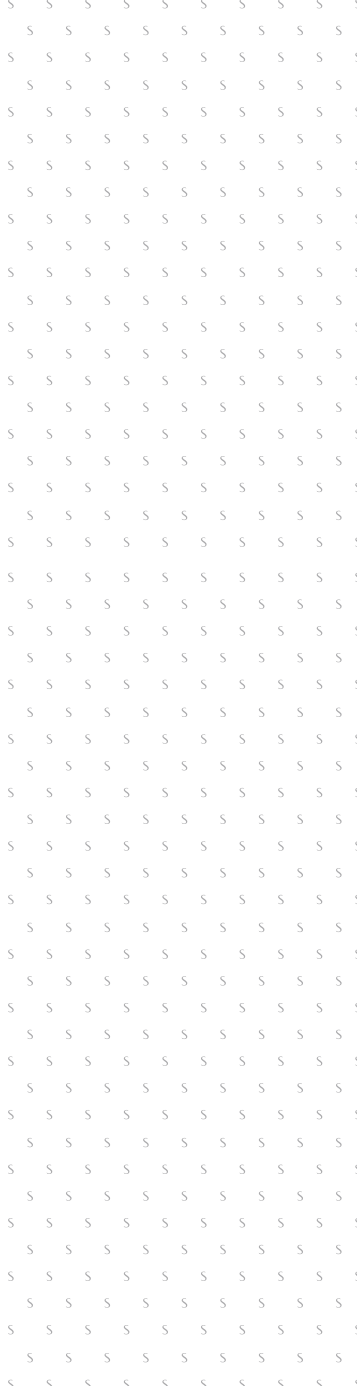
Advancing Efficiency Through the 70:70 Strategy

Sobha has introduced the 70:70 strategy as a key driver for improving resource and energy efficiency across operations. The strategy focuses on two core objectives: shifting 70% of construction activities to controlled manufacturing environments, and automating 70% of processes within these manufacturing units. By moving activities off-site and increasing automation, we aim to reduce material waste, optimize energy use, and enhance quality control.

The strategy is currently under phased implementation, with full-scale benefits expected to materialize in the coming years. This approach supports our sustainability goals and enhances productivity, precision, and environmental performance across the value chain.

Looking Ahead

Sobha continues to prioritize climate action as a core part of our ESG vision, actively working towards operational decarbonization, sustainable construction, and responsible supply chain management all contributing to a low-carbon future in alignment with national and global climate goals.



Embracing Technology to Decarbonize Operation

At Sobha Construction, we recognize that low carbon transformation goes hand in hand with operational excellence. Our 2024 performance analysis revealed a critical opportunity, the diesel generators (DGs), which account for 75% of our total diesel consumption, are operating at just 1.52 kWh per liter, significantly below the industry benchmark of 3.3-4.2 kWh per liter. This inefficiency represents unnecessary cost and avoidable environmental impact.

We piloted a transformative IoT-based monitoring system that will be implemented across all our construction sites in 2025 to revolutionize how we manage power generation.

This intelligent system will give us real-time visibility into each generator's performance, fuel consumption patterns, and load requirements through comprehensive digital dashboards.

Armed with this data, we will systematically replace underperforming and improperly sized generators with units precisely matched to each site's actual demand profile.

Our target is to reach an efficiency standard of 3.5 kWh per liter across our DG fleet by the end of 2025. This represents more than a doubling of our current performance and will position us among the industry leaders in fuel-efficient construction operations.

The benefits will be both environmental and operational, significantly reduced diesel consumption, lower emissions, and decreased energy costs.



Climate-Related Risks & Opportunities

Sobha Group recognizes the impact of climate change on our business. We've identified both physical risks, such as disruptions from extreme weather, rising sea levels, and water scarcity, and transition risks, including regulatory changes and shifts in consumer preferences towards sustainability.

By proactively addressing these risks, Sobha is developing strategies to mitigate impacts and seize opportunities, such as growing demand for sustainable building solutions and energy-efficient technologies. These initiatives support long-term growth and contribute to a sustainable future.



Integrating Climate-related Issues into Our Governance Structure

Sobha Group is committed to robust governance on climate-related matters. Since issuing the first 2022 TCFD report we have strengthened our framework to enhance environmental stewardship.

Key Enhancements:

Board Expertise:

The board by virtue of its diverse backgrounds bring in years of experience in sustainable development and climate change, strengthening the Board's climate oversight.



Dedicated ESG Committee:

Established in 2023, chaired by Mr. Francis Alfred, the Committee ensures climate action is a priority and includes representatives from various departments.

Clear Roles and Responsibilities:

A defined framework ensures transparency and accountability in climate-related disclosures.

The Chief Sustainability Officer (CSO) coordinates climate initiatives across Sobha, ensuring seamless integration of climate considerations into decision-making and operations.



Robust Governance Framework

Sobha is committed to upholding the highest standards of corporate governance and ensuring transparency, accountability, and responsible decision-making across all levels of the organization.

Our robust governance framework empowers our Board of Directors and specialized committees to manage operations effectively, mitigate risks, and navigate the evolving environmental landscape.

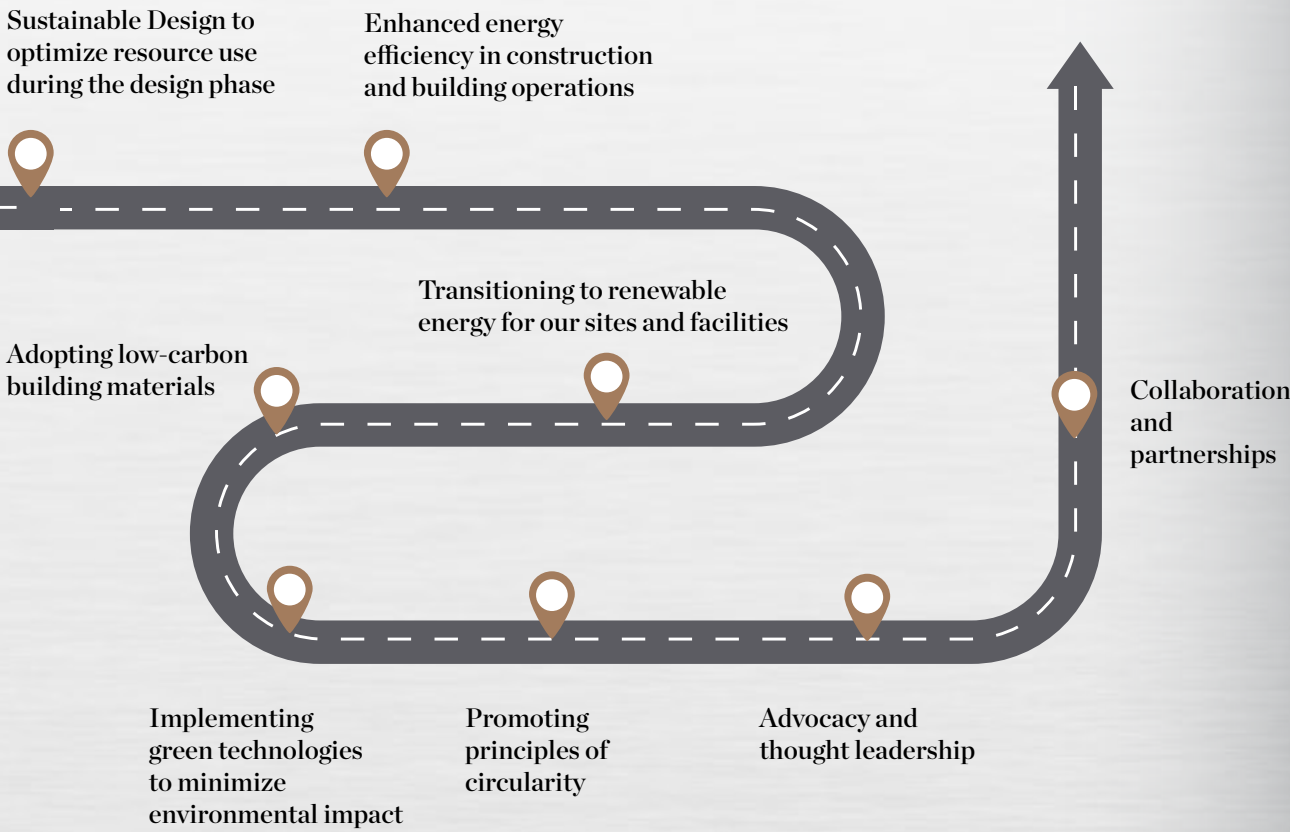
Detailed description of the board and its committees are provided in the governance section of this report.



Climate Action Plan

Sobha Group is committed to reducing our carbon footprint and contributing to a low-carbon future. Building on the 2022 GHG baseline assessment, we have developed a decarbonization roadmap aligned with TCFD to mitigate climate risks and achieve long-term sustainability.

The roadmap includes:



Details on specific initiatives can be found on Sobha’s dedicated ESG webpage. By executing these strategies, Sobha Group aims to create long-term value for stakeholders while building a sustainable future.

Climate Change Strategy

Sobha Group recognizes the impact of climate change on both our business and the environment. Our strategy is designed to promote long-term sustainability and responsible practices.

Alignment with Global Climate Goals:

We align our strategy with international frameworks such as the UN SDGs, Paris Agreement, and the UAE Net Zero 2050 initiative, demonstrating our commitment to emissions reduction and resilience.

Transition to a Low-Carbon Economy:

We prioritize minimizing our environmental footprint through energy-efficient technologies, renewable energy, and sustainable building practices, supporting global decarbonization efforts.

Scenario Analysis and Adaptation:

We use scenario analysis and TCFD recommendations to assess risks and opportunities, ensuring proactive decision-making for long-term sustainability.

Building Resilience and Innovation:

Our strategy integrates climate considerations into all business processes and explores new technologies and materials to enhance resilience and sustainability.

Scenario Analysis – Shared Socio-Economic Pathways (SSPs)

Sobha Group recognizes the impact of climate change on both our business and the environment. Our strategy is designed to promote long-term sustainability and responsible practices.

Understanding SSPs:

Unlike emissions-focused models like RCPs, SSPs account for demographics, economic growth, and governance. These factors influence resource consumption, energy demand, technological innovation, and the effectiveness of climate policies.

Combining SSPs with Climate Projections:

We integrate SSPs with climate projection tools and RCPs to assess potential climate impacts under different socio-economic scenarios. For example, combining SSP1 (sustainable development) with a low-emissions RCP offers insights into future risks and opportunities in a world prioritizing sustainability and technological progress.

Core SSPs:

The five core SSPs represent varying socio-economic paths, from sustainable development to high-emissions scenarios. By using this approach, Sobha can make informed strategic decisions and build long-term resilience in the face of climate change.



Selecting Relevant SSPs

To ensure a comprehensive yet focused analysis, Sobha Group strategically selected three specific SSPs for in-depth exploration:

SSP	Description
SSP 1-2.6	This scenario represents a sustainable development pathway with low greenhouse gas emissions and a focus on cooperation. It provides valuable insights into the potential benefits of a low-carbon future.
SSP 2-4.5	This "middle-of-the-road" scenario represents moderate mitigation efforts and continued economic growth. It allows us to assess the potential risks and opportunities associated with a more gradual transition to a low-carbon economy.
SSP 3-7.0	This scenario depicts a high-emission pathway with limited cooperation and a focus on national interests. By analyzing it, we gain a crucial understanding of the potential challenges associated with a worst-case climate change scenario.

Tools and Resources

Sobha Group utilizes credible resources to access critical climate projection and hazard data, informing our strategic decisions on climate change adaptation.

We rely on platforms that provide comprehensive climate data, including temperature changes, precipitation patterns, sea level rise, and water resource availability. These resources are vital for managing water-related risks, identifying climate hazards, and ensuring the long-term sustainability of our projects. By integrating this data, Sobha can make informed decisions on project locations, resource allocation, and risk management strategies, ensuring resilient and sustainable operations.



Time Horizons

Sobha Group recognizes climate change as a long-term challenge with both immediate and future impacts on our business. As per TCFD recommendations, we incorporate multi-decadal perspectives into our strategy, aligning with the lifespans of our buildings and infrastructure.

2030
(Near-Term Future):

We address climate-related risks emerging in the next five years, focusing on mitigating impacts on construction activities, ensuring project viability, and protecting worker health.

2040
(Mid-Term Future):

We assess climate risks over the next decade, making decisions on materials, design, and energy efficiency to ensure resilience throughout our projects' lifecycles.

2050
(Long-Term Future):

Aiming for sustainable growth, we plan for the long-term viability of our buildings, ensuring adaptability and alignment with the UAE's sustainability vision.

2080
(Far Future):

We consider long-term climate trajectories to inform R&D efforts, exploring innovations that contribute to a low-carbon, climate-resilient future.

Location

This climate change risk assessment was conducted specifically for Sobha Group’s operations in Dubai, United Arab Emirates (UAE). The chosen location reflects Sobha Group’s primary area of focus and ensures the assessment considers the specific climate risks and vulnerabilities relevant to the UAE’s arid climate.

Expert Engagement

We engaged with climate scientists, risk experts, and industry professionals to gain insights into emerging climate risks and potential financial impacts. By combining these tools and resources, Sobha Group assessed climate-related risks and opportunities, developed a comprehensive climate change strategy, and ensured long-term business sustainability.



Summary of Physical Risks from Climate Change for Sobha Group

Physical Risk	Likelihood	Importance	Severity	Impact	Mitigation Strategies
Surface Air Temperature	High	High	Severe	Disruption of construction activities, worker safety and productivity risks, increased energy demand, reduced occupant comfort	<ul style="list-style-type: none">- Implement AI-driven cooling and smart HVAC systems- Conduct thermal imaging audits for targeted retrofits- Launch tenant engagement and heat stress awareness programs- Use phase-change materials and adaptive façades in new projects- Establish a Climate-Resilient Design Lab for ongoing innovation
Summer Days and Hot Days	High	High	Severe	Longer summer season, higher energy and water demand, construction schedule disruptions, reduced outdoor activity appeal, reduced occupant comfort	<ul style="list-style-type: none">- Install automated shading and cool roof coatings- Develop urban oasis corridors and nature-based cooling parks- Collaborate on district cooling and smart reflective pavements- Retrofit neighborhoods for high-albedo surfaces- Advocate for heat-resilient urban planning and zoning requirements
Coastal Flooding	Moderate	High	Moderate	Property damage, business disruption, occupant safety risks	<ul style="list-style-type: none">- Conduct detailed flood risk assessments for all coastal assets- Implement living shorelines, mangrove restoration, and amphibious landscaping- Install smart tide gates and modular flood defense walls- Develop shoreline drone monitoring and emergency evacuation protocols
Water Resource Landscape	High	High	Severe	Limited water availability, drought disruptions, increased costs, reputational risks	<ul style="list-style-type: none">- Pilot atmospheric water generators and closed-loop water systems- Install AI-driven leak detection and smart water dashboards- Expand greywater recycling and rainwater harvesting- Set water stewardship standards for suppliers- Invest in renewable-powered desalination and water-positive communities
Precipitation	Moderate	Moderate	Moderate	Water management challenges, flood risk, construction disruptions, material damage	<ul style="list-style-type: none">- Deploy mobile flood barriers and rainwater buffer tanks- Conduct flood simulation drills with digital twins- Implement smart stormwater systems and modular retention basins- Advocate for flood-resilient infrastructure standards and floating community pilots
Tsunami	Low	Low	Low	Property damage, business disruption, occupant safety risks	<ul style="list-style-type: none">- Conduct tsunami risk assessments for coastal developments- Install digital evacuation maps and automated warning sirens- Pilot modular seawall prototypes and tsunami-resilient landscaping- Establish regional tsunami resilience coalitions and future-proof coastal designs
Cyclone/Hurricane/Typhoon Hazard	Low	Low	Low	Property damage, business disruption, occupant safety risks	<ul style="list-style-type: none">- Integrate real-time wind sensors and cyclone prep apps- Train rapid response recovery teams and stock emergency kits- Pilot dynamic kinetic façades and wind-resistant utility poles- Lead national code updates and cyclone-proof community design initiatives



Summary of Transitional Risks from Climate Change for Sobha Group

Risk Category	Likelihood	Importance	Severity	Impact	Mitigation Strategy
Policy and Regulatory Changes	High	High	Severe	Increased costs, project delays, reputational damage	<ul style="list-style-type: none">- Proactively monitor and engage with regulatory developments- Integrate climate policy forecasting into business planning- Invest in compliance training and systems- Advocate for clear, phased regulatory timelines- Participate in industry working groups to shape policy
Carbon Pricing/ Emissions Trading	Moderate	High	Moderate	Increased operational costs, exposure to carbon taxes or cap-and-trade schemes	<ul style="list-style-type: none">- Accelerate decarbonization roadmap- Invest in energy efficiency and renewable energy- Explore internal carbon pricing- Develop carbon offset and reduction strategies- Report transparently on carbon performance
Market and Customer Preferences	High	High	Moderate	Reduced demand for non-sustainable products, risk of asset devaluation, increased competition	<ul style="list-style-type: none">- Expand green building certifications (LEED, WELL, etc.)- Innovate low-carbon, resource-efficient products- Enhance ESG disclosures and marketing- Engage with customers on sustainability expectations
Technology Transition	Moderate	High	Moderate	Need for rapid adoption of new technologies, risk of asset stranding, increased capital expenditure	<ul style="list-style-type: none">- Invest in R&D for sustainable construction and smart building solutions- Pilot and scale up new technologies (e.g., AI for energy management, modular construction)- Build partnerships with tech providers and start-ups- Upskill workforce for new technologies
Reputational Risk	Moderate	High	Moderate	Loss of investor, customer, or talent confidence; negative media coverage	<ul style="list-style-type: none">- Strengthen ESG communications and transparency- Pursue third-party sustainability ratings and awards- Implement robust stakeholder engagement- Proactively disclose progress and challenges in climate action
Supply Chain Disruption	Moderate	Moderate	Moderate	Increased costs, delays, or reduced availability of sustainable materials and products	<ul style="list-style-type: none">- Assess and map climate risks in supply chain- Diversify suppliers and prioritize those with strong ESG credentials- Collaborate with suppliers on low-carbon solutions- Build inventory buffers for critical materials
Legal and Liability Risks	Low	Moderate	Low	Potential for litigation or claims related to climate impacts or non-compliance	<ul style="list-style-type: none">- Ensure robust compliance with all climate-related regulations- Maintain transparent record-keeping and reporting- Regularly review contracts and risk transfer mechanisms- Engage legal counsel on emerging climate liability issues
Access to Capital/ Finance	Moderate	High	Moderate	Higher cost of capital, reduced access to green finance if sustainability standards are unmet	<ul style="list-style-type: none">- Align with global ESG and green finance frameworks- Set and report on science-based targets- Engage with lenders and investors on climate strategy- Pursue green bonds and sustainability-linked loans

Through our comprehensive assessment of both physical and transition risks, Sobha Group is proactively addressing the challenges posed by climate change.

We have developed targeted strategies to mitigate these risks while also seizing emerging opportunities, such as the growing demand for sustainable building solutions and energy-efficient technologies.

By integrating climate considerations into our governance structure, decarbonization roadmap, and scenario analysis, Sobha is committed to ensuring long-term resilience and sustainability.

As we move forward, we will continue to evaluate risks, innovate solutions, and strengthen our climate action initiatives to contribute to a sustainable future for our stakeholders and the communities we serve.

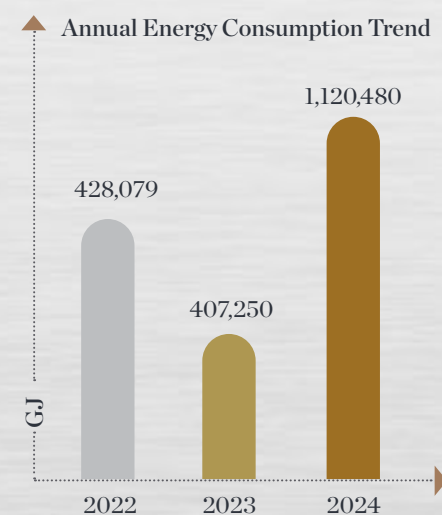


Energy MANAGEMENT

As a vertically integrated real estate and construction company, Sobha operates in an energy-intensive industry where large-scale development, manufacturing, and support services require significant energy inputs.



In 2024, Sobha recorded a total energy consumption of 1,120,480 GJ, representing a 175% increase compared to the previous year. This surge is directly linked to the company's business expansion, project execution pace, and intensified operational requirements across various verticals.



Entity-wise Energy Consumption

The energy consumption profile across Sobha's business entities reflects the nature and intensity of their respective operations. Sobha Construction is the highest energy consumer, accounting for 83% of total energy use in 2024, primarily due to its active project sites, heavy construction equipment, and temporary infrastructure powered by diesel generators and electricity.

Entity	Energy (GJ)	% Share
Sobha Construction	988,585	93%
Sobha Modular	28,904	3%
PNC Architect	13,439	1%
Sobha Furniture	9,199	1%
Sobha LLC	24,162	2%

Note: The above data excludes energy from biodiesel and Solar PV.

Sobha Construction, responsible for the construction of buildings and operation of technician residences accounts for 93% of the overall consumption. Technician Residences contribute 10% of the energy consumption, primarily driven by electricity demand for HVAC systems, lighting, and construction activities. Meanwhile, Sobha Modular, PNC Architects, and Sobha Furniture maintain lower but growing energy footprints, consistent with their manufacturing and design-oriented roles. Sobha LLC, primarily a corporate office, has minimal energy use in comparison.



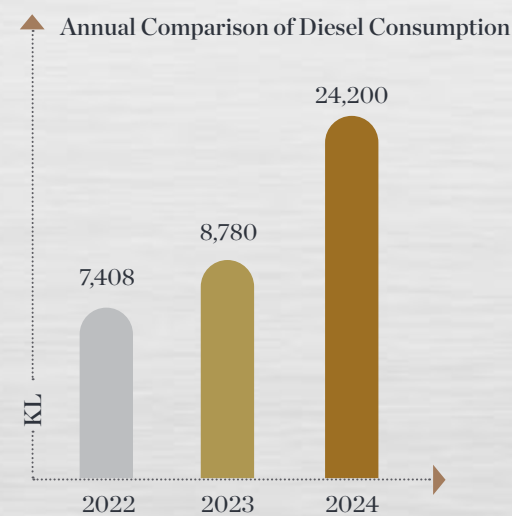
Fuel Consumption Breakdown

Diesel Consumption

Diesel is the dominant fuel type used across Sobha's construction activities. It is primarily consumed to generate electricity for powering construction equipment, tower cranes, hoists, and temporary offices at project sites where grid power is either unavailable or insufficient. The remainder supports vehicle movement within construction zones and for employee transport.



In 2024, Sobha recorded a 176% increase in diesel consumption, totalling 24,200 kilolitres, reflecting the high intensity of ongoing construction works.



Breakdown of Diesel Consumption into Entities

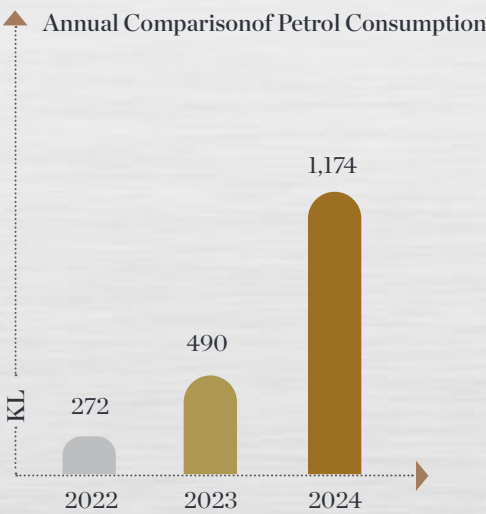
Sobha Construction's diesel usage far exceeds other divisions due to the continuous energy demands at active construction sites. Modular , PNC Architects and Sobha LLC consume comparatively less diesel, primarily for equipment backup and limited transportation needs.

Entity	KL	% Share
Sobha Construction	23,192	96%
Sobha Modular	227	1%
PNC Architect	278	1%
Sobha LLC	503	2%

Petrol Consumption

Petrol is largely consumed in fleet vehicles used for employee transportation, including vans and cars operated across construction sites, offices, and residential developments. It also supports utility vehicles used for logistics and supervision.

In 2024, petrol consumption rose by 139%, totalling 1,174 kilolitres, indicative of expanded operations and increased workforce mobility needs.



Breakdown of Petrol Consumption into Entities

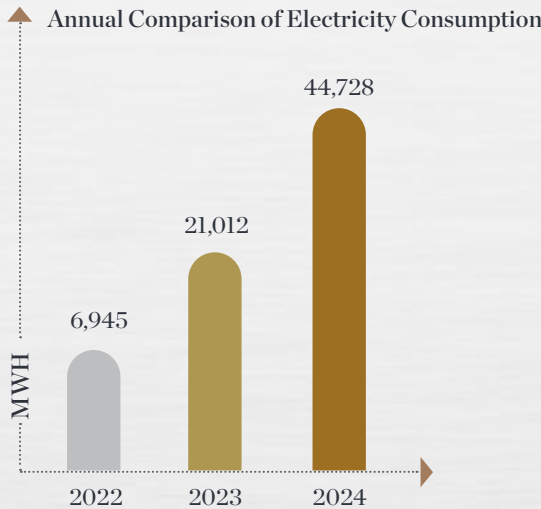
Construction operations account for the bulk of petrol usage, driven by staff movement across sites. Sobha LLC's share reflects the corporate fleet used for business operations, logistics, and administrative mobility.

Entity	KL	% Share
Sobha Construction	1,063	90%
Sobha Modular	11	1%
Sobha LLC	100	9%



Electricity Consumption

Electricity consumption across Sobha's operations includes a wide range of end uses from powering office buildings and factories to operating site infrastructure and HVAC systems in real estate developments. A significant portion is drawn from the grid, with some demand met through generators and solar lighting.



In 2024, electricity use rose by 124%, reaching 44,728 MWh, with the majority consumption attributed to technicians residences, followed by factory operations and construction sites.



Breakdown of Electricity Consumption into Entities

Sobha Constructions’ technicians residences electricity demand is primarily driven by energy-intensive systems such as HVAC, lighting, and essential building operations across its real estate developments. Construction sites also contribute significantly to electricity usage, mainly for operating hoists, lifts, lighting, and temporary facilities, with a noticeable shift from diesel generators to grid-based electricity. Additionally, Sobha’s modular and furniture manufacturing units consume substantial electricity to power equipment, assembly lines, and production machinery, reflecting their continuous operational activity.

Entity	Electricity (MWh)	% Share
Sobha Construction	34,726	77%
Sobha Modular	5,679	13%
Sobha Furniture	2,555	6%
Sobha LLC	796	2%
PNC Architect	971	2%

Building’s Name	Area of Building (SQM)	EUI (KWH/SQM)
TR Al Quoz	7,680	857
TR Al Ruwaiya	10,051	535
TR DIC 5	18,719	401
TR Jebel Ali Blue Bay	916	2,952
TR DIC 2	26,037	80

Energy Efficiency and Reduction Initiatives

To manage growing energy demand and reduce operational emissions, Sobha has adopted a series of energy efficiency interventions across its operations.

Lighting and Electrical Optimisation

- Replaced high-wattage lamps with energy-efficient LEDs in factories, achieving over 125,000 kWh in annual savings.
- Reduced corridor light wattage from 40W to 22W, saving 11,400 kWh.
- Installed solar-powered tower and LED lights in storage yards, saving 25,200 litres of diesel annually.

HVAC and Cooling Control Systems

- Deployed timers with compressor control logic to optimise AC operations post office hours in real estate developments. Resulted in annual energy savings of over 2 million kWh across Sobha Hartland 2 and Sales Village.

Energy Monitoring and Smart Controls

- Installed 50 digital energy meters across factories and residences for real-time, zone-wise tracking.
- Implemented presence detectors for automated lighting control in low-occupancy zones.
- Integrated power monitoring systems for continuous oversight and corrective adjustments.

Fuel and Generator Optimisation

- Downsized diesel generators from 1000 KVA to 500 KVA, saving 67,488 litres of diesel.
- Installed operational timers in tile and marble factories, saving 2,250 kWh.
- Automated HVLS fans to improve temperature regulation, leading to 64,800 kWh in annual savings.

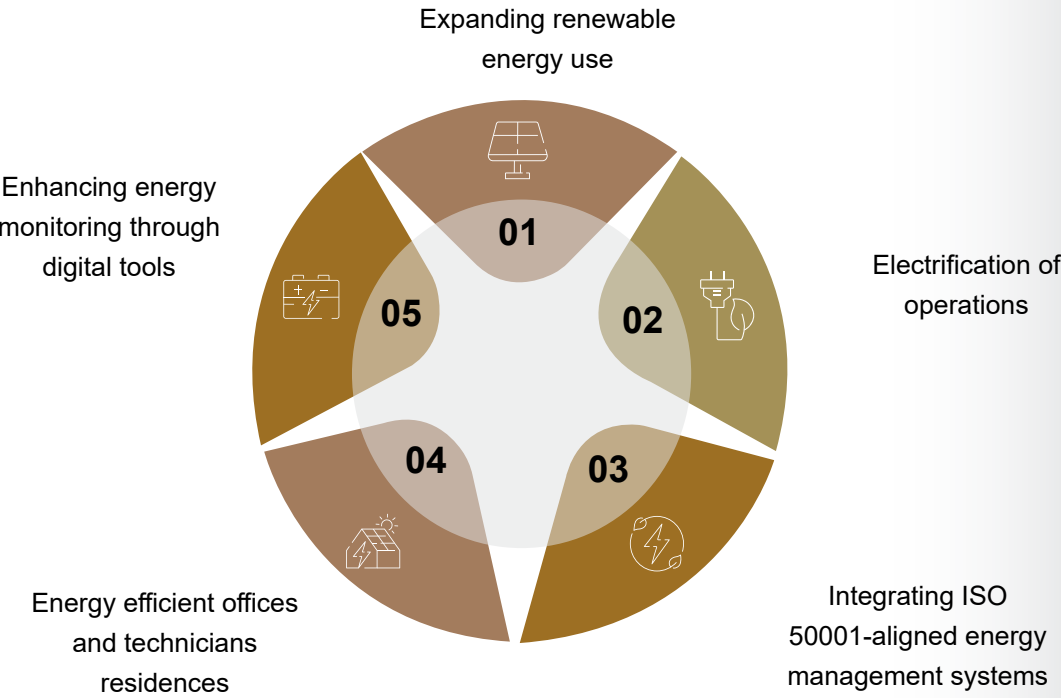


Transition to Cleaner Fuels

Sobha has also initiated a transition towards cleaner fuels. In 2024, the use of B5 biodiesel totalled 1.5 million litres, particularly within construction sites. This blend supports reduced particulate emissions and aligns with the company’s broader carbon reduction ambitions.

Looking Ahead

As Sobha scales operations and adopts more advanced construction methodologies, energy demand will remain a key consideration. The company is committed to



These efforts are integral to Sobha’s long-term vision for responsible growth and environmental stewardship.



Fostering CIRCULARITY

The real estate and construction industry is known for its substantial resource consumption and resultant waste generation due to the nature of operations.

By embracing circularity principles across our value chain from design and construction to operations and maintenance Sobha is committed to reducing waste, minimizing resource use, and transforming materials that would otherwise be discarded into valuable assets.

Furthermore, through the backward integration of several processes, we have been able to optimize material use and enhance our recycling efforts, driving further efficiencies and reducing our overall environmental footprint. This approach supports environmental sustainability and fosters long-term value creation throughout every phase of our projects.

Our developments are designed with circularity at their core, integrating efficient waste segregation and management practices aligned with global sustainability standards. By adhering to stringent green building certifications, we ensure resource optimization, minimize landfill dependency, and promote closed-loop systems turning waste into value while reducing our environmental footprint.

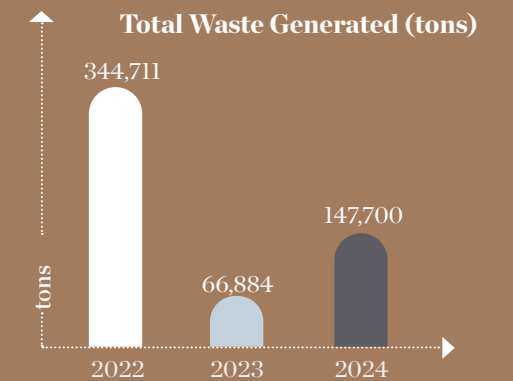
Waste Disposal Strategy

Waste Management	Method	% Share
Hazardous Waste	Landfilled	100%
Non Hazardous Waste	Landfilled	97.8%
	Recycled	1.8%
	Composted	0.2%
	Reused	0.2%

Waste generation

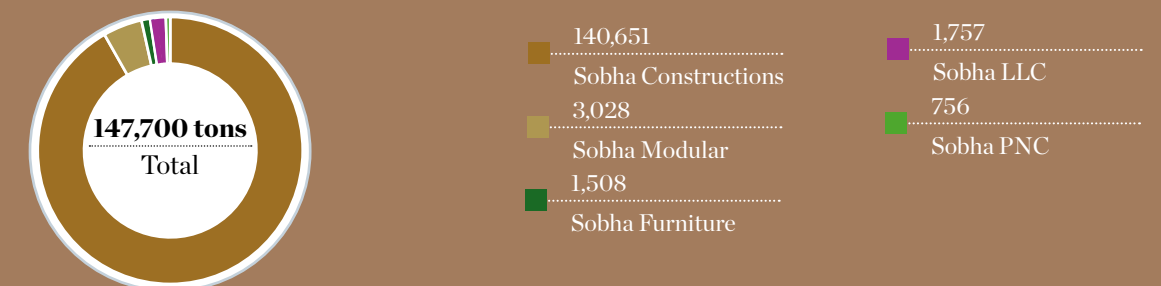
Our operations, driven by multiple construction projects this year, inevitably generated a substantial amount of waste.

In 2024, Sobha generated a total of 147,700 tons of waste across its operations, including construction waste, general waste, and other byproducts of our activities. Waste generation almost doubled from previous year as our construction activities peaked in 2024.

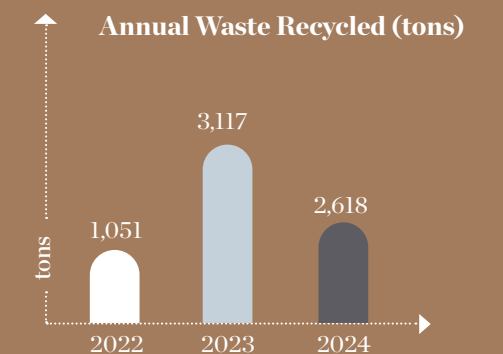


Majority of the waste is generated in construction activity (92%), followed by technicians residences under Sobha Constructions (5%).

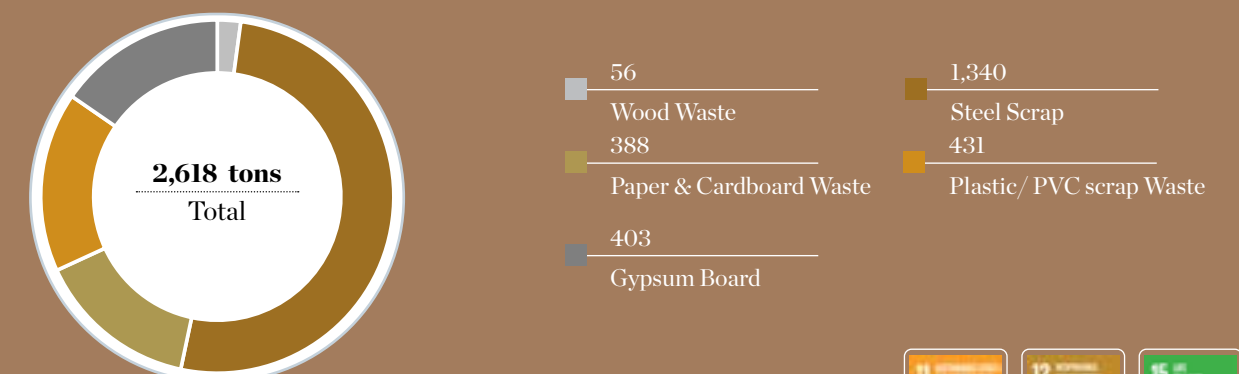
Waste Generated per Entity (tons)



Our commitment to sustainability, and responsible waste management is evident in our proactive efforts to recycle 2,618 tonnes of this waste. Of the total recycled waste, 51% consisted of metallic scrap, 16% was plastic, 15% was paper & cardboard, 15% gypsum and 2% good waste.



Breakdown of Waste Recycled (tons)



In alignment with our commitment to fostering sustainability and embracing circularity principles, Sobha has undertaken several proactive initiatives aimed at minimizing waste generation, promoting resource efficiency, and driving positive environmental impact.



Construction Waste Recycling

Sobha prioritizes recycling to minimize environmental impact and conserve resources. We recycle materials like AAC blocks, wood, and concrete, diverting them from landfills and incorporating them into new projects. We continuously explore ways to strengthen recycling efforts, collaborating with waste management specialists.

Paper and Cardboard Recycling

Sobha encourages staff to reduce, reuse, and recycle paper and cardboard materials. Site offices collect waste paper and cardboard for recycling, promoting sustainability and responsible waste management.



Recycling at Sobha Modular

Sobha Modular diverted 1,150 tons of waste from landfills through the recycling of carton/plastic waste (700 tons) and gypsum boards (450 tons). Additionally, the distribution of 400 ceramic mugs eliminated the need for 180,000 single-use paper cups, reinforcing our commitment to reusable alternatives.

Chemicals Management

Sobha's Chemical Use Management Policy ensures efficient chemical utilization by tracking expiry dates, reducing waste from expired or unused chemicals.



Hazardous Waste Segregation and Disposal

Sobha adheres to strict segregation and disposal protocols for hazardous waste, mitigating environmental risks and promoting public health and safety.

Digitalization

Sobha's digitalization efforts have reduced paper consumption and enhanced process efficiency, playing a key role in achieving circularity.



Food waste to compost

We collaborated with a local food waste recycling company to address food waste management at our technicians residences. The company collects food waste from these residences and converts it into compost, helping to reduce waste sent to landfills.

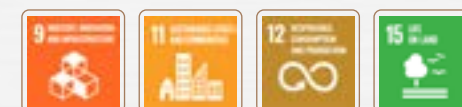
Reduction of Single-Use Plastics

Sobha furniture issued reusable water bottles and cups to minimize plastic bottle/cup usage. Sobha Latinem also replaced single-use plastic throughout their operations. Sobha Construction launched the Back to Nature initiative where single use plastic cups were replaced with 685,000 biodegradable paper cups, 379,500 bagasse round plates and 164,000 wooden spoons.



70/70 Initiative

As part of Sobha's 70/70 initiative, we are transitioning 70% of our construction activities to off-site manufacturing units, improving efficiency and reducing waste. Additionally, we are targeting 70% automation in these facilities, optimizing processes and minimizing environmental impact.



Water STEWARDSHIP

Resource optimization is a cornerstone of Sobha Group's philosophy and water conservation is an important part of that exercise.

This is being internalized right from the development phase of our projects. All new developments are pursuing global green building certifications with water use optimization as an important part of the design.

We strive to optimize water usage in all our developments by adopting water-efficient designs, construction practices, and operations. This includes installing low-flow water fixtures, integrating smart irrigation systems for landscaping, and using other innovative solutions that help reduce consumption without compromising the functionality of our operations.

Our construction activities and the technician residences have a considerable water footprint, which makes water management a key focus in our sustainability efforts.

Water Efficiency in Building Design

For all our upcoming buildings, we are committed to achieving substantial reductions in water usage. Our designs aim to reduce indoor water use by a minimum of 35% and up to 50% when compared to the USEPA baseline.

In addition, through the integration of innovative and efficient design strategies, we are targeting an overall water use reduction of at least 50% across the entire building.

These efforts are part of our broader commitment to sustainability and resource

efficiency, ensuring that our developments contribute environmental conservation and the long-term well-being of the communities we serve.

Our work in the communities we build is complemented by active engagement with residents to promote water conservation, raise awareness about responsible water usage, and encourage sustainable practices across all households.

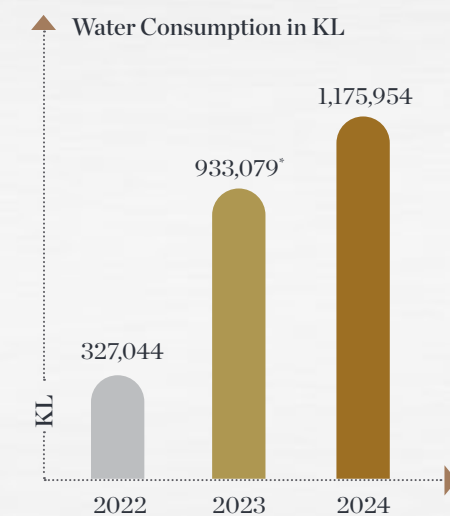


At Sobha, we are committed to efficient water management, driving conservation and ensuring sustainable practices to preserve this vital resource for future generations.

Total Water Consumption

In 2024, Sobha's total water consumption increased by 26%, primarily driven by the full-scale operations at the Sobha Modulares (Façade and Pod) Manufacturing Unit, contributing to an overall increase of 242,874 KL. Of this, 133,000 KL was attributed to Sobha Modular.

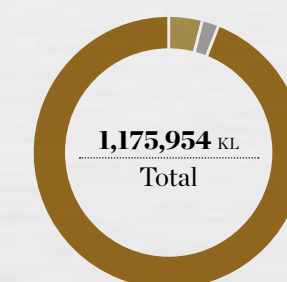
Additionally, water consumption at our construction sites increased by 62,000 KL, reflecting the expanded scale of operations.



However, it's worth noting that we made significant strides in water conservation, particularly in our technicians residences, where we successfully reduced water consumption by 28,000 KL. This reduction is especially notable given that we nearly doubled the number of technicians and added two new technicians residences this year.

*The water consumption for 2023 has been restated due to a change in reporting boundary. Specifically, the water consumption for delivered buildings has been excluded, as these buildings are no longer part of Sobha's assets. As a result, the water used in these delivered buildings is not reported in 2024 and has been removed from the values originally reported for 2023, as they were included in the 2023 water disclosures.

Water Consumption by Sobha



44,438	4%
Recycled Water	
19,328	2%
Saline Water	
1,112,188	94%
Potable Water	

A total of 1,112,188 KL of the water consumed was potable, 44,438 KL was recycled, and 19,328 KL was saline water.

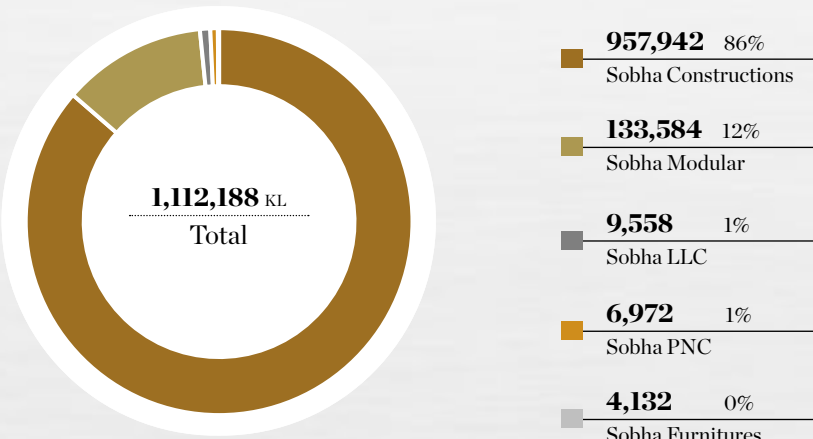
In comparison to last year, where 99% of the water used was potable, we have consciously focused on reducing potable water consumption and brought it down to 94% this year, particularly due to its high GHG intensity in the UAE.

As part of this effort, we have been exploring and implementing alternative water sources to minimize our environmental impact.

Breakdown of Potable Water Consumption by Entities

To ensure accountability and planning of optimization initiatives, we track consumption across different entities within the group. The breakdown of total potable water consumed in 2024 is as follows:

Breakdown of Potable Water Consumption by Sobha Companies



The water usage across Sobha’s various business segments reflects the unique needs of each entity. Sobha Constructions accounts for the largest share, consuming 86% of the total usage, primarily driven by Technicians Residences, which consumes 86% of the total potable water usage. Within this, the Technicians Residences represent 58% of Sobha Constructions’ consumption, while construction activities account for the remaining 42%.

Water Consumption Intensity

As part of our ongoing efforts to enhance sustainability and operational efficiency, we have established water consumption intensity as a key metric to track and reduce our environmental impact.

Additionally, water consumption intensity per technician saw a remarkable decline of 67%, dropping from 55 to 18 kilolitres per technician. This reduction further demonstrates Sobha Latinem’s commitment to improving operational efficiency while minimizing environmental impact.

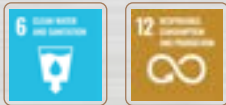
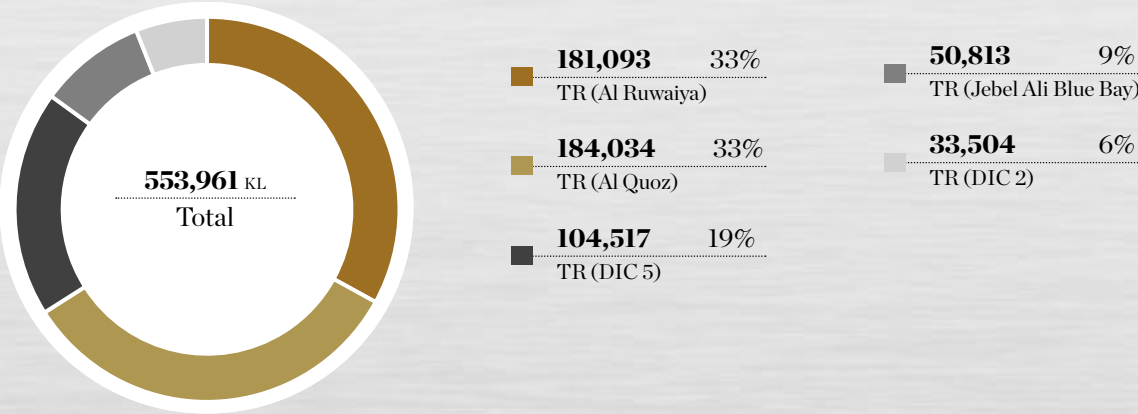
Through careful planning, responsible management, and collaboration with stakeholders, we are committed to minimize our water footprint and support the sustainable growth of our operations.

Water Consumption at Technicians Residences

The technicians residencies under Sobha constructions contributed significantly to water consumption. Of the total water consumed by the technicians residences, 33% was attributed to the residency in Al Quoz, and another 33% came from the Al Ruwaiya residency.

The following figure provides a detailed breakdown of water consumption for the technicians residences managed by Sobha Latinem. Water consumption at technicians residences showed a positive trend in 2024, with a 10% reduction in water usage at the Al Quoz residency and a 51% decrease at Al Ruwaiya.

Breakdown of Water Consumption (KL) by Sobha Technicians Residences



Redefining Construction THROUGH INNOVATION AND AUTOMATION

In our pursuit of a sustainable, efficient, and future-ready construction model, we recognized the need to embed innovation and automation at the heart of our operations.

With growing pressures around material efficiency, labor productivity, quality consistency, and environmental impact, we identified the opportunity—and responsibility—to transform our construction processes from the ground up. This led to the creation of Mission 70/70, an ambitious initiative aimed at reshaping how we build.

The first “70” refers to our goal of relocating 70% of traditional on-site construction activities to an off-site, factory-controlled environment.

This shift will improve build quality and worker safety and reduce material waste, resource consumption, and our overall environmental footprint.

The second “70” focuses on achieving 70% automation within these off-site facilities, drastically reducing reliance on manual labor to just 30%.

This is a critical step towards enhancing precision, productivity, and consistency at scale.



Standardizing Construction Design Through Innovation

A key challenge in this transformation is the standardization of construction design without compromising the customer experience.

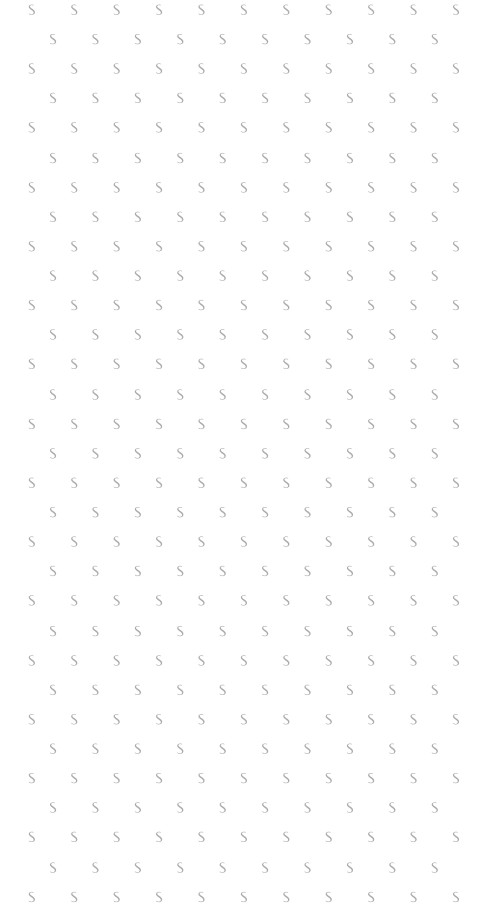
At Sobha, we understand the importance of architectural excellence. We cannot afford to build “matchbox” buildings. Our designs must reflect high-end aesthetics, rigidity, and strength to meet the expectations of our discerning customers.

To overcome this challenge, we adopted the Design for Manufacturing and Assembly (DFMA) concept, which focuses on creating standardized designs that can easily be moved into the factory.

This approach allows us to integrate advanced technologies into our construction process, ensuring both quality and scalability.

Our R&D and product development team works tirelessly on mockups, technological adoption, and innovation, continually pushing the boundaries to enhance our product offerings.

The team ensures that all products developed are validated through rigorous pilots and global expertise, ensuring that our off-site solutions are perfectly suited to the local market’s needs.



The Challenges of Factory Production and Automation

When it comes to factory production, Sobha faces the challenge of customizing machinery for the construction industry, as off-the-shelf robots / Automation solutions are not suitable for the specific demands of building construction.

Unlike automotive industries, where suppliers offer automated solutions, construction automation is still in its infancy. Despite seeing some automation in factories in Singapore and Japan, we understood that to truly scale automation in construction, we would need to develop special purpose machineries.

This includes the creation of custom-built automation solutions, robots, automated guided vehicles (AGVs), and other specialized equipment tailored to the needs of our factory environment.

We also adopted Japanese karakuri techniques, a form of low-cost automation that helps deskills certain tasks and reduces the manual effort required for assembly.

On-Site Automation and Lean Principles

Beyond off-site automation, we also integrate on-site automation. For instance, we have started using robots for tasks like painting, bringing in global robotic solutions for a variety of construction activities.

Additionally, Sobha applies Construction Method Engineering, a unique approach to construction that draws on lean principles traditionally used in manufacturing and automotive industries.

We conduct studies of current construction practices, identify areas of waste, and then eliminate them using techniques like pokayoke (error-proofing) and other advanced lean tools to enhance productivity, quality, and safety on-site.

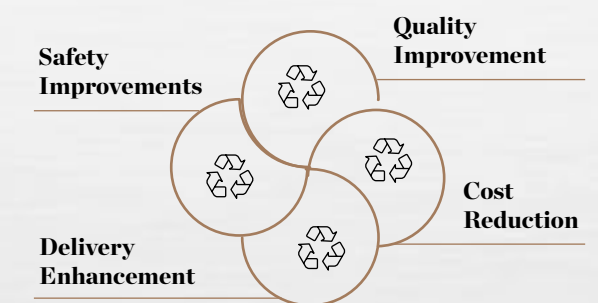
Employee Engagement and Continuous Improvement through Sobha Ideas

A critical element of our transformation is the Sobha Ideas platform, a powerful tool for employee engagement and continuous improvement. Through Sobha Ideas, all employees—technicians and staff members alike—are encouraged to contribute innovative ideas, with a target of two ideas per employee per year.

This has led to the generation of over 28,000 ideas in the last year, with 15,000+ ideas already implemented, contributing significantly to improvements in quality, cost efficiency, and safety.

Since its inception, Sobha Ideas has accumulated over 40,000 ideas, and half of them have already been implemented across various projects.

These innovations span multiple areas such as:



Each idea is tracked for implementation, and the benefits are calculated. Employees who contribute are rewarded for their innovations, ensuring a feedback loop that encourages further creativity and efficiency.

A Bold Vision for the Future

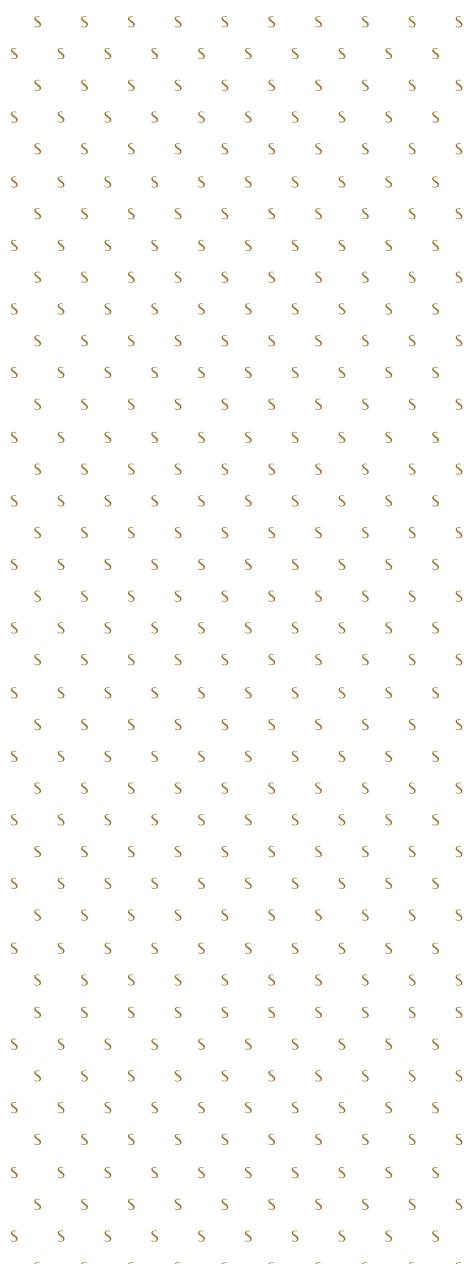


This entire journey is brought to life through our dedicated division, Advanced Manufacturing, which serves as the engine for Mission 70/70 driving innovation, custom-built automation, and a bold new era of sustainable construction.

With a clear vision of transforming the construction industry, Sobha is redefining international quality standards and making strides towards a more efficient, innovative, and sustainable future.



Sobha Realty
AWARDS LIST



Sobha Realty

AWARDS LIST

Sobha Realty achieves Guinness World Record title with ‘Largest Helmet Mosaic Formed by People’.

Sobha Realty received the ‘Great Place To Work’ Certification by the renowned ‘Great Place To Work’ Organization.

Latinem Facilities Management received Customer Experience Award at the MEFMA Awards of Excellence in FM 2024.

Sobha Realty was honoured with “The Best Company To Work For” at the Employee Happiness Awards 2024.

Sobha Realty was recognized as one of the “Best Workplaces in the Middle East” by the Great Place To Work Organization.

Our beloved Founder, Mr. PNC Menon, was bestowed with the ‘Lifetime Achievement Award’ at the UAE Realty Awards.

Sobha Realty won the “Developer of The Year” Award at the Gulf Business Awards 2024.

Sobha Realty was awarded the ‘Best Overall Sustainable Performance’ accolade at the Middle East Sustainability Leadership Awards 2024

Sobha Realty received the ‘Exemplary Circular Economy Programme 2024 Award’ from the Dubai Supreme Council of Energy

Latinem Facilities Management’s Sobha Care Program won the CSR Initiatives Award at the MEFMA Awards of Excellence in FM 2024.

Sobha Realty was named one of the “Best Workplaces for Millennials” by the Great Place To Work Organization.

Latinem Facilities Management has won the “Excellence in Maintenance and Operations Award” at the Innovation in FM Awards.

Our esteemed Founder, Mr. PNC Menon, has been recognized on the prestigious “Sustainability Leaders 2024 List” by Forbes Middle East.

Sobha Realty has earned two esteemed honors at the Customer Happiness Awards:

- Gold Winner: Best Use of AI to Enhance Customer Happiness*
- Silver Winner: Developer of The Year*

Sobha Realty has won the ‘MENA Search Award 2024’ for Best Use of Search Marketing – Real Estate and Property.

PNC Architects won “MEP Consultant of The Year” Award at the Climate Control Awards 2024

Sobha Constructions received the award for “New Construction – Indoor Environmental Quality Best Practices at the Climate Control Awards 2024.

Sobha Constructions’ Honour & Pride campaign was the Silver Winner for “Excellence in Cultivating a Culture of Trust and High Performance” at the ET HR World the Middle East – ET HCA MENA 2024 Awards.

Sobha Constructions received the “Modular Construction Project of The Year” Award at the Big 5 Event for the MEAN region.

Sobha Constructions was honored with the Gold Award for “Best Waste Diversion Initiative” at the Middle East Waste and Recycling (MEWAR) Awards.

Sobha Constructions won the ‘Modular Project of The Year Award’ at the Construction Innovation Awards 2024.

Sobha Constructions’ Mr. Karthik Kannan Nagarajan, won Project Manager of The Year Award at the Constructions Innovation Awards 2024.

PNC Architects was honored with the Highly Commended - Architecture Firm of the Year award at the prestigious Architecture Leaders Awards 2024.

PNC Architects received two prestigious awards: Residential Project of the Year for Sobha One and Landscape Project of the Year for Creek Vistas Heights at The Future of Architecture Summit and Awards 2024.

PNC Architects secured two prestigious awards: Mixed-Use Development of the Year for Hartland II, and Project Manager of the Year for Amarnath Patnam at the Design Middle East Awards 2024.

PNC Architects earned the Highly Commended - Architecture Firm of the Year at the Construction Week Awards 2024 - Middle East.

Sobha Hartland II was honored as Highly Commended - Mixed Use Project of the Year at the Construction Week Awards 2024 - Middle East.

Assurance STATEMENT



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Limited Assurance Statement
 Relating to the Sustainability report of Sobha Group for the reporting period January 1, 2024, to December 31, 2024.

Date issued: 28/07/2025

RA Global, as an independent third-party assurance provider, was engaged to perform assurance procedures to provide limited assurance on the Sobha Group's 2024 Sustainability Report in accordance with the criteria set out in Global Reporting Initiative ("GRI") Standards for the reporting period from January 1, 2024, to December 31, 2024.

Scope and Boundary

The assurance engagement covered the sustainability disclosures presented in the **Sobha Group Sustainability Report 2024**, specifically for the following entities - Sobha LLC, Sobha Construction (SCL), Sobha Latineem Facilities Management (LFM), Sobha Modular and Sobha Furniture.

The assessment specifically focused on evaluating the accuracy and completeness of the Key Performance Indicators (KPI's) identified and mentioned in the Sustainability Report 2024, as detailed in the table below. This scrutiny was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000. The objective was to ensure a robust and reliable evaluation of Sobha Group's sustainability disclosures, as mentioned in the 2024 Sustainability Report.

Certain reported data parameters were not included in the scope of our assurance due to unavailability or non-alignment of supporting evidence. Accordingly, our conclusion does not extend to these parameters.

The table below shows the data parameters that were assured across the respective entities of Sobha.

S. No.	Key Performance Indicators (KPI's) Assured	Limited Level of Confidence					
		SLLC	PNCA	SCL	SLFM	Modular	Furniture
1	Environmental KPIs						
1.1	GHG Emissions including Scope 1, Scope 2 and Scope 3						
	Scope 1						
	• Fuel – Diesel	✓	-	-	✓	✓	-
	• Fuel – Petrol	-	-	✓	✓	✓	-
	• Refrigerant	✓	✓	-	-	✓	-
	Scope 2	✓	-	-	✓	✓	✓
	Scope 3	-	-	-	-	✓	✓



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S. No.	Key Performance Indicators (KPI's) Assured	Limited Level of Confidence					
		SLLC	PNCA	SCL	SLFM	Modular	Furniture
	• Purchase Goods & Services	-	-	-	-	✓	✓
	• Capital Goods	-	-	-	-	✓	✓
	• Waste Management	✓	✓	-	✓	✓	✓
	• Business travel	✓	-	-	✓	✓	✓
	• Upstream Leased Assets	-	-	-	-	✓	-
	• Fuel- & energy-related activities	✓	✓	✓	✓	✓	✓
1.2	Energy Consumption						
	• Electricity	✓	-	✓	✓	✓	✓
1.3	Water Consumption	✓	✓	✓	✓	✓	✓
2	Social KPIs						
2.1	Health, Safety and Environment (HSE)	✓	-	✓	✓	✓	✓
2.2	Human Resources (HR)	✓	-	✓	✓	✓	✓

Responsibilities of Sobha Group's Management

Sobha Group's management is responsible for preparing the 2024 Sustainability Report in alignment with the criteria set forth by the GRI Standards. This responsibility includes the design, implementation, and maintenance of internal controls to ensure that the report is free of material misstatements, whether due to fraud or error.

Given the inherent characteristics of non-financial information, which often involve greater limitations than financial data, the 2024 Sustainability Report is subject to inherent uncertainties. These uncertainties stem from the methodologies used in data determination, calculation, sampling, or estimation. In compiling the report, management applies qualitative assessments regarding the relevance, materiality, and accuracy of the information, relying on various assumptions and judgments.

Our Responsibilities

Our responsibility is to express a limited assurance conclusion on the selected ESG information disclosed in the Report, based on the procedures we have performed and the evidence we have obtained. Our assurance engagement was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) – Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB).



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We conducted our engagement in a manner that enables us to express a limited assurance conclusion on the subject matter. The scope of our work was limited to evaluating the accuracy, consistency, and reliability of selected ESG indicators, and does not include an assessment of the adequacy or effectiveness of Sobha Group's sustainability strategy or performance.

Assurance Procedures Performed

Our procedures included, but were not limited to:

- Reviewing policies, procedures, and data collection systems used to compile the disclosed information
- Interviews with relevant personnel responsible for data management and reporting
- Assessment of data consistency and comparison with underlying records (evidence-based sampling)
- Analytical procedures and review of estimations and assumptions used in the Report

In response to our findings, Sobha Group undertook a review and revision of the 2024 Sustainability Report. We confirm that the changes incorporated into the final version of the report have satisfactorily addressed all raised concerns.

Our limited assurance engagement focused solely on the sustainability performance disclosures within the scope of our work for the year ended December 31, 2024. We did not conduct any procedures related to disclosures from previous years, future projections or targets, or any other items included in the 2024 Sustainability Report. Consequently, we do not express any conclusion on those aspects.

The procedures conducted during a review differ in nature and timing compared to, and are significantly less extensive than, an examination. The level of assurance achieved through a review is markedly lower than what would have been obtained through an examination. Nevertheless, we affirm that the evidence gathered during the review is sufficient and appropriate, providing a reasonable foundation for our conclusion.



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Conclusion

Based on our work, the procedures performed, and the evidence obtained, nothing has come to our attention that causes us to believe that the key performance indicators (KPIs) reported by Sobha Group, as outlined in the table above, are materially misstated or inaccurate. This conclusion excludes specific parameters for which adequate supporting evidence was not available.

Limitations and Use of Statement

This assurance statement is provided solely for the use of Sobha Group in accordance with the agreed scope of work. We do not accept or assume responsibility to any third party for our work, nor for the conclusions expressed in this statement. Our assurance engagement does not include verification of data derived from third parties or the completeness of disclosures related to qualitative information such as statements of opinion, belief, or future intention.

Independence and Competence

We confirm that we are independent from Sobha Group and have maintained objectivity and impartiality throughout the engagement. Our team has the required competencies and experience in sustainability assurance.



Attestation by RA Global

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 has reported in accordance with the GRI Standards for the period Jan 2023 - Dec 2023.				
GRI 1 used		GRI 1: Foundation 2021				
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	28-33	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	28-33				
	2-3 Reporting period, frequency and contact point	6-7				
	2-4 Restatements of information					
	2-5 External assurance	146-149				
	2-6 Activities, value chain and other business relationships	30-33				
	2-7 Employees	58-61				
	2-8 Workers who are not employees	30-33				
	2-9 Governance structure and composition	38-39				
	2-10 Nomination and selection of the highest governance body	38-39				
	2-11 Chair of the highest governance body	38-39				
	2-12 Role of the highest governance body in overseeing the management of impacts	38-39				
	2-13 Delegation of responsibility for managing impacts	38-39				

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	16-17				
	2-15 Conflicts of interest	46-49				
	2-16 Communication of critical concerns	46-49				
	2-17 Collective knowledge of the highest governance body	38-39				
	2-18 Evaluation of the performance of the highest governance body	38-39				
	2-19 Remuneration policies	46-47				
	2-20 Process to determine remuneration	-	Classified information			
	2-21 Annual total compensation ratio	-	Classified information			
	2-22 Statement on sustainable development strategy	42-45				
	2-23 Policy commitments	46-47				
	2-24 Embedding policy commitments	46-47				
	2-25 Processes to remediate negative impacts	46-49				
	2-26 Mechanisms for seeking advice and raising concerns	46-49				
	2-27 Compliance with laws and regulations	46-47				
	2-28 Membership associations				UACA	
	2-29 Approach to stakeholder engagement	50-52				
	2-30 Collective bargaining agreements		not allowed in UAE			

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	50-53	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	50-53				
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	53				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	101,135				
	301-2 Recycled input materials used	101,135				
	301-3 Reclaimed products and their packaging materials					
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	53				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	118-127				
	302-2 Energy consumption outside of the organization	118-127				
	302-3 Energy intensity	118-127				
	302-4 Reduction of energy consumption	118-127				
	302-5 Reductions in energy requirements of products and services	118-127				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	53				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	96-97				
	305-2 Energy indirect (Scope 2) GHG emissions	96-97				
	305-3 Other indirect (Scope 3) GHG emissions	96-97				
	305-4 GHG emissions intensity	96-97				
	305-5 Reduction of GHG emissions	94-109				
	305-6 Emissions of ozone-depleting substances (ODS)	-				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	53				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	128-131				

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	128-131				
	306-3 Waste generated	128-131				
	306-4 Waste diverted from disposal	128-131				
	306-5 Waste directed to disposal	128-131				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	53				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	66-67				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	72-75				
	401-3 Parental leave	72-75				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	53				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	76-83				
	403-2 Hazard identification, risk assessment, and incident investigation	76-83				
	403-3 Occupational health services	76-83				
	403-4 Worker participation, consultation, and communication on occupational health and safety	76-83				
	403-5 Worker training on occupational health and safety	76-83				
	403-6 Promotion of worker health	76-83				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	76-83				
	403-8 Workers covered by an occupational health and safety management system	76-83				
	403-9 Work-related injuries	76-83				
	403-10 Work-related ill health	76-83				
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	53				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	84-91				
	413-2 Operations with significant actual and potential negative impacts on local communities	84-91				

SASB Content Index

Infrastructure sector: Real Estate

Sustainability Disclosure Topics & Indicators

INDICATOR	CODE	REFERENCE
Disclosure Topics: Energy Management		
Energy consumption data coverage as a percentage of total floor area, by property subsector	IF-RE-130a.1	118-127
(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	IF-RE-130a.2	118-127
Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	IF-RE-130a.3	118-127
Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	IF-RE-130a.4	118-127
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5	118-127
Disclosure Topics: Water Management		
Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	IF-RE-140a.1	134-137
(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	IF-RE-140a.2	134-137
Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	IF-RE-140a.3	134-137
Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	134-137

INDICATOR	CODE	REFERENCE
Disclosure Topics: Management of Tenant Sustainability Impacts		
(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area, by property subsector	IF-RE-410a.1	-
Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	IF-RE-410a.2	-
Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	IF-RE-410a.3	-
Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	IF-RE-130a.4	-
Disclosure Topics: Climate Change Adaptation		
Area of properties located in 100-year flood zones, by property subsector	IF-RE-450a.1	108-117
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2	108-117



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