



WORK

LIVE

PLAY

ZRE

CORPORATE SOCIAL RESPONSIBILITY REPORT

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A Message From The CEO



28 May, 2021

To our stakeholders:

I am pleased to confirm that ZRE reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,
Mouhamad Rabah
CEO

About ZRE

ZRE is a pioneering real estate development group, focused on creating wholesome communities, offering tenants and visitors unique experiences, distinctive atmospheres and a wide range of services.

ZRE, its team and projects are all founded on several core values. They are: excellence, innovation, integrity and sustainability.

Harmonious communities by ZRE, are complimented with tailored client-servicing to ensure that experiences are seamless. Spaces that breathe life are carefully crafted, transporting tenants into areas beyond the walls and concrete areas.

ZRE's promise:

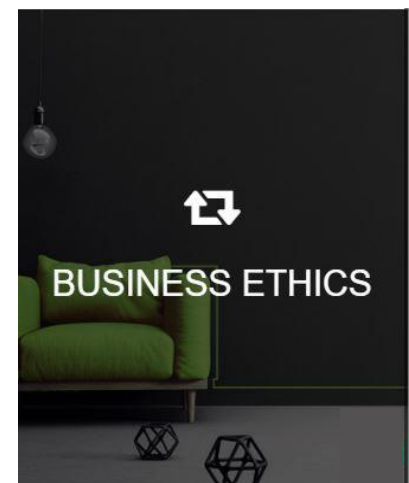
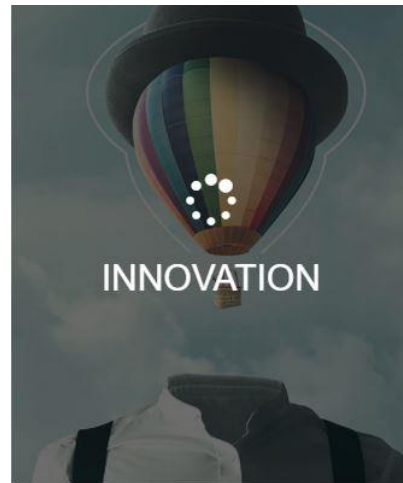
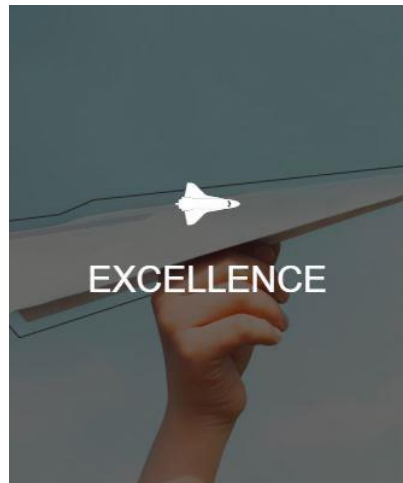
To build homes that reflect personalities.

To build offices that are hubs of friendships and creativity.

To build spaces that become a statement of humanity.

To build stories, adventures and memories.

To build communities.

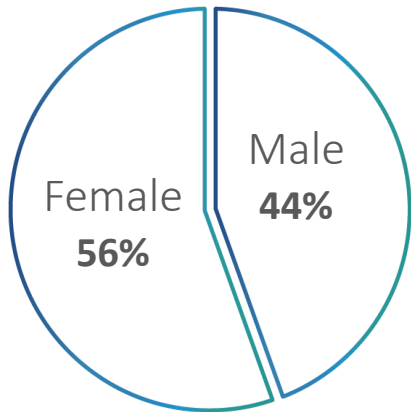


People at ZRE

| ZRE's HR Policies

An employee handbook has been created, shared with new joiners and is accessible to all employees at all times. The handbook includes several sections, and most importantly covers the policies such as work schedules (office hours and breaks), workplace policies (dress code, grooming & hygiene, religious accommodation, open door policy), workplace facility, sustainability & hygiene, safeguarding and proper use of company assets, leaves & holidays, performance appraisal process, competencies, compensation & benefits, departure, NDA, disciplinary policies (anti-harassment and anti-discrimination).

| ZRE's Family



BDD a Transformative Project

Yesterday

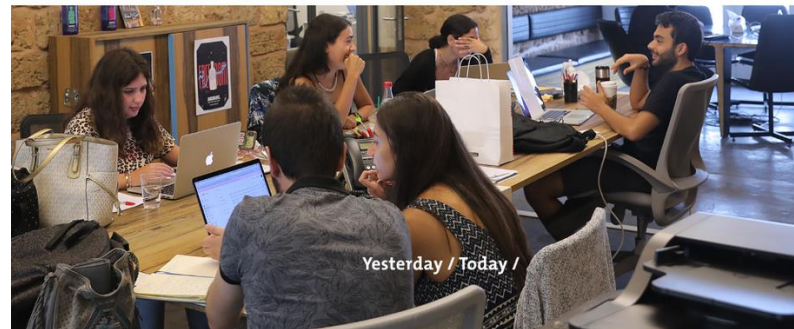
**WE KNEW
THAT HOPE IS
UNSTOPPABLE...**



Today



**SO WE FOLLOWED
OUR VISION...**



Tomorrow



**AND WE
ARE NOT
STOPPING
HERE.**

Yesterday / Today / Tomorrow
#BDDaNewTomorrow

BDD Is Built On Five Solid Foundations

01



COMMUNITY

An environment catering to creative minds, providing the framework for ambitious and sustainable communities.

BDD creates a community for collaboration, facilitates the sharing of ideas and connects decision makers with entrepreneurs.

02



SHARING ECONOMY

A business district providing value added services and cutting edge facilities for developing, producing and exchanging innovative tools and applications.

03



SMART DESIGN

A new urban topography that reflects the creative community with innovative and ground breaking architecture seamlessly integrating the latest technological solutions.

04



SUSTAINABILITY

An urban environment focused on minimizing primary energy consumption and reducing the impact of the built environment on human health and nature, with the aim of achieving LEED silver rating.

05



SOCIAL WELL BEING

A high tech and high-quality environment that allows new ways of working and promotes change for more flexible work practices and lifestyles.

BDD is a Community of 1,800+ Members



COMMUNITY



~150 COMPANIES



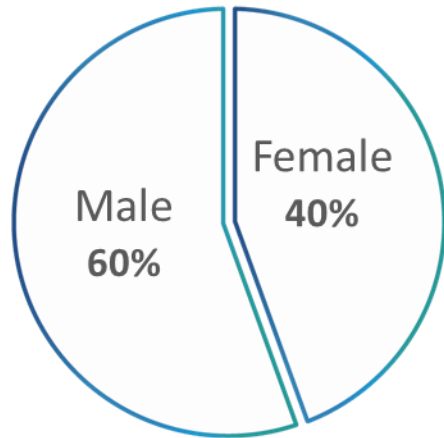
~1,800 MEMBERS

DISTRIBUTION OF MEMBERS

56%
Start-ups
& Scale-ups

22%
Large
Companies

21%
NGO's
& Support Org



5 start-up accelerators & Incubators



3 VCs



18 NGOs & Support Org



Innovators from 35+ Industries



SPACES

- ▶ **17,500 M²**
- ▶ **10 BUILDINGS**
- ▶ **4 MEETING ROOMS**
- ▶ **4 TRAINING ROOMS**
- ▶ **2 EVENT SPACES**
- ▶ **2 CO-WORKING SPACES**
- ▶ **2 EATERIES**
- ▶ **GARDEN**
- ▶ **GYM & SPORTS COURT**
- ▶ **PARKING FACILITIES**

ZRE is Focusing on the Below 5 SDG's



SDG #11: Sustainable Cities & Communities

11 SUSTAINABLE CITIES
AND COMMUNITIES



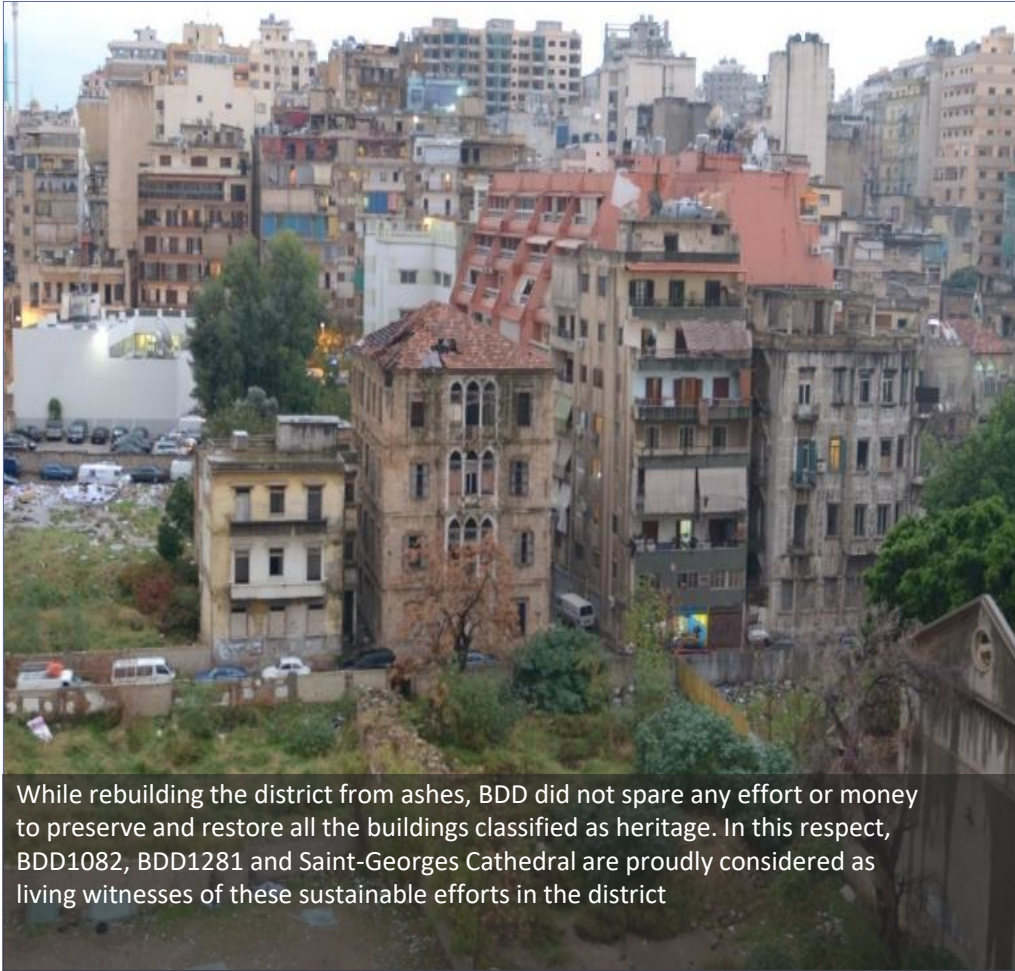
Bachoura district was severely ruined as a result of the civil war between 1975 and 1990. BDD decided to raise this area from ashes and transform it into one of the best and main business landmarks in Lebanon while introducing greenery and landscape areas promoting space and social sharing with the surrounding communities.



As part of the commitment of BDD & ZRE towards the community and its sustainable environment, we aim to build sustainable facilities throughout the BDD campus. Our first permanent construction BDD1227, consisting of 2 office buildings, is targeting LEED Gold certification which we hope to get in Q4-2021 when the project will be entirely completed

SDG #11: Sustainable Cities & Communities

11 SUSTAINABLE CITIES AND COMMUNITIES



While rebuilding the district from ashes, BDD did not spare any effort or money to preserve and restore all the buildings classified as heritage. In this respect, BDD1082, BDD1281 and Saint-Georges Cathedral are proudly considered as living witnesses of these sustainable efforts in the district



To transform the district into a high-end business landmark, it was necessary not only to have green buildings but most importantly smart ones. To be aligned with the business demands in terms of the latest technologies, such as Fiber-optic internet with Wi-Fi connection available throughout BDD campus, BDD App communication platform promoting all services such as Parking facilities, eateries, printing, events, news, advertisement, etc.

SDG #11: Sustainable Cities & Communities



| Innovation

BDD has been at the forefront of connectivity in Beirut from the very beginning, boasting the first ever redundant fiber campus in Beirut. In the custom multi-VLAN campus network, each tenant can have separate gateways, ISPs and redundancy all connected to the core campus switches and then propagated on a dedicated tenant VLAN. This infrastructure allows tenants to walk around campus while still being connected to their office network with no hassle. Furthermore, the campus has a dedicated management VLAN that controls BMS, custom door locks, cameras and screens.

| Digitization

The true innovation is in the custom software and hardware developed by BDD. With a simple web interface, each tenant HR is able to add new hires and the software will automatically create access credentials to all the tenant doors, credentials for access to the VLAN and automatic access to facilities that the tenant has subscribed to. Residents are also able to pay for facilities (such as gym) through the mobile interface which would then automatically give them access for the period of their subscription as well as provide them guest Wi-Fi if needed when using the facilities.

| Team

However, the greatest power of BDD's internal tech lies in the human resources needed to keep all 12 buildings of the campus functioning. The integration of smart hardware and custom software allows BDD's team of 3 people to fully manage the infrastructure and to resolve any issue often before anyone notices.

SDG #9: Industry Innovation & Infrastructure

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



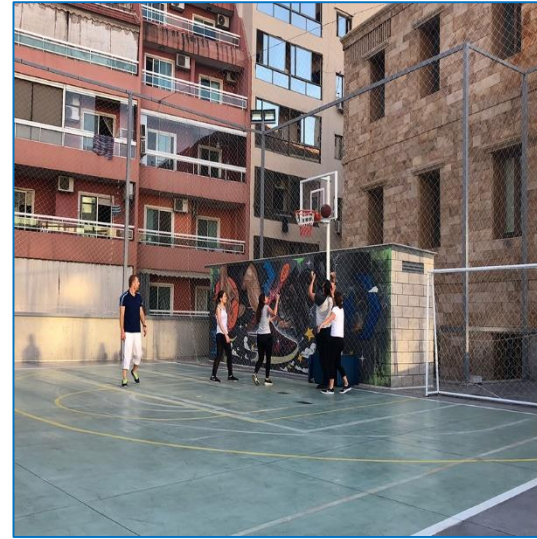
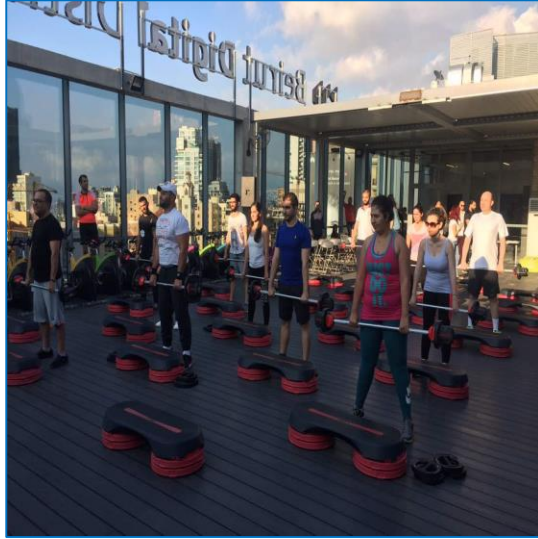
| Infrastructure

BDD's campus is equipped with an access control network promoting safety and security to the community, fiber-optic internet cable networking, electricity 24/7, meeting rooms on demand, events and conference rooms as well as shared spaces.

| Emergency Procedures

A qualified Maintenance and Operation team is constantly present at BDD and ready to respond to any emerging situation, in a timely and responsible manner. Emergency procedures were put in place to respond to any critical situation that may happen around BDD's campus in order to safeguard the community as well as the premises. Also, fire emergency and evacuation plans were put in place to respond immediately to any emergency that might take place.

SGD #3: Good Health & Wellbeing



| Wellbeing & Social Activities

BDD hosts on a regular basis wellbeing & social activities as well as providing its community with free access to a gym and a sports courts. Social service events such as Blood Drives are hosted at BDD biyearly in addition to its yearly participation in the Beirut Marathon.

Physical activities are an important part of BDD's encouragement of Good Health and wellbeing:

- Fitness classes of different kinds take place on a weekly basis, available free of charge to all BDD's community
- Football tournaments
- Easter egg hunt for kids
- Happy hours
- Networking events

SDG #3: Good Health & Wellbeing

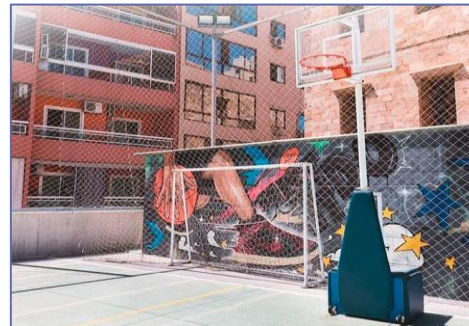
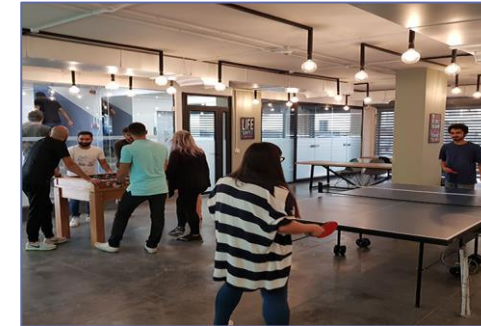
3 GOOD HEALTH
AND WELL-BEING



Shared Facilities & Communal Spaces

BDD is home to ~150 companies and 1,800+ community members. All community members have access to different shared facilities and communal spaces:

- Gym
- Basketball Court
- Football Court
- Garden
- Eateries
- Food Outlets
- Kitchen Facilities
- Lactation Room
- Prayer Rooms
- Social Lounges
- Greeting Booth
- Bike Storage Areas
- Electrical Scooters offered by Loop
- Community Carpooling offered by Carpolo
- Parking



SGD #4: Quality Education

4 QUALITY EDUCATION



| BDD Academy

BDD Academy aims to develop the skillset of people from all backgrounds to fulfill the digital jobs of today and tomorrow. It supports the new generation of educational programs in testing and developing their curriculum, sourcing participants, fundraising and scaling.



| Summer Camps

For the past four years, as part of our efforts to continuously improve STEAM skills in the younger generations, the BDD Academy launches the BDD Academy Summer camps in collaboration with partners. We are bringing you learning programs that will prepare school students for the next academic years: Let's leverage this down time to learn essential skills that will prepare children for the jobs of tomorrow.

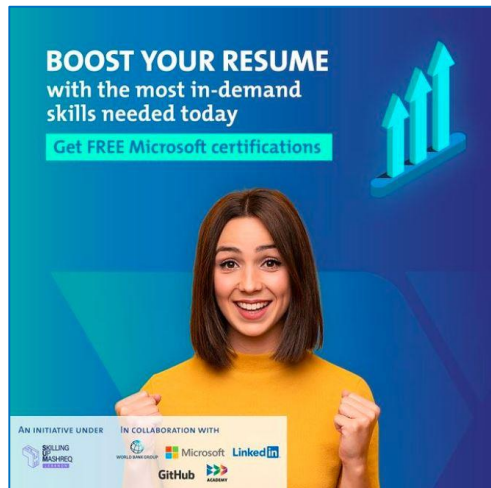
SGD #4: Quality Education

4 QUALITY
EDUCATION



| Workshops

BDD Academy held different workshops targeting different industries: Fintech meet-up, Pitch to Perfect, Design talks with DIDI & BDD, How to scale & attract large corps, Ideate to innovate, Block chain development boot camp, Effective communication through story telling, Sales trainings and much more.



| Microsoft Certification

World Bank in partnership with BDD Academy is bringing Microsoft and LinkedIn's global skills initiative to Lebanon's youth. The initiative offers FREE courses and Microsoft certifications for the 3 most wanted technical jobs, along with 7 other learning paths for 1,500 candidates. These courses have been identified as the top 10 in-demand jobs and most likely to grow even more with the increased digital transformation post COVID-19 – having the greatest number of job openings, having a steady growth over the past four years, and paying a livable wage.

| Internship Program

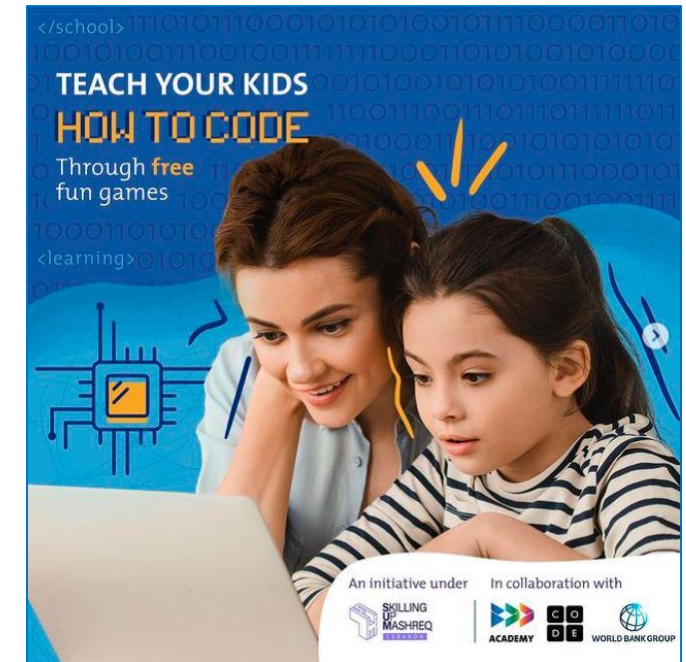
BDD Summer internship program offers students the opportunity to discover the tech and start-up ecosystems while being part of a diversified community that develops their soft and hard skills. It is an eight-week program where interns are offered continuous support, workshops and guidance.

SGD #4: Quality Education



| Code.Org

The BDD Academy has teamed up with the World Bank Group, to pave the way for children to step into the world of computer science and coding, as part of the Skilling up Mashreq (SUM) Initiative. In partnership with Code.org, the global nonprofit organization dedicated to expanding access to computer science to the youth, coding courses will be offered online for free, for children ages 6 to 18 across Lebanon, in English, French and Arabic. By participating in these virtual courses, children will learn how to code through basic games offered for free, from the comfort of their homes. By adding a hint of fun to learning, children can enhance their skillsets and advance in STEAM education (science, technology, engineering, arts and mathematics). These courses will help children to be more competitive in the future workplace. In addition, by gaining digital skills, children can work towards closing the talent gap in the market.



SGD #17: Partnerships to Achieve The Goals

17 PARTNERSHIPS
FOR THE GOALS



Our Partners

We have partnered up with many organizations and entities that helped us in achieving our vision

