

ZRE

Annual Communication on Progress Report

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BDD, a Transformative Project



BDD is Built on Five Solid Foundations



ZRE Focusing on Five SDG's



BDD is a Community of 2,100+ Members



Sustainable Cities & Communities



Industry Innovation & Infrastructure



Good Health & Wellbeing



Quality Education



Partnerships to Achieve The Goals



A Message From The CEO



30th of May, 2022

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 in 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,
Moubamad 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 being; 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:

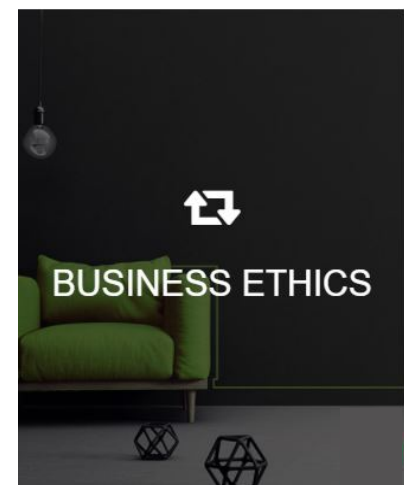
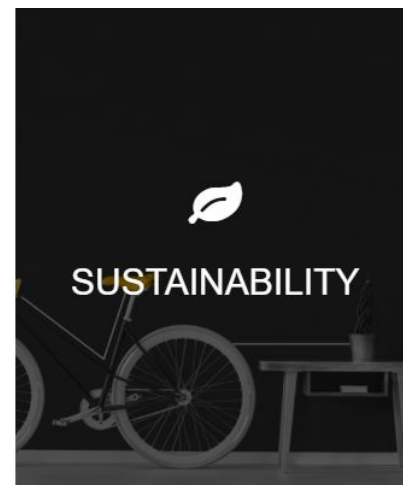
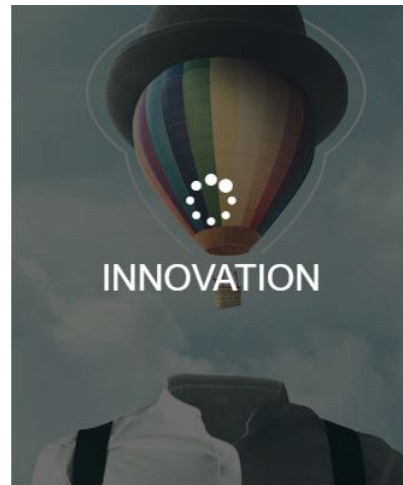
To build homes that reflect personalities.

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.

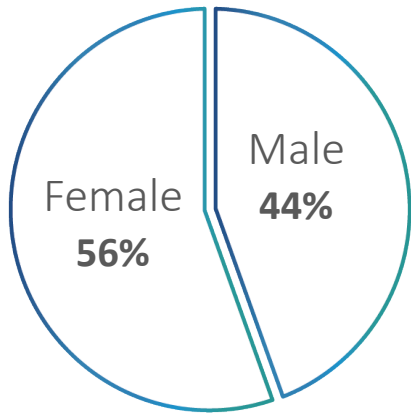


People at ZRE

| ZRE's HR Policies

An employee handbook has been created, shared with new joiners and is always accessible to all employees. 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, and 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...**



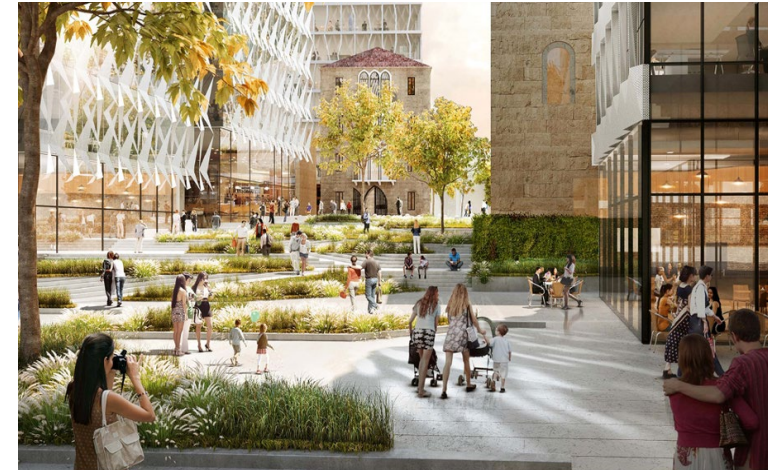
Today



**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 2,100 + Members Hosted Across 35,000 M²



COMMUNITY

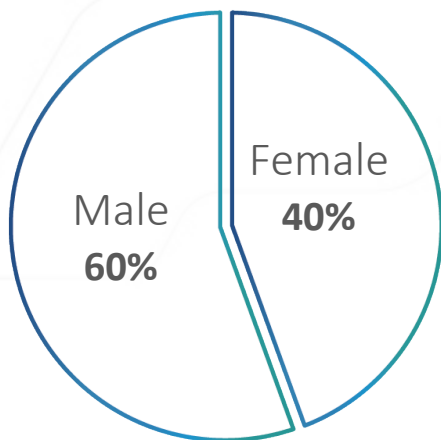


~130 COMPANIES



~2,100 MEMBERS

AGE 40 → 22



DISTRIBUTION OF MEMBERS

56%
Start-ups
& Scale-ups

22%
Large
Companies

21%
NGOs
& Support Org



5 start-up accelerators & Incubators



3 VCs



18 NGOs & Support Organizations



35+ Industries



SPACE

- ▶ 35,000 M²
- ▶ 12 BUILDINGS
- ▶ 4 MEETING ROOMS
- ▶ 4 TRAINING ROOMS
- ▶ 3 EVENT SPACES
- ▶ 4 Co-working Spaces
- ▶ 3 Eateries
- ▶ 2 Gardens
- ▶ Gym & Sports Court
- ▶ Parking Facilities

ZRE is Focusing on the Below 5 SDG's

11 SUSTAINABLE CITIES AND COMMUNITIES



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



4 QUALITY EDUCATION



3 GOOD HEALTH AND WELL-BEING



17 PARTNERSHIPS FOR THE GOALS



SDG #11: Sustainable Cities & 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.

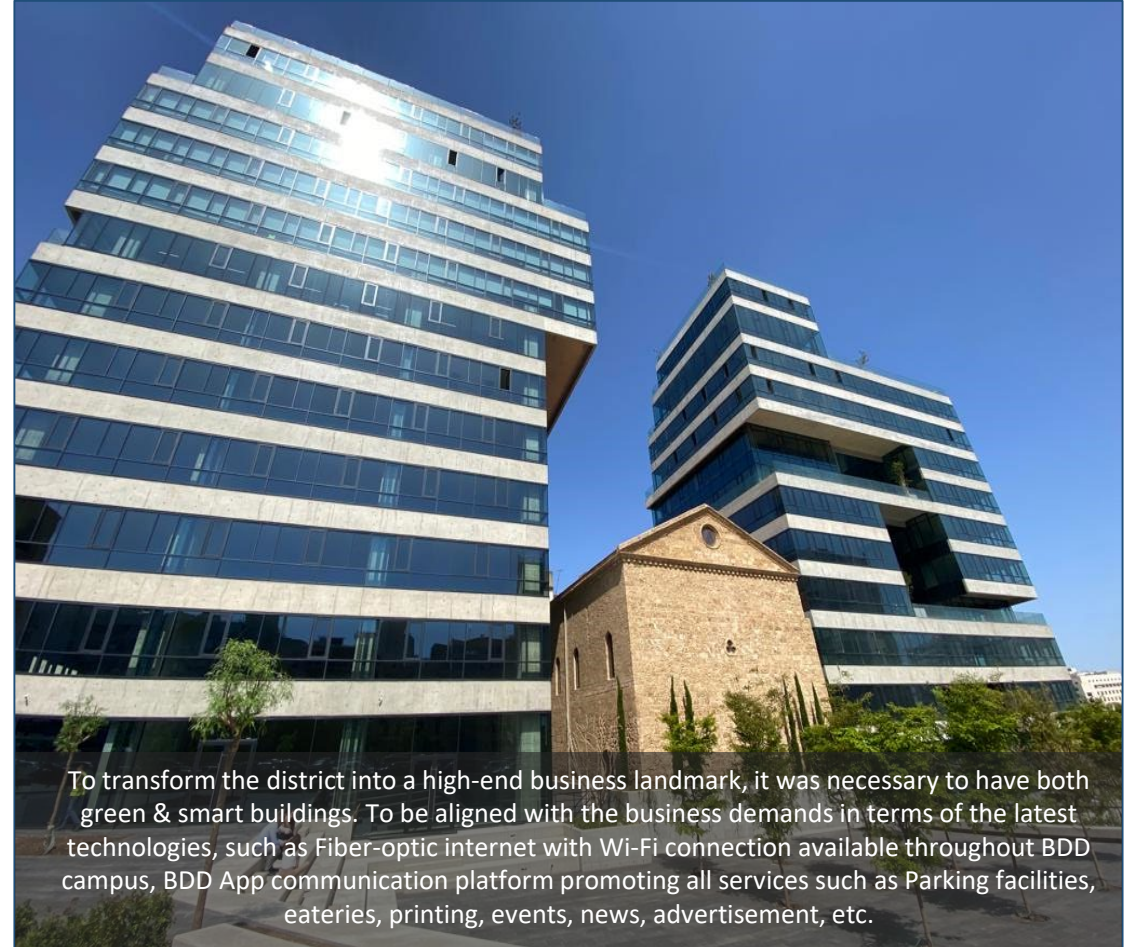


As part of the commitment of BDD & ZRE towards the community and its sustainable environment, we aim to build sustainable facilities throughout the BDD campus. Our first permanent construction BDD1227, consisting of 2 office buildings, is targeting LEED Gold certification which we hope to get in Q4-2021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

SDG #11: Sustainable Cities & Communities



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 to have both green & smart buildings. 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



| 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.

SDG #9: Industry Innovation & Infrastructure

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



BDD 1227 AWARDED GOLD LEED CERTIFICATION, WITH SUSTAINABILITY AT THE CORE



WE LOVE OUR
LEED
CERTIFIED BUILDING

As part of BDD's commitment to sustainability, numerous measures were taken during the construction and planning phase, given that BDD 1227 is located in a highly populated residential area.

Accordingly, based on extensive simulations of the location, a 14% improvement in proposed building energy costs have been achieved at BDD 1227. This will result in a reduction of environmental and economic impacts associated with excessive energy use.

SGD #3: Good Health & Wellbeing

3 GOOD HEALTH AND WELL-BEING



| Wellbeing & Social Activities

BDD hosts on a regular basis wellbeing & social activities as well as providing its community with free access to a gym, classes 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.

Activities are an essential part of BDD's encouragement of good health and wellbeing:

- Free fitness & wellbeing classes on a weekly basis, available free of charge to all BDD's community
- Blood donation campaigns
- Free mental wellbeing classes
- Happy hours
- Networking events

SDG #3: Good Health & Wellbeing

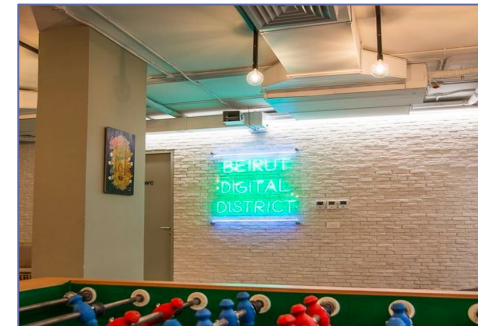
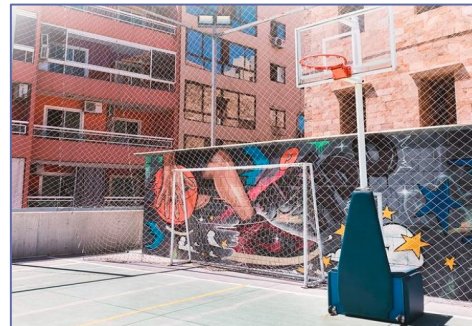
3 GOOD HEALTH AND WELL-BEING



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

Forward MENA

Forward MENA 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.

7-11 Years

12+ Yrs

the makershub ThinkGenius

- Manufacturing
- Electronics and Soldering
- Programming Microcontrollers
- 3D Design and 3D Printing

CODER MAKER SUMMER

DESIGN, CODE, AND MAKE YOUR OWN INVENTION!

Join our 4-DAY SUPER DUPER HYPER MEGA CODER MAKER CAMP and WEEKLY SESSIONS

Only for 8-18 years

The Little Engineer

Age 15+

Summer STEM Camp

EXPLORE OUR ENGINEERING JOURNEY & GET CERTIFIED IN Internet Of Things (IOT)

Unleash your POTENTIAL

A Summer Camp by TeensWhoCode

Tech and art classes
Startup competition
Career guidance
Company visits
Sport activities

12-18 Y.O.

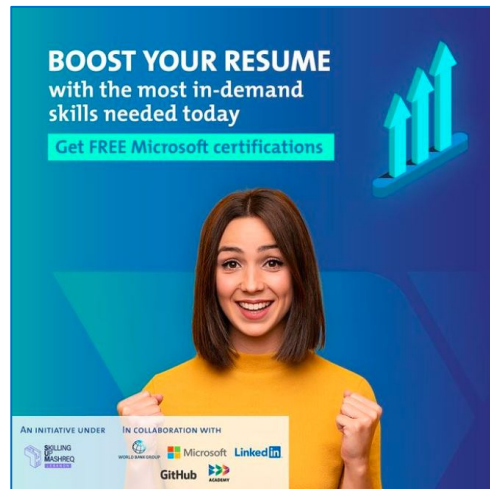
Summer Camps

For the past few years, as part of our efforts to continuously improve STEAM skills in the younger generations, Forward MENA launched Forward MENA Summer camps (previously known as BDD Academy) in collaboration with partners. We brought learning programs that prepared school students for the next academic years:

SGD #4: Quality Education

| Workshops

Forward MENA 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 Forward MENA brought Microsoft and LinkedIn's global skills initiative to Lebanon's youth. The initiative offered 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 are 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. 2,868 qualified candidates joined the program, with 170 receiving Microsoft certificates.

| Internship Program

Forward MENA 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

4 QUALITY EDUCATION



| Code.Org

Forward MENA 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 were offered online for free, for children ages 6 to 18 across Lebanon, in English, French and Arabic. By participating in these virtual courses, children learnt how to code through basic games offered for free, from the comfort of their homes. By adding a hint of fun to learning, children enhanced their skillsets and advance in STEAM education (science, technology, engineering, arts and mathematics). These courses helped 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 #4: Quality Education



| Skilling up Lebanon Project

The Skilling up Lebanon project is a one-year project, funded by the World Bank. The project aims to support the promotion of digital skills. The project aims to prepare young women and men for the local, regional and global jobs of the future and to attract digital technology (DT) players to invest in the region.

The Skilling Up Lebanon project includes 5 pilot programs:

- Career guidance for high school students
- Internship program for both undergraduate and freshly graduate
- Three digital and technical programs, each addressing one skill needed in the market



SGD #4: Quality Education

| PROSPECTS Project

The PROSPECTS project is in partnership with UNICEF and the World Bank. It aims to bring together the public sector, private sector, key digital technology players, educational institutions, and vulnerable young people to develop a more equitable, systematic, and empowering bridge from skills training to employment opportunities in the digital economy while enhancing the labor intermediation between supply, demand, educational providers and policy-makers.

| Badeel Initiative

BADEEL (“Alternative” in Arabic) pre-incubator of the AUF is a support program aimed at giving student entrepreneurs from Lebanese universities the support and tools necessary to move from an idea to a structured and viable project. The program is led by “Le Centre d'Employabilité Francophone” (CEF) of Beirut in partnership with Forward MENA.



Badeel

SGD #17: Partnerships to Achieve The Goals

Our Partners

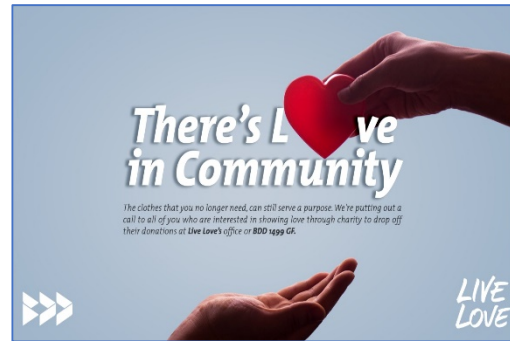
We have partnered up with multiple organizations and entities towards achieving the SDGs and ten UNGC Principles.



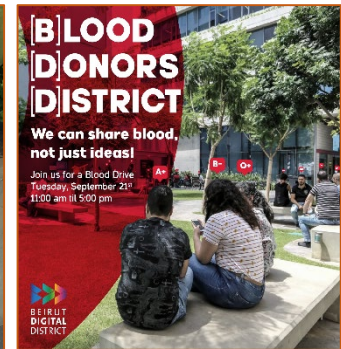
SGD #17: Partnerships to Achieve The Goals



ACTED developed a set of 6 posters that provide general facts about the LGBTQI+ challenges and employment struggles in Lebanon. BDD assisted in raising awareness within its community and managed to get more than 4 companies to hang the posters in the workplace.



BDD Partnered up with Live Love Beirut this Valentine's day through a call to show love through charity and donate clothes they no longer need.



BDD partnered up with DSC to offer their community the opportunity to give back through a blood drive that took place in the campus garden.

To learn more, visit:

www.zre.com.lb

www.beirutdigitaldistrict.com

