MOUNTAIN VIEW BRINGING LIFE TO LAND ESG REPORT 2023-2024

 \bigcirc

111





About this Report

"Global Standards, Local Impact, Thoughtful Implementation: Mountain View's Journey in ESG"

This report takes you on a journey through every road Mountain View has undertaken over the past two years, showcasing the remarkable impacts of Environmental, Social, and Governance (ESG) on the people and lands it nurtures.

"We proudly present this report as a significant milestone in Mountain View's unwavering commitment to creating lasting value for our planet and its inhabitants. It embodies our objective of weaving happiness and sustainability into every corner of the communities and spaces we build." — Mountain View Family

Scope & Boundaries: The scope of the report is limited to Mountain View Egypt. The period covered in this report is from January 1, 2023 to December 31, 2024.

Reporting Framework: This report aligns with Global Reporting Initiative (GRI) standards. Contributions to the Sustainable Development Goals (SDGs) are also highlighted in relevant sections of the report.

"Sustainability and Beyond"

While ESG reports typically reflect a company's dedication to ethical impact and sustainability practices under the three pillars of Environmental, Social, and Governance (ESG), our report reflects Mountain View's efforts that go far beyond only these three pillars. During 2023 and 2024, our sustainability efforts align with the five core truths of happiness: Meaning, Freedom, Delight, Vitality, and Engagement.

By integrating ESG principles into Mountain View's five happiness pillars, we successfully established both happiness and sustainability beyond mere bricks, creating spaces that nurture happiness, encourage responsible growth for current and future generations, and inspire others to make sustainable choices for both people and the planet. Our ESG efforts are rooted in the belief that the true well-being of the Earth and its people arises from thoughtful, happy, and positive interactions with our environment and communities; this is what this report is about.

Assurance Statement: Climate Inc., a corporate engineering and sustainability consulting firm, has provided a limited assurance statement on the content of this report. For further details, please refer to the <u>Statement of Assurance</u>.

Mountain View: Address: Block 183, sector 2, 5th settlement, Cairo, Egypt. Contact email: Sustainability Dept.: <u>Ahmed.M.Khairy@mountainview-eg.com</u> PR Dept.: <u>Mohammed.Barghuti@mountainview-eg.com</u>







Table of Content

01. Introduction

01.1 Message From the Chairman)6
01.2 Message From the Co-CEOs	70
01.3 About Mountain View)8
01.4 ESG Strategic Priorities	11
01.5 Commitment to Achieving the SDGs	12
01.6 Mountain View at a Glance	13

02. Materiality Assessment

02.1 Defining Key Principles	15	
02.2 Stakeholders Identification	16	
02.3 Materiality Matrix	.17	
02.4 Alignment with GRI	18	(
02.5 Material Topics	20	

03. Responsible Business

03.1 Distinctive Excellence	2
03.2 ESG Champions	4
03.3 Code of Conduct	5
03.4 Inclusive Fair Operations	7
03.5 Employees Welfare Plans	3
03.6 Data Privacy and Security	9

04. Community and People

04.1 Colleagues	
04.2 Mountain View Community	
04.3 Broader Community	

05. Innovation and Planet

05.1 Carbon Footprint
05.2 Environmentally Conscious Building
05.3 Imprints of Happiness
05.4 Resources Management
05.5 Sustainability In Action

06. Appendices

06.1 GRI Index	
06.2 UNGC Index	

•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	3	2
•		•	•																													•			•	•						•	4	0
•																																											5	4

68	 • • •	•		•	 •	•		•	•		 •			 •	•	• •	•		•	•	•
70	 •••													 •					•		•
71	 • • •																				•
72	 													 							•
74	 																				•

																					7	8
																					8	3



- o2. Materiality Assessmento3. Responsible Businesso4. Community and Peopleo5. Innovation and Planet
- o6. Appendices

Experience Happiness







01.1 Message From the Chairman

01.2 Message From the Co-CEOs01.3 About Mountain View01.4 ESG Strategic Priorities01.5 Commitment to Achieving the SDGs01.6 Mountain View at a glance

o2. Materiality Assessment
o3. Responsible Business
o4. Community and People
o5. Innovation and Planet
o6. Appendices

Experience Happiness

01 Introduction

01.1 Message From the Chairman



Foundations of Happiness & Responsibility: Mountain View's Commitment to Sustainable Communities and Choices

"More Than Property Development: A Mission with Impact"

Since its establishment in 2005, Mountain View has wholeheartedly embraced its mission: "Together build a lighthouse that inspires meaningful, happy communities". Our perception of happiness transcends physical structures of our innovative developments; it is deeply rooted in our commitment to enhancing overall quality of life for our residents by improving Environmental, Social, and Governance factors around them. This report serves as a testament to our belief that sustainable growth and happiness are not merely compatible but intricately intertwined, forming the foundation upon which Mountain View will continue to build. "Exemplifying Our Beliefs" Guided by our signature lighthouse and the vision of

> "Bringing life to land and spreading happiness around us."

alongside Mountain View Foundation's mission of "Extending Happiness" to support external communities, all of our efforts focus on fostering human development and creating opportunities that promote sustainable growth. Since its inception, Mountain View has actively engaged with various communities across Egypt, striving to make a meaningful impact on the planet and people's vibrant lives. The commitment to our beliefs is reflected in our strategic partnerships with governmental bodies, private enterprises, and local and international NGOs, addressing a wide range of needs within Egyptian society. Through these collaborative efforts, Mountain View brings significant positive change to diverse populations across various life domains and generations living under our roofs and outside of it.

It's also reflected in the quality of the working environment we provide to our people. Recognizing that people are the cornerstone of any company's progress, we ensure that the environment's quality significantly and positively influences their overall well-being. Our commitment to fair treatment of employees, robust diversity and inclusion initiatives, and comprehensive employee welfare programs highlight this belief.

"Sustainability and Well-Being: Leading with Responsibility to Build Communities for Generations"

Our goal is clear: to embed sustainable practices into every aspect of our development. We enhance the quality of happy life through responsible resource management, community well-being, and governance that fosters trust. Each initiative and achievement highlighted herein clearly reflects this commitment.

All of Mountain View's milestones focus on fulfilling such responsibilities. We craft a future where communities flourish, happiness thrives, and sustainability is seamlessly integrated into the daily lives of those who call our communities home. Our dedication to our responsibilities is not only about meeting industry standards but also about establishing new benchmarks in environmental stewardship, social impact, and governance excellence. We have been committed to continuously evolving our practices, setting ambitious targets, and contributing meaningfully to Egypt's sustainable development goals, and we have done so; As we move forward, we draw inspiration from the responsibility we hold—to our residents, partners, and future generations—to evolve, innovate, and lead.

Inspired by the authenticity of what has been disclosed so far, the upcoming pages showcase our efforts to lead by example, seamlessly integrating sustainability principles into the very fabric of our operations. They also embody a profound understanding of happiness, where the equation of a fulfilled and secure life driven by sustainable choices is paramount.

Thank you for joining us on this journey. We eagerly anticipate the many milestones that lie ahead.



01.1 Message From the Chairman

01.2 Message From the Co-CEOs

01.3 About Mountain View

01.4 ESG Strategic Priorities

01.5 Commitment to Achieving the SDGs

01.6 Mountain View at a glance

o2. Materiality Assessmento3. Responsible Businesso4. Community and People

o5. Innovation and Planet

o6. Appendices

01 Introduction

01.2 Message From the Co-CEOs

Build to Last: The ESG Blueprint Through the Eyes and Efforts of Our Leaders



Building Legacies In Every Step

Innovation, futurism, and excellence drive every aspect of our approach to overseeing project management, design, and on-ground implementation. We are committed to ensuring that, during the journey of creating spaces that inspire and thrive, each development embodies these core Principles.

Exemplified in iCity, Mountain View has taken the responsibility to innovate solutions across 1000 Feddans to address the challenges faced by city residents, foremost among them overcrowding, lack of privacy, and pollution. Our aim over the past two years has been to significantly advance our approach to sustainable design and efficient project execution. Using iCity as a successful example, we strive to minimize environmental impact while creating spaces that enrich the quality of life for current and future residents, and we have remarkably achieved this.

All of Mountain View's projects have been shaped by balancing immediate needs with a future-facing outlook, allowing us to transform projects into legacies. By seamlessly integrating Environmental, Social, and Governance (ESG) principles into iCity and all our other developments, we contribute to a sustainable, resilient, and vibrant real estate landscape—one that benefits both current generations and those to come.

Wael Ezz | Partner and Co-CEO

Shaping a Future of Togetherness

Integrity, inclusivity, and responsibility are core principles that guide how we nurture growth at Mountain View. As we grow, so do the communities and lives we touch. This growth is designed to be stronger, healthier, and happier, unified under these guiding principles. That's why we continue to prioritize initiatives that extend beyond exclusive living.

Among these initiatives is the groundbreaking "Bubble-Free Movement," which fosters vibrant social lives that integrate families and neighbors. There is also "The Lighthouse", which builds a profound sense of responsibility across diverse communities. Not to mention our efforts to provide educational and professional opportunities for youth through initiatives like Mountain View Academy, promoting energy-efficient practices across our developments.

Every initiative reflects our unwavering dedication to including the diversity of generations within our communities. With every step, we become closer to our goal: coming together as positive, lasting, and impactful communities, rather than growing apart. Significant progress has been made in creating stable and sustainable ESG-driven communities, and even greater milestones lie ahead.

Wael Lotfy | Partner and Co-CEO

Experience Happiness



01.1 Message From the Chairman 01.2 Message From the Co-CEOs

01.3 About Mountain View

01.4 ESG Strategic Priorities01.5 Commitment to Achieving the SDGs01.6 Mountain View at a glance

02. Materiality Assessment

- 03. Responsible Business
- 04. Community and People
- 05. Innovation and Planet

o6. Appendices

Experience Happiness

01 Introduction

01.3 About Mountain View

Redefining Innovative Construction in Egypt: An Overview of Mountain View

"20 years building dreams, 20 residential projects experiencing happiness."

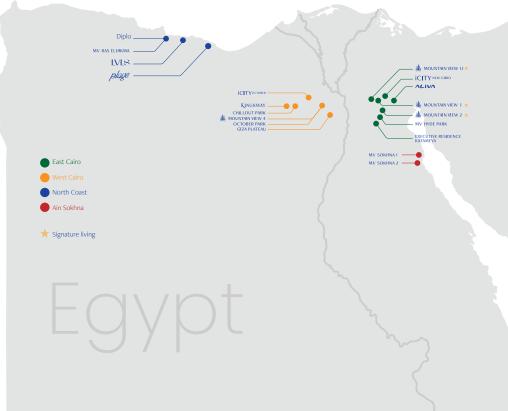
Since 2005, Mountain View Developments has revolutionized the Egyptian real estate market. As Egypt's first experience-focused developer, Mountain View successfully creates high-quality living spaces and vibrant communities that foster happiness and belonging across all of its lands. Through collaboration with worldclass architects, designers, and property management experts, Mountain View continues to lead the way in innovative construction.

"The projects herein are not just buildings; they are communities thoughtfully designed to enrich lives."

From unique themes to breathtaking landscapes, Mountain View goes far beyond just a "view". These are spaces where our residents experience happiness in every imaginable way, empowering generations to embrace life at its finest. These lands are full of life, where Mountain View's mission and vision become a living reality.







Click to know more about Mountain View

Red Sea



01.1 Message From the Chairman 01.2 Message From the Co-CEOs

01.3 About Mountain View

01.4 ESG Strategic Priorities 01.5 Commitment to Achieving the SDGs 01.6 Mountain View at a glance

02. Materiality Assessment

- 03. Responsible Business
- 04. Community and People
- 05. Innovation and Planet
- o6. Appendices

01 Introduction

01.3 About Mountain View

The Science of Happiness: Mountain View Lands From Silent Bricks to Vibrant Communities

Mountain View's commitment to implementing sustainability standards while spreading happiness across its communities extends beyond physical spaces, fostering a deep sense of well-being through its Happiness Ecosystem Index. Ensuring that our partnerships reflect global best practices in sustainable development, Mountain View, DH, and CRTKL joined forces to launch the "Design for Happiness" movement. At its core lies a philosophy inspired by Jenn Lim's book, Beyond Happiness, emphasizing that truly sustainable fulfillment is about more than just momentary pleasure.

Mountain View Lighthouse: A Transformational Movement with A Strategy Rooted in **Positive Psychology**

Guided by Mountain View's signature Lighthouse, our transformation strategy is deeply rooted in the emerging field of positive psychology, which identifies the key components of lasting well-being.

Since its establishment, The Lighthouse has served as a sanctuary where people are inspired to unlock their potential, acquire new skills, and become the best versions of themselves. It has become the perfect beacon for the emergence of "The Science of Happiness," radiating its principles across all Mountain View lands.

Experience Happiness







01.1 Message From the Chairman 01.2 Message From the Co-CEOs

01.3 About Mountain View

01.4 ESG Strategic Priorities 01.5 Commitment to Achieving the SDGs 01.6 Mountain View at a glance

02. Materiality Assessment

- 03. Responsible Business
- 04. Community and People
- 05. Innovation and Planet
- o6. Appendices

Experience Happiness

01 Introduction

01.3 About Mountain View

Revealing the Five Truths of Happiness: The Pillars of Sustainable Fulfillment

Meaning, Vitality, Freedom, Engagement, and Delight - the "5 Truths of Happiness" underpin Mountain View's approach to enriching residents' lives and fostering a thriving, harmonious community.

Each truth represents a distinct pillar that encourages not just living but thriving through values-driven experiences and connections-and each of these pillars plays a vital role in achieving holistic happiness.

Health and well-being are the foundation of life. With a baseline of vitality, people can be physically, emotionally, and mentally comfortable.

Mountain View fosters physical and mental rejuvenation across all its communities by providing spaces that encourage active lifestyles as well as areas for relaxation and wellness.

b∂ **FREEDOM**

Freedom is associated with autonomy, authenticity, and empowerment, especially where people feel a sense of control over their lives.

With this in mind, we have designed adaptable spaces on every land that allow residents to freely reshape their environments according to their unique needs. By creating safe and flexible homes, we foster free personal expression.

ENGAGEMENT

Engagement provides meaningful connection and a deep sense of belonging where people feel included, valued, and validated. It's nurtured through socialization, connectedness, inclusivity, and cooperation, all perfectly mirrored in Mountain View communities.

By promoting collaborative activities and hosting social events, we help residents feel involved and appreciated. This emphasis on connectedness cultivates socially vibrant and inclusive communities where everyone thrives.

MEANING

Meaning is derived when people connect to a higher purpose in a values-based community where they feel they are continually growing.

At Mountain View, we cultivate meaning in the hearts and minds of our residents by fostering a workplace and community that prioritize appreciation and personal development. This culture of recognition empowers both residents and employees to discover meaning and, in turn, achieve true fulfillment.

DELIGHT

Delight is rooted in an active awareness of joy and wonder within the built environment and community culture. Through a variety of entertainment, family bonding, and educational events, Mountain View seamlessly infuses creativity, playfulness, surprise, and excitement into everyday life.

By nurturing this spirit of delight, residents forge deeper connections with their surroundings, turning them into a constant source of happiness.



01.1 Message From the Chairman 01.2 Message From the Co-CEOs 01.3 About Mountain View

01.4 ESG Strategic Priorities

01.5 Commitment to Achieving the SDGs 01.6 Mountain View at a glance

02. Materiality Assessment

- 03. Responsible Business
- 04. Community and People
- 05. Innovation and Planet
- o6. Appendices

Experience Happiness

01 Introduction

01.4 ESG Strategic Priorities

Impact Aligned with Global Standards: Mountain View ESG Guiding Principles

"By taking action to reduce consumption, connect with nature, and make sustainable choices, we are not only protecting the planet but also imprinting happiness and well-being; this is Mountain View's ultimate goal."

Mountain View is committed to spreading both happiness and sustainability by offering world-class real estate services. Through a dedicated team of local and international experts, we are positioning ourselves as the leading regional real estate developer, creating communities that inspire happiness and embody sustainability.

Driven by the following ESG principles, we ensure client satisfaction while fostering vibrant living on our lands. They are all designed to align with the United Nations' Sustainable Development Goals (SDGs), ensuring our efforts contribute to a brighter, more sustainable future for people and the planet.

Environment: Protecting Our Planet

Energy Efficiency: Implementing energy-saving technologies and practices across all developments.

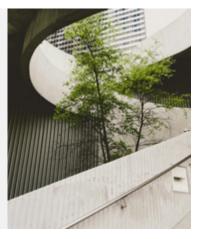
Plastic Reduction: Leading efforts to phase out single-use plastics and adopt reusable alternatives.

Water Conservation: Utilizing greywater reuse systems and smart irrigation technology to minimize water consumption and promote sustainability.

Economics: Sustainable and Strategic Growth

Smart Growth: Committed to expanding our land bank sustainably and strategically.

Financial Excellence: Achieving financial stability through effective cost management and prudent investment decisions.





Governance: Driving Excellence Through Innovation

Human-Centric Hi-Tech: Leveraging advanced technology in our infrastructure to enhance customer experiences and drive operational efficiency.

Exceeding Benchmarks: Striving to surpass industry standards in quality, innovation, & customer satisfaction.



Social: Strengthening Communities

Building Connections: Engaging our residents in activities that foster strong relationships and a sense of belonging, benefiting both internal and external communities.

Prioritizing Well-Being: Extending Mountain View's positive impact through initiatives that promote education, health, and social welfare.





01.1 Message From the Chairman

- 01.2 Message From the Co-CEOs
- 01.3 About Mountain View
- 01.4 ESG Strategic Priorities

01.5 Commitment to Achieving the SDGs

01.6 Mountain View at a glance

02. Materiality Assessment

- 03. Responsible Business
- 04. Community and People
- 05. Innovation and Planet
- o6. Appendices

01 Introduction

01.5 Commitment to Achieving the SDGs

Pillars of Advancements: Mountain View SDGs Focus Areas

Mountain View advances the UN Sustainable Development Goals (SDGs) by embedding sustainability and social responsibility into all operations. Through innovation, community initiatives, and responsible governance, we align with global priorities to foster prosperity, equity, and environmental stewardship. Below is an overview of our key contributions to SDGs central to our mission.

Good Health and Well-being

Dedicated to Experience Happiness, we enhance quality of life and mental well-being through human-centered urban design. Starting with our employees by providing well-being mentorship sessions, extending to our compounds that promote healthier lifestyles with serene green spaces, like Field Park, which encourages farming, gardening, and outdoor experiences.

Quality Education 4 111

We've expanded educational opportunities in Egypt by launching the Mountain View Internal Applied Technology School, blending technical education with practical skills to prepare students for a dynamic job market.

Industry, Innovation, and Infrastructure

We invest in sustainable infrastructure and innovation to create future-proof developments. Our projects use smart design and technology to boost efficiency, connectivity, and economic growth, earning multiple awards for creativity and innovation.

Reduced Inequalities

Mountain View strives to create inclusive communities by promoting equal opportunities for all, showcased in our 38% female representation in our workforce. Also, our initiatives, such as the "Discovering Heroes" and "IATS", focus on eliminating barriers and ensuring that social, economic, and cultural benefits are accessible to diverse groups.

Sustainable Cities and Communities

Mountain View's commitment to creating sustainable and inclusive communities aligns seamlessly with SDG 11. This is exemplified in projects like ALIVA, iCity, and LIVS, where all streets are designed to be accessible to everyone, including people with disabilities.

¹² Responsible Consumption and Production

We are committed to reducing our carbon footprint. As part of this commitment, we have launched an initiative to become plastic bottle-free by 2025. Additionally, we utilize eco-friendly materials like pozzolana cement to minimize our developments' environmental impact.

Climate Action

Mountain View addresses climate change urgently by integrating mitigation strategies, like scheduled lighting and A/C systems, to reduce our carbon footprint across all projects. These efforts reflect our commitment to sustainable development and environmental responsibility.











Experience Happiness





01.1 Message From the Chairman
01.2 Message From the Co-CEOs
01.3 About Mountain View
01.4 ESG Strategic Priorities
01.5 Commitment to Achieving the SDGs
01.6 Mountain View at a glance

02. Materiality Assessment

- 03. Responsible Business
- 04. Community and People
- o5. Innovation and Planet

o6. Appendices

01 Introduction

01.6 Mountain View at a Glance

<u>105 Bn</u>

Achieved in Sales



Communities Developed

50,000

38%

Families Reside in Our Communities

Female Employee Representation

4.3M

603.84 Mt

Spent on Employee Development

CO2e Scope 1 & 2

40,000

8,400

Beneficiaries from MV Foundation

Students in "Discovering Heroes"

Experience Happiness





02. Materiality Assessment

03. Responsible Business

04. Community and People

05. Innovation and Planet

o6. Appendices

Experience Happiness

Materiality Assessment





o2. Materiality Assessment

02.1 Defining Key Principles

02.2 Stakeholders Identification02.3 Materiality Matrix02.4 Alignment with GRI02.5 Material Topics

03. Responsible Business

04. Community and People

o5. Innovation and Planet

o6. Appendices

o2 Materiality Assessment

02.1 Defining Key Principles

Defining Key Principles

At Mountain View, assessing the outward impact of material topics is guided by the following key principles:

Severity	Scope										
Likelihood	Irremediable Character										
Company Influence and Leverage											
This approach enables us to effectively prioritize these topics within our sustainabil- ity strategy and ensures their proper implementation across all company projects, as shown in the upcoming pages.											

Experience Happiness





02. Materiality Assessment

02.1 Defining Key Principles 02.2 Stakeholders Identification 02.3 Materiality Matrix 02.4 Alignment with GRI 02.5 Material Topics

- 03. Responsible Business
- 04. Community and People
- 05. Innovation and Planet
- o6. Appendices

Experience Happiness

o2 Materiality Assessment

02.2 Stakeholders Identification

Stakeholders: The Driving Force Behind Mountain View's Sustainable Growth

Company stakeholders are one of the main pillars of our materiality assessment. At Mountain View, we deeply believe that aligning business with sustainability goes beyond identifying key stakeholders; it lies in consistently empowering and engaging them within the company's long- and short-term frameworks. This approach ensures that stakeholders play an integral role in shaping our sustainability journey.

In this section, we present an inclusive detail to the comprehensive framework we employed to identify, engage, and assess material topics through structured dialogue with our stakeholders.

"Our Stakeholders are our net worth; true vital reshapers for Mountain View's sustainable growth"

Approach

Stakeholders play a pivotal role in shaping Mountain View's sustainability journey. They encompass individuals, groups, and entities with a vested interest in or influence over the company's operations, performance, and longterm impact. By understanding and addressing their expectations, we establish a vital cornerstone for aligning our sustainability strategy with broader societal needs, ensuring impactful and desirable outcomes.

Categorization

Our stakeholder categories include internal groups, such as employees and leadership, as well as external entities such as customers, suppliers, partners, community representatives, regulators, and investors.

To ensure a balanced and inclusive approach to decision-making, the categorization and delineation of our stakeholder groups are conducted based on their level of influence and/or the degree of impact from our operations, as well as their interest in the material aspects under consideration in the assessment.

Stakeholders Identification Tactics

Stakeholder Engagement

As part of Mountain View's sustainability materiality assessment, we adopted a focused and strategic approach to stakeholder engagement. Rather than casting an overly broad net, we concentrated on reaching out to constructive, informed, and critical voices-those who could provide valuable, objective, and representative insights.

This targeted outreach ensured that the feedback we gathered was relevant, meaningful, and aligned with the realities of our operations. To achieve fair representation, we collaborated closely with Mountain View's subject matter experts to carefully identify participants from across all relevant stakeholder groups, including employees, customers, suppliers, partners, community representatives, and regulators.

Prioritization Process

In the prioritization process of the key material topics for Mountain View Egypt, stakeholders were surveyed or interviewed to rate the priority level for each material topic. After the evaluation of nearly 50 metrics, an average score was calculated to prioritize the material topics based on their potential outward and inward impact.

Categorization by Stakeholder Groups



Level of Interest



o2. Materiality Assessment

02.1 Defining Key Principles 02.2 Stakeholders Identification

02.3 Materiality Matrix

02.4 Alignment with GRI 02.5 Material Topics

03. Responsible Business

- 04. Community and People
- o5. Innovation and Planet
- o6. Appendices

Experience Happiness

o2 Materiality Assessment

02.3 Materiality Matrix

Materiality Matrix: Alignment of Stakeholder Expectations and Mountain View's Strategic Vision

At Mountain View, we are devoted to a legacy of responsibility, community, sustainability, and happiness through the three following main themes:

Responsible Business

At Mountain View, we prioritize transparency, ethics, and strong governance across all operations. By ensuring compliance, managing risks, and fostering trust with stakeholders, we promote sustainable growth and integrity through responsible decision-making.

Community & People

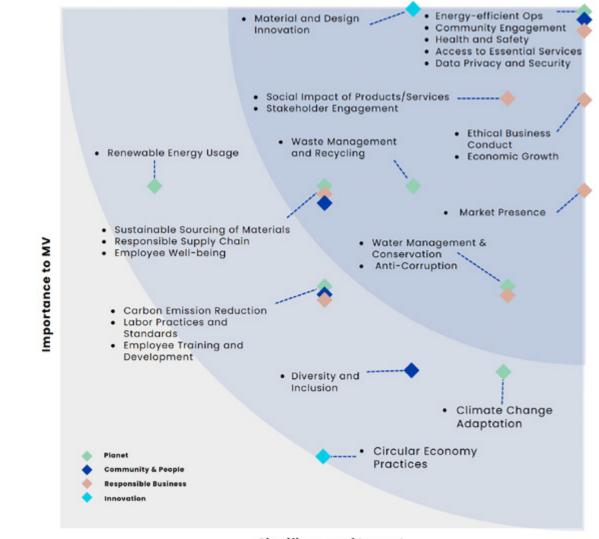
Mountain View is dedicated to creating a positive social impact by promoting community engagement, inclusivity, and well-being. Through the Mountain View Volunteering Program and other initiatives, we actively engage employees, clients, and residents to strengthen community bonds and cultivate a sense of belonging.

Innovation & Planet

Mountain View leads the way in sustainability by incorporating innovative green building practices, energy-efficient designs, and responsibly sourced materials. Committed to achieving net-zero goals, we minimize our environmental footprint by managing energy, emissions, water, and waste, ensuring every project contributes to a sustainable future.

We visualized these groups' results by plotting them on a materiality matrix, with the Y-axis representing the importance to Mountain View and the X-axis showing the impact assessment.

This matrix helps identify the highest potential topics for Mountain View to influence or make a positive impact. These insights, illustrated in Figure 2, reflect the collaborative efforts and input from key stakeholders throughout the prioritization process.



Mountain View ESG Report 2023-2024



02. Materiality Assessment

02.1 Defining Key Principles 02.2 Stakeholders Identification 02.3 Materiality Matrix

02.4 Alignment with GRI

02.5 Material Topics

- 03. Responsible Business
- 04. Community and People
- 05. Innovation and Planet
- o6. Appendices

Experience Happiness

o2 Materiality Assessment

02.4 Alignment with GRI

Key Highlights of the Materiality Matrix:

The Materiality Matrix outcome highlights key areas of importance for Mountain View and its stakeholders, showcasing the company's commitment to principles that extend beyond business. This enables Mountain View to effectively prioritize these topics within its sustainability strategy, ensuring meaningful impact and alignment with both stakeholder expectations and global sustainability standards. To ensure global relevance, the material topics have been aligned with the United Nations Sustainable Development Goals (UN SDGs) and the Global Reporting Initiative (GRI)

Standards. This alignment offers a pathway for addressing global challenges such as climate change, inequality, and sustainable development while adhering to internationally recognized reporting frameworks.

Through transparent governance, we build trust while fostering well-being with human-centered spaces that elevate the quality of life. At the same time, we reduce our environmental footprint through innovative and sustainable practices, paving the way for a greener, happier future—one that inspires others to follow our lead.

One particularly significant outcome was the high importance of the "Responsible Business" section, showcasing Mountain View's high level of professionalism in its core strategies and work environment.

It also demonstrates the company's deep commitment to building trust and fostering a positive ethical foundation to support its ESG strategies. These efforts underscore the role of responsible business practices as a cornerstone of Mountain View's strategy, showing how ethical governance and stakeholder-centric initiatives resonate deeply with the people connected to the organization. The "Our Communities" section also stands out, this reflects the remarkable engagement of Mountain View with both stakeholders and society.

The company places a strong emphasis on the well-being of its employees and actively fosters community engagement as part of its mission. Through the creation of vibrant, happy communities for clients, Mountain View ensures an exceptional living experience that goes beyond just housing. Additionally, the Mountain View Foundation plays a pivotal role in making a positive societal impact, supporting initiatives that uplift and empower local communities.

The "Innovation and Planet" section reflects Mountain View's position as a market leader and its alignment with global trends and evolving industry standards.

By implementing innovative materials and design practices, Mountain View ensures that its developments remain at the forefront of market expectations. This focus on innovation demonstrates the company's adaptability and ambition to stay ahead of trends, ensuring its offerings continue to meet international standards and inspire future growth.

The company's focus on sustainability reflects a proactive approach to reducing environmental impact and aligns with its broader vision to make a lasting, positive difference for the planet. These efforts highlight Mountain View's recognition that sustainable development is essential not only for long-term success but also for contributing to a healthier future for everyone.





o2. Materiality Assessment

02.1 Defining Key Principles 02.2 Stakeholders Identification 02.3 Materiality Matrix

02.4 Alignment with GRI

02.5 Material Topics

- 03. Responsible Business
- 04. Community and People
- 05. Innovation and Planet
- o6. Appendices

Experience Happiness

o2 Materiality Assessment

02.4 Alignment with GRI

Alignment with Global Standards SDGs and GRI:

To ensure global relevance, the material topics have been aligned with the United Nations Sustainable Development Goals (UN SDGs) and the Global Reporting Initiative (GRI)

Standards. This alignment offers a pathway for addressing global challenges such as climate change, inequality, and sustainable development, while also adhering to internationally recognized reporting frameworks.

Responsible Business

At Mountain View, ethical business practices, transparent reporting, and active stakeholder engagement are fundamental values. These commitments align with SDG I6: Peace, Justice, and Strong Institutions and SDG I7: Partnerships for the Goals, reflecting the company's dedication to upholding integrity and fostering collaboration. Moreover, Mountain View prioritizes financial resilience, innovation, and responsible investment as key drivers of long-term sustainability. These efforts are closely connected to SDG 9: Industry, Innovation, and Infrastructure and SDG 8: Decent Work and Economic Growth, demonstrating the company's role in building a robust and forward-thinking business model.

Our Communities

Mountain View emphasizes the significance of social engagement by focusing on community development, customer well-being, and sustainable urban planning. Through these initiatives, the company supports SDG 3: Good Health and Well-being, SDG 8: Decent Work and Economic Growth, SDG 10: Reduced Inequality, and SDG 11: Sustainable Cities and Communities. These efforts showcase Mountain View's commitment to creating vibrant, inclusive, and sustainable communities that enhance the quality of life for all.

Innovation and Planet

Mountain View is dedicated to managing environmental risks and opportunities, with a focus on energy efficiency, emissions reduction, water conservation, and waste management.

These efforts directly contribute to achieving SDG 12: Responsible Consumption and Production and SDG 13: Climate Action, ensuring that sustainability is at the core of the company's operations.





7 CLEAN ENERGY













02. Materiality Assessment

02.1 Defining Key Principles 02.2 Stakeholders Identification 02.3 Materiality Matrix 02.4 Alignment with GRI 02.5 Material Topics

- 03. Responsible Business
- 04. Community and People
- 05. Innovation and Planet
- o6. Appendices

o2 Materiality Assessment

02.5 Material Topics

Mountain View Key Focus Materiality **Topics for Impact**

Together, these pillars form the foundation of Mountain View's long-term strategy, aligning our operations with global sustainability goals while driving meaningful impact.

Responsible Business

Material Topic	GRI	SDGs
Data Privacy & Security	GRI 418	9 tecem baseda References
Stakeholder Engagement & Feedback Mechanisms	GRI 102, GRI 415	16 not sub as may be to be
Ethical Business Conduct	GRI 102, GRI 206	16 rest active interest in the second
Responsible Supply Chain	GRI 103, GRI 204, GRI 414, GRI 308	
Market Presence	GRI 103	9 HOLEY PRIME
Anti-Corruption Measures	GRI 206	
Economic Growth	GRI 201	8 sources

Community & People

Material Topic	GRI	SDGs	Material Top
Community Engagement	gri 103, gri	11 mm	Renewable Energy
Employee Well-being	GRI 413	3 400 HAX2 	Carbon Emission R
Diversity and Inclusion	GRI 405		Water Management &
Labor Practices and Stan- dards	GRI 407, GRI 408, GRI 409	8 Root Han Han Root Han	Sustainable Sourcing
Health and Safety	GRI 403	3 till so and 	Waste Management
Social Impact of Products/Services	GRI 416, GRI 418	3 minutes 	Energy-efficient Op
Access to Essential Services	GRI 413	3 interaction 	Climate Change A
Employee Training and Development	GRI 404	4 market	Material and Desig

Experience Happiness

Circular Economy

Technology and D

Innovation & Planet

Торіс	GRI	SDGs
Energy Usage	GRI 302	7 domentation Total and the second s
ssion Reduction	GRI 305	7 transfer total effective total effective tot
ement & Conservation	GRI 303	6 Second and a constraint of the second and a constraint of th
ourcing of Materials	GRI 301	
gement and Recycling	GRI 306	12 model comments COO
ient Operations	GRI 302	7 contract of the second secon
ange Adaptation	GRI 102	13 MH C
d Design Innovation	GRI 201	12 sevents in the sevent seven
nomy Practices	GRI 306	12 transfer COO
and Digitalization	GRI 103	9 tableteration



01. Introduction02. Materiality Assessment

03. Responsible Business

- 04. Community and People
- 05. Innovation and Planet
- o6. Appendices

Experience Happiness

Responsible Business





02. Materiality Assessment

03. Responsible Business

03.1 Distinctive Excellence 03.2 ESG Champions 03.3 Code of Conduct 03.4 Inclusive Fair Operations 03.5 Employees Welfare Plans

03.6 Data Privacy and Security

o4. Community and Peopleo5. Innovation and Planeto6. Appendices

Experience Happiness

03 Responsible Business

03.1 Distinctive Excellence

Responsible Business with Rooted Principles

At Mountain View, our commitment to transparency, ethics, and "The Science of Happiness" are deeply rooted in every aspect of our practices. This commitment fosters trust and integrity, guiding every decision we make to drive sustainable growth—qualities for which we are always recognized.

Redefining Excellence with Award-Winning Developments

Mountain View has earned dual honors at the 2024-2025 African Property Awards and will now advance to the esteemed International Property Awards, as reported by Invest-Gate. Lagoon Beach Park at iCity New Cairo won the award for "Best Residential Development 2024," while ALIVA Mostakbal City's "Greenhouse" received the accolade for "Best Residential Property.

The African Property Awards, established in 2006, honor exceptional real estate and construction projects across the continent. Mountain View's Lagoon Beach Park at iCity New Cairo exemplifies this excellence with its innovative beach-inspired lifestyle. Situated in the heart of Cairo, it boasts a breathtaking lagoon and a 100-acre beachfront designed to deliver an endless summer experience.





02. Materiality Assessment

03. Responsible Business

03.1 Distinctive Excellence

03.2 ESG Champions 03.3 Code of Conduct 03.4 Inclusive Fair Operations 03.5 Employees Welfare Plans 03.6 Data Privacy and Security

o4. Community and Peopleo5. Innovation and Planeto6. Appendices

Experience Happiness

o3 Responsible Business

03.1 Distinctive Excellence

Adding to this recognition is ALIVA Mostakbal City's "Greenhouse," which merges nature and residential living. With open green spaces, recreational areas, and opportunities for hands-on creativity through agricultural and artisanal workshops, it has become a haven for relaxation, learning, and community engagement.

Commenting on the awards, Amr Soliman emphasized how these accolades highlight Mountain View's unwavering dedication to creating lifestyle-enhancing, innovative developments.

These prestigious honors were presented to Mountain View's Founder and Executive Chairman, Amr Soliman, during a ceremony held in London, reinforcing Mountain View's leadership in residential real estate and delivering unique living experiences that balance comfort with a profound sense of community.

"Such awards are a testament to our steadfast commitment to pioneering excellence in Egypt's real estate landscape—a journey we're proud to continue with humility and purpose."

Distinctive Excellence Awards: Mountain View's True Essence Captured in Every Recognition

The Global Economics Award

Mountain View is proud to have received a prestigious accolade at the World Economics Awards, a global platform recognizing exceptional achievements across industries. Hosted by Global Economics Limited, a renowned UK-based institution, this award underscores Mountain View's relentless pursuit of excellence and innovation in real estate development. This recognition is a testament to Mountain View's industry leadership and transformative impact, highlighting its dedication to creating sustainable, exceptional communities that set new benchmarks for modern living.

EPICA Award

Our prestigious win at the 2022 EPICA Awards marks a remarkable milestone, establishing Mountain View as the only Egyptian real estate developer to be recognized at EPICA global event.

The Silver EPICA Award in the Luxury and Premium Brands category highlights Mountain View's industry-leading creativity and underscores our unwavering commitment to reflecting the company's essence not only through our construction but also through personalized, innovative marketing that resonates deeply with both stakeholders and residents.

"It was inspiring to see Mountain View's unwavering efforts recognized through the combined lenses of creativity and journalism. This acknowledgment fuels our ambition to aim higher, achieve new heights, and continually set new benchmarks in Egypt's real estate sector."

What's Beyond the awards:

Such accomplishment has inspired a ripple effect, motivating local brands and entrepreneurs to pursue excellence and creativity.

They serve as a proud reminder that Egyptian companies can reach global standards, fueling national pride and encouraging innovation across the community.





02. Materiality Assessment

03. Responsible Business

03.1 Distinctive Excellence

03.2 ESG Champions

03.3 Code of Conduct 03.4 Inclusive Fair Operations 03.5 Employees Welfare Plans 03.6 Data Privacy and Security

o4. Community and Peopleo5. Innovation and Planeto6. Appendices

Experience Happiness

o3 Responsible Business

03.2 ESG Champions

The Heart of Change:

Mountain View's ESG Champions

The champions dedicated to shaping Mountain View's ESG strategy and ensuring its seamless and effective implementation with excellence and purpose. This is their daily mission, and they consistently excel at it! From reducing our ecological footprint to promoting social inclusion and ensuring transparent governance, this committee plays a vital role in aligning business goals with long-term sustainability.

Composition and Governance

Mountain View has established a network of ESG Champions across key departments to drive its sustainability initiatives. Led by **Ahmed El-Morsy**, **Chief Happiness Officer**, these champions play a vital role in integrating ESG considerations into daily operations. Each department, including Corporate Communication, Marketing, Human Resources, Innovation, Facility Management, Real Estate Operations, Sales, Business Development, Customer Experience, Legal Affairs, Information Technology, and the Mountain View Foundation, has a designated champion.

Roles and Responsibilities

These champions act as departmental ambassadors for ESG, ensuring that sustainability is prioritized within their respective teams. They are responsible for gathering crucial data and insights related to ESG performance, contributing to the development of the company's annual ESG report. Furthermore, the ESG Champions actively participate in reviewing and refining the ESG report content, guaranteeing its accuracy, completeness, and alignment with industry best practices. This collaborative approach fosters a strong internal understanding of ESG principles and empowers employees to contribute to Mountain View's sustainability journey.





02. Materiality Assessment

03. Responsible Business

03.1 Distinctive Excellence 03.2 ESG Champions

03.3 Code of Conduct

03.4 Inclusive Fair Operations 03.5 Employees Welfare Plans 03.6 Data Privacy and Security

04. Community and People

o5. Innovation and Planet

o6. Appendices

03.3 Code of Conduct

Integrity in Action: Our Code of Conduct for Trust, Accountability, and Sustainable Success

Incorporating ethical practices into every aspect of operations, Mountain View embeds its code of conduct into its business framework, shaping governance, employee conduct, and decision-making processes to align with transparency and fairness.

03 Responsible Business

Mountain View Code of Conduct Objectives:

Integrate Governance Principles into Mountain View's DNA:

The company fosters a culture of responsibility towards every aspect of the code of conduct to strengthen relationships with stakeholders and promote integrity at all levels. Through these efforts, Mountain View sets a high standard for ethical behavior within the real estate sector in reference to the global Governance Principles, inspiring others to raise industry-wide practices.

Set Ethical Guidelines:

The Mountain View Code of Conduct provides a robust framework outlining the principles all employees must follow. It sets clear expectations to avoid conflicts of interest and explicitly prohibits bribery and corruption, reinforcing the company's zero-tolerance approach to unethical practices. These guidelines ensure that employees maintain the highest standards of integrity, regardless of their role within the organization.

Promote Diversity:

Another key aspect of the Code of Conduct is the company's commitment to fostering a diverse and inclusive workplace. Mountain View is dedicated to creating an environment where discrimination and harassment are not tolerated, enabling employees from all backgrounds to thrive.

Reinforce Data Responsibility:

In parallel with all the mentioned objectives, the code strongly addresses the critical importance of data privacy, ensuring that both employee and customer information is handled with the utmost care. This commitment to data responsibility reflects the company's understanding of the trust placed in its hands by stakeholders.

"We believe a strong Code of Conduct supports robust governance structures, a key component of ESG strategies, by guiding ethical behavior at every level of the organization."

Experience Happiness





02. Materiality Assessment

03. Responsible Business

03.1 Distinctive Excellence 03.2 ESG Champions

03.3 Code of Conduct

03.4 Inclusive Fair Operations 03.5 Employees Welfare Plans 03.6 Data Privacy and Security

o4. Community and Peopleo5. Innovation and Planet

o6. Appendices

Experience Happiness

o3 Responsible Business

03.3 Code of Conduct

Mountain View Code of Conduct: Key Factors to Ethics and Transparency

Anti-Discrimination

Mountain View is committed to promoting diversity, equity, and inclusion by prohibiting all forms of discrimination based on race, gender, age, religion, disability, or any other protected characteristic. The company's anti-discrimination policies aim to create a work environment where every individual feels respected, valued, and supported.

Mountain View actively promotes equal opportunities in recruitment, career advancement, and employee relations, ensuring that everyone has the chance to thrive regardless of their background. This focus on inclusion strengthens the organization and contributes to a more vibrant and collaborative workplace culture.

Anti-Corruption

Mountain View maintains a zero-tolerance policy toward corruption in all forms, recognizing that ethical business practices are essential to sustainable success.

The company has implemented comprehensive preventive measures to detect and eliminate any form of corrupt activities, including bribery and fraudulent behavior. Employees across all levels receive regular training to identify unethical conduct and are empowered to act in compliance with Mountain View's policies. These efforts ensure that the company conducts its operations with full integrity, building trust with partners, stakeholders, and the communities it serves.

Whistleblower Protection

To foster a culture of transparency, Mountain View provides whistleblower protection to all employees, encouraging them to report any suspected unethical behavior without fear of retaliation. The company has established secure and confidential reporting channels, ensuring that individuals can raise concerns about misconduct safely and anonymously.

Through safeguarding whistleblowers, Mountain View not only promotes accountability but also reinforces its commitment to ethical leadership. These protections reflect the company's dedication to creating a workplace where integrity is rewarded and misconduct is promptly addressed.

Employee Data Privacy & Security

Recognizing the importance of data privacy in today's business environment, Mountain View has robust policies and procedures to protect customer data and comply with relevant data privacy regulations. The company continuously updates its cybersecurity infrastructure and conducts regular audits to ensure that sensitive information remains secure. Employees are trained to follow best practices in data handling, ensuring compliance with legal standards and industry guidelines.

Mountain View not only protects its stakeholders but also strengthens trust, reinforcing the company's commitment to responsible business practices in a digital world, achieving this with prioritizing data security.

> "Integrity is central at Mountain View we're dedicated to a transparent, safe workplace where every voice counts."





02. Materiality Assessment

03. Responsible Business

03.1 Distinctive Excellence 03.2 ESG Champions 03.3 Code of Conduct

03.4 Inclusive Fair Operations

03.5 Employees Welfare Plans03.6 Data Privacy and Security

04. Community and People 05. Innovation and Planet

o6. Appendices

Experience Happiness

o3 Responsible Business

03.4 Inclusive Fair Operations

Empowering People: Fairness, Inclusion, and Growth at Mountain View

Mountain View's HR operations are designed to attract and retain top talent through fair and transparent recruitment processes. The company seeks to foster a diverse workforce by ensuring equal opportunities for candidates from different backgrounds.

Every step of the hiring process is meticulously structured to eliminate bias and ensure candidates are evaluated solely on merit. Newly hired employees are no exception—they benefit from a comprehensive onboarding program that equips them with the tools and knowledge needed to excel in their roles while seamlessly integrating into the Mountain View family and culture.

Performance Management

Performance management is a cornerstone of Mountain View's HR policies, driving continuous improvement and growth. We implement many internal tactics to encourage this. Employees receive regular feedback and are evaluated against clear benchmarks to ensure transparency and alignment with organizational goals. Career development is equally integral, offering employees opportunities to grow within the organization. Promotions and salary increases are merit-based, fostering fairness and encouraging high performance across all levels. Those approaches, and many others, ensure that employees' efforts are consistently recognized, rewarded, and empowered to excel.

Positive Employee Relations:

At Mountain View, we believe a thriving team creates thriving communities—that's why our positive team relations always come first. We cultivate a work environment rooted in open communication and collaboration. Employee concerns are promptly addressed through formal grievance channels, reinforcing a culture of transparency and trust.

By prioritizing employee well-being and professional growth, Mountain View nurtures a motivated workforce dedicated to driving the company's long-term success. This relentless focus on employee satisfaction ensures every team member feels valued, empowered, and inspired to excel.

Employee Growth and Success:

Investing in people is one of the most powerful ways to build success. That's why Mountain View's benefits package goes beyond financial compensation, prioritizing personal development and career growth. Besides attractive packages, we empower our people with opportunities for continuous learning through dynamic training programs, interactive workshops, and tailored mentorship initiatives.

This investment in employee growth nurtures a culture of excellence and innovation, keeping the workforce motivated, engaged, and inspired. By developing sharp minds and fostering professional advancement, Mountain View solidifies its reputation as a leading employer in the industry, where people truly thrive.

"We celebrate excellence and empower growth by creating opportunities rooted in merit."





02. Materiality Assessment

03. Responsible Business

03.1 Distinctive Excellence
03.2 ESG Champions
03.3 Code of Conduct
03.4 Inclusive Fair Operations
03.5 Employees Welfare Plans

03.6 Data Privacy and Security

Experience Happiness

04. Community and People 05. Innovation and Planet

o6. Appendices

o3 Responsible Business

03.5 Employees Welfare Plans

Elevating Potential—That's the Mountain View Way.

Devoted to creating a workplace that truly inspires and rewards its employees, the company goes beyond standard practices. We offer a unique comprehensive benefits package designed to attract and retain top talent. This includes competitive compensation, robust health insurance, opportunities for professional growth, flexible work options, retirement plans for long-term security, and a genuine focus on achieving work-life harmony. This approach ensures that every employee feels both acknowledged and equipped to succeed.

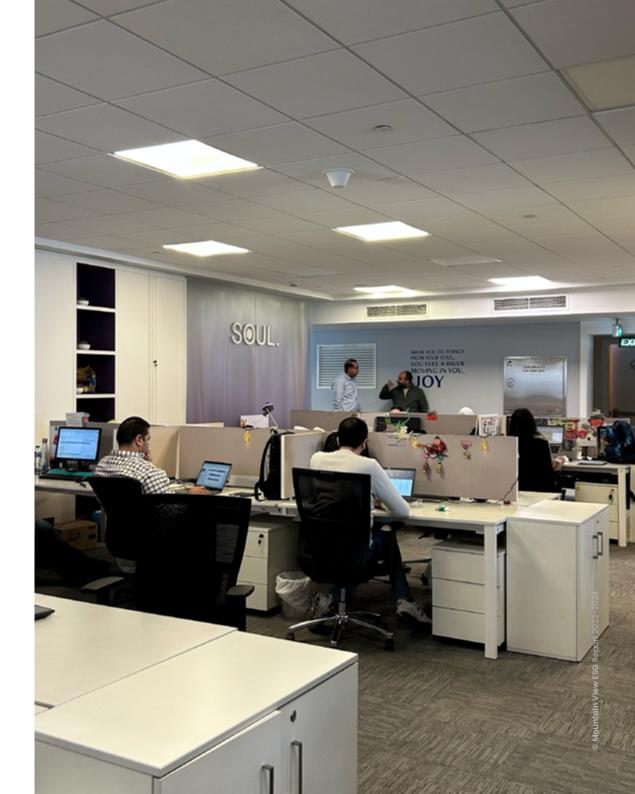
Long-term Security

Reinforcing its commitment to employees' long-term satisfaction, Mountain View offers comprehensive health insurance plans that ensure access to quality healthcare services. Additionally, employees benefit from retirement savings plans designed to secure their financial futures. These thoughtfully structured benefits support employees at every stage of their personal and professional journeys.

Well-being Starts with Work-Life Balance

In addition to core benefits, Mountain View offers paid time off, wellness programs, and access to professional development opportunities to help employees maintain a healthy lifestyle while enhancing their skills. These initiatives demonstrate the company's commitment to harmonizing personal well-being with professional development, fostering a workplace where employees can flourish.

"By investing in our people across all domains, Mountain View cultivates a workplace where individuals feel valued, secure, and empowered to contribute to the company's success."





02. Materiality Assessment

03. Responsible Business

03.1 Distinctive Excellence
03.2 ESG Champions
03.3 Code of Conduct
03.4 Inclusive Fair Operations
03.5 Employees Welfare Plans
03.6 Data Privacy and Security

o4. Community and Peopleo5. Innovation and Planeto6. Appendices

Experience Happiness

o3 Responsible Business

03.6 Data Privacy and Security

Fortifying Trust: Mountain View's Uncompromising Data Security

Data security is a critical concern for Mountain View, given the sensitive nature of the information we handle. To protect our customers' data and maintain operational integrity, we have implemented a comprehensive data security framework. Mountain View empowers residents with access control over their personal information, allowing them to securely manage and update their data. This level of transparency fosters trust and ensures that residents have peace of mind knowing their data is protected and used responsibly.

Commitment and Compliance

Our commitment to security and compliance is evident through rigorous measures across multiple areas. We implement strong encryption techniques to protect data during transmission and storage and enforce strict access controls to limit sensitive information access to authorized users only.

Regular security audits are conducted to identify and address vulnerabilities, while a robust incident response plan ensures that any security incidents are promptly managed to minimize impact. We adhere to industry standards, including ISO 27001 and GDPR, to uphold best practices in data security.

Additionally, we continuously update and enhance our applications to address emerging security threats and maintain the highest standards of protection.



Customer Data Access and Protection

Customers can access and update their personal information through account settings on our mobile platforms or by contacting our call center at 16201. For data deletion, they can submit a secure request through our dedicated process, ensuring validated data is promptly removed from our systems.

Additionally, we offer granular privacy settings, allowing customers to control their data sharing preferences, including opting in or out of specific processing activities like targeted advertising or data sharing with third parties.

Mechanisms Ensuring Success

Mountain View ensures top-level data privacy through a range of robust security mechanisms. We employ a duallayer firewall setup and an email gateway for enhanced protection, while an XDR solution secures endpoints and servers, complemented by a NAC solution for network control.

To safeguard internet access, we utilize web and application filters, along with geo-blocking for published services, and implement a multi-destination backup solution for data resilience. Additionally, we promote a culture of security by regularly sending cybersecurity awareness tips to all employees, reinforcing safe practices throughout the organization.





o2. Materiality Assessment

03. Responsible Business

o4. Community and People

o5. Innovation and Planet o6. Appendices

Experience Happiness

Community and People



and milli



- 02. Materiality Assessment
- 03. Responsible Business

04. Community and People

o5. Innovation and Planet

o6. Appendices

Experience Happiness

The Heart and Soul of Mountain View: Community and People

At the core of our Community and People Pillar lies our dedication to promoting happiness and well-being across all our connections, represented by the 3Cs:

04 Community and People

- Colleagues
- Mountain View Communities
- Broader Community

Through meaningful engagement, support, and shared values, Mountain View successfully cultivates a positive and lasting impact that resonates deeply with each of these groups.

The 3Cs of Happiness: Mountain View Narrative Across Communities

Our narrative of happiness revolves around connecting and fulfilling individuals through a shared purpose. To ensure inclusivity, we embodied our Community and People Pillar into 3 special communities:

- Our employees and board as "Colleagues".
- Our clients and customers are "Mountain View Community".
- The population we support and uplift as "Broader Community".

"As we work to enhance the well-being of all who interact with Mountain View in any context, this narrative anchors every action. Through this humancentric narrative of the 3Cs, we are building a foundation for lasting happiness and inclusivity, strengthening connections that resonate across all facets of the Mountain View family."





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues

04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.1 Colleagues

Empowering Colleagues

In this section of Mountain View's ESG report, we focus on C1–our dynamic and dedicated team of colleagues–the backbone of our organization.

We highlight the diverse strategies and initiatives we employ to demonstrate our commitment to our people. From professional development programs to recognition systems and inclusive workplace policies, we prioritize the well-being and success of Colleagues.

Through these pages, we celebrate the collective efforts that make Mountain View not just a workplace, but a thriving community where every team member feels valued, supported, and empowered to drive meaningful change.

04.1.1 The "Happy Building" Experience: Mountain View's Blueprint for a Thriving Workplace

When we first introduced the "experience happiness" concept, many assumed it applied solely to the properties Mountain View builds for residents. In truth, this philosophy extends to everything Mountain View creates—including our workplace.

With the implementation of the "Happy Building" experience throughout our offices, Mountain View has redefined the traditional office into a space that is far more than just a workplace. From the moment you step into our headquarters, you will easily witness Mountain View's concept embodied in every aspect, merging functionality with an uplifting environment. This is how we sincerely offer our employees a space where they feel inspired, connected, and empowered. "Based on Colleagues' testimonials, the workplace becomes a sanctuary for creativity, a space to nurture meaningful connections, a cornerstone of a culture rooted in happiness, and a second home."

The Happy Hall:

At the heart of the Happy Building lies the Happy Hall, a vibrant communal area that encourages employees to recharge and connect. Whether it's enjoying a hearty meal, catching a favorite show on the big screen, or playing games to break the routine, the Happy Hall serves as a hub of creativity and camaraderie. This space represents our belief that moments of happiness and connection are essential for fostering a motivated and engaged team.

Green Bridges:

The multipurpose green balconies offer a refreshing escape from traditional workspaces. Employees can step outside to enjoy the serene greenery, sip coffee from the outdoor coffee machine, or relax on a bean bag while brainstorming ideas. These open-air spaces are designed to create a balance between work and leisure, ensuring that employees feel rejuvenated and inspired throughout the day.

Meeting Rooms Named After Core Values:

Every meeting room in the Happy Building is named after a Mountain View core value, serving as a constant reminder of what we stand for. Spaces like the "Integrity Room," "Respect Room," and the "Family Room" set the tone for discussions rooted in collaboration, inclusivity, and shared purpose. These thoughtfully named rooms inspire teams to uphold the values that define our organizational culture, making every meeting a reflection of our principles.





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues

04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

o4 Community and People

04.1 Colleagues

04.1.2 Empowering Internal Communication: **Tools Inspiring Happiness, Engagement,** and Connection at Workplace

Mountain View implemented over 30 internal social engagement initiatives, showcasing its dedication to creating a supportive and enriching workplace. Driven by the belief that personalized experiences are key pillars for connection, happiness, and inclusion within internal communities, Mountain View introduced its own innovative communication channels.

"HR Connect", "Speak up", and other tailored platforms were designed to foster a sense of commonality and build strong connections across the Mountain View family. This is to ensure every voice is heard and every team member feels part of a united community that speaks the same language, addresses the same objectives, and uses united channels.

Family Radio

In 2023, we sought to deepen connections among Colleagues and to foster Mountain View's core values from the inside out. This led to the introduction of a unique platform: Mountain View Family Radio.

Each broadcast was designed not just to inform but to create moments of inclusion and belonging. It became a space where ideas flourished, friendships strengthened, and Colleagues felt heard, seen, and valued. Beyond entertainment, it fostered a culture of collaboration, encouraged personal and professional growth, and reinforced our shared commitment to excellence.

In no time, Mountain View Family Radio became more than just a voice; it became a storyteller, weaving the fabric of our culture into every broadcast. From inspiring segments that celebrated employee achievements to thoughtful discussions about well-being and growth, the radio amplified the values we hold and brought all our teams together.



Episodes





Experience Happiness





Programs





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues

04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

04 Community and People

04.1 Colleagues

SCAN

04.1.2 Empowering Internal Communication: **Tools Inspiring Happiness, Engagement,** and Connection at Workplace

HR Connect

The HR Connect is an Al-powered WhatsApp service that provides Mountain View employees with 24/7 access to a range of internal resources and services. By enabling employees to reach out anytime, anywhere, HR Connect helps streamline their experience with company benefits-from medical assistance to exclusive offers on hotels, entertainment, and retail.

The HR Connect's intuitive interface and real-time responses make it a valuable tool, allowing employees to obtain information quickly without needing to navigate through multiple sources. Additionally, it reduces administrative load by automating frequently asked questions and requests, allowing HR and support teams to focus on more complex matters.

Overall, HR Connect enhances convenience, fosters greater engagement with company offerings, and ensures that our workforce feels supported and informed at all times.

Culture "Speak Up"

Culture Speak Up is an empowering program that gives Mountain View employees a secure and confidential way to address concerns, propose solutions, and share constructive feedback. It is one of the tools offered by Mountain View to ensure safe whistleblowing mechanisms are set in place. By creating an open channel for communication, Culture Speak Up helps identify potential issues early, giving leadership insights into the everyday challenges employees may face. This program not only promotes transparency and trust but also reinforces our commitment to a workplace that prioritizes inclusivity and respect.

Through regular feedback sessions, team discussions, and responsive actions based on employee input, Culture Speak Up fosters a culture where each individual feels valued, heard, and encouraged to contribute actively to the improvement of our work environment.

Benefits Bot



QR CODE



Experience Happiness

Go to chatBot





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues

04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

o4 Community and People

04.1 Colleagues

04.1.3 Nurturing Well-Being and Connection: **Celebrating Our People**

At Mountain View, we believe that a fulfilling workplace goes beyond tasks and targets-it flourishes when built on shared moments of appreciation and meaningful activities.

Recognizing the importance of well-being and the sense of belonging in our employees' lives, we've cultivated a culture that celebrates these values through heartfelt initiatives. Events like Mother's Day and Father's Day celebrations are just a glimpse of how we create spaces where employees feel cherished and supported. Beyond these, we host activities that bring teams together, such as sports days to strengthen connections and wellness initiatives that foster gratitude and contribute to Broader Community.

SOCIAL ENGAGEMENT

Mother's Day Celebration and Giveaways

Mountain View honored the invaluable role of mothers by organizing a heartfelt Mother's Day celebration and distributing thoughtful giveaways to express appreciation for their efforts and dedication. The event fostered happiness and connection among employees, making them feel cherished both as professionals and family members.

Mountain View celebrated Father's Day with pride. The celebration included a special parenting awareness session that provided employees with insights on effective parenting strategies, emphasizing the importance of fatherhood as a vital and continuous role.

"From distributing thoughtful tokens of appreciation to organizing impactful sessions like parenting awareness and everything in between, our initiatives embody our commitment to creating a workplace rooted in happiness, connection, and a sense of belonging—both within our Mountain View family and in the border society."



Experience Happiness

Father's Day Celebration - Parenting Awarness



02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues

04.2 Mountain View Community 04.3 Broader Community

o5. Innovation and Planet

o6. Appendices

04 Community and People

04.1 Colleagues

04.1.4 Nurturing Well-Being and Connection: Engaging Our People

"What could be better than fun with the purpose of bringing people together?"

SPORTS ACTIVITIES

Ramadan Football Tournament

Mountain View's Ramadan football tournament provided a lively and engaging platform for employees to bond through sports. The event fostered team spirit and friendly competition, reflecting the company's commitment to collaboration and fun during the holy month.

Padel Tournament

Employees had the opportunity to showcase their skills and enthusiasm in a thrilling padel tournament. The competition strengthened relationships among colleagues, combining fitness and fun in an engaging environment.

Yoga and Meditation Sessions

Mountain View organized over 40 sessions of yoga and meditation, offering employees a chance to recharge mentally and physically. These sessions promoted relaxation, mindfulness, and work-life balance, encouraging participants to prioritize their well-being.

WELLNESS INITATIVE

Breast Cancer Awareness Initiative with Baheya

In collaboration with Baheya, Mountain View raised awareness about breast cancer prevention. The initiative educated employees on breast self-examination and offered breast examinations for women over 35 from DMG, emphasizing early detection and care.

First Aid Certification with the Egyptian Red Crescent

Mountain View provided first-aid training through the Egyptian Red Crescent, equipping over 37 employees with essential life-saving skills. These certifications reinforced the company's focus on safety and emergency preparedness. Health Check-up Campaign with the Ministry of Health Partnering with the Ministry of Health, Mountain View offered employees complimentary check-ups, including blood pressure and blood sugar measurements. This initiative aimed to promote health consciousness and ensure timely medical attention for staff.







02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues

04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.1 Colleagues

04.1.5 Responsible Decisions in a Secure Environment: Mountain View's Prioritization to Wellbeing, Health and Safety

Physical and mental safety is Mountain View's approach to cultivating a strong health and secure culture, empowering employees to feel the freedom, security, and space to make responsible decisions and to take the lead in a supportive environment. By emphasizing health and safety, we strengthen trust within our teams and reinforce the confidence of stakeholders. Mountain View perfectly reflects its dedication to protecting and empowering internal communities while adhering to the latest global sustainability standards.

"This commitment to ethical guidelines underpins a strong health and safety culture at Mountain View. It ensures that each individual in our workspaces is equipped with the knowledge and tools to work safely and responsibly."

Ensuring Safety and Empowering Employees

This commitment to ethical guidelines underpins a strong health and safety culture at Mountain View, ensuring a secure and supportive environment where employees can thrive. Our policies empower employees to make responsible, safety-conscious decisions, fostering a workplace rooted in accountability, mutual respect, and well-being. Emphasizing health and safety strengthens trust within our team and reinforces the confidence of stakeholders, reflecting Mountain View's dedication to protecting and empowering our people. This approach not only promotes a positive work culture but also aligns with our mission to uphold the highest standards of safety, integrity, and care for all. This focus on health and safety goes beyond mere compliance—it's woven into the fabric of our organizational culture, emphasizing that the security and welfare of our team members come first. Clear protocols, regular training, and open communication are key aspects of our approach, ensuring that each individual is equipped with the knowledge and tools to work safely and responsibly.

Our Commitment to Grief Counselling

At Mountain View, we understand that coping with the loss of a loved one, and dealing with trauma or an emotional breakdown is a deeply personal and challenging journey. To provide our employees with the support they need, we are introducing grief counseling sessions led by Anita Kourtom, a seasoned specialist with over 10 years of experience in human development.

These sessions are designed to help employees understand their emotions, explore tools for personal healing, and discover effective ways to navigate the recovery process. The first session is complimentary, and employees who wish to continue can benefit from a special discount. This initiative underscores our commitment to fostering a supportive and compassionate workplace environment, ensuring that no one has to face grief alone.

Employees Well-Being

We are committed to fostering a culture that prioritizes the personal growth and well-being of our employees, recognizing the integral role strong relationships and emotional balance play in achieving overall happiness and success. As part of this commitment, we are offering coaching sessions with Nancy Maher, a certified (PCC-ICF) relationships coach expert, specializing in neuro-programming. These sessions are designed to help employees better understand themselves, overcome personal challenges, and develop healthier, more meaningful relationships with others. Additionally, participants will gain valuable tools to manage life's pressures and cultivate a sense of calm and balance.

As part of our ongoing commitment to fostering a healthy and supportive workplace, Mountain View has partnered with O7 Therapy, a trusted platform specializing in tailored employee well-being programs. Launched in June 2020, O7 Therapy provides mental health support through a scientifically backed approach designed to address personal and professional challenges. Employees can benefit from confidential 50-minute online therapy sessions with skilled therapists, Resilience-targeted mental health support, and engaging 90-minute workshops and webinars. These services aim to promote mental well-being, offering tools and guidance to navigate life's challenges effectively.





02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues

04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.1 Colleagues

04.1.6 Mountain View Employee Benefits: Empowering Mobility, Health, and Inclusivity

At Mountain View, inclusive employee benefits stand as a cornerstone of our commitment to uplifting and empowering our internal communities. These benefits reflect our dedication to cultivating a supportive and secure work environment. Each package is thoughtfully designed to enhance employees' quality of life through three essential pillars: financial stability, comprehensive health coverage, and access to homeownership opportunities.

"By pampering employees with homeownership, we invest in their future and ensure they are part of the communities they help build."

Employee Discount Privilege

We are proud to empower our employees through the "Buying in Mountain View" policy, which helps them secure residential units within one of our developments. Under this program, employees can reserve a unit by paying just 10% of the unit's price as a down payment.

Additionally, they receive an exclusive discount of 10% to 17.5% on the total price of the unit, with payment plans extending over 10 years.

Schooling Allowance

We believe that securing a high-quality education for children is fundamental to building a brighter future. To ease the financial burden associated with school and university expenses, Mountain View provides education loans to employees. These loans are structured to ensure parents can cover tuition and related costs without financial stress, reinforcing our commitment to the personal and professional growth of both employees and their families.

Family Loans Program

Our Family Loans Program offers short-term financial assistance to employees during times of personal or family need. The program provides flexible loans for essential events, such as children's marriage, hospital fees for family members, recovery from natural disasters, or coping with the loss of a loved one.

The loan amounts are tiered according to the employee's basic salary, ranging from 25,000 EGP to 200,000 EGP, ensuring that all employees have access to the right level of support.

"Empowering employees with homeownership, we invest in their future and the communities they help build."

04.1.7 Mountain View Employee Benefits: Empowering Mobility, Health, and Inclusivity

At Mountain View, we believe that recognizing and appreciating our employees' efforts is essential to fostering a positive work culture and encouraging high performance. Our recognition programs are designed to reward individuals who go above and beyond in their roles, contribute to team collaboration, enhance processes, and embody the company's core values. These structured initiatives ensure that employees feel valued and motivated, aligning their personal success with Mountain View's mission.

"By empowering our employees with mobility, we create a workplace where engagement, productivity, and resilience become second nature."

"Miza" Recognition

"Miza" rewards employees who demonstrate initiative by enhancing processes within their department or assigned

projects. This recognition includes a "Thank You" certificate and a 2,000 EGP voucher, encouraging employees to take proactive steps in improving operations. The program highlights the significance of innovation and continuous improvement.

2,000 EGP Worth of Vouchers + "Thank You" Certificate

"Qeyam" Award

The "Qeyam" award celebrates employees who embody Mountain View's core values and serve as role models within the organization. Recipients of this prestigious recognition are awarded a certificate, a 5,000 EGP bonus added to their salary, and a place on the company's recognition board.

"Qeyam" reflects our commitment to nurturing a values-driven culture where integrity, passion, and excellence are at the forefront.

5,000 EGP Salary Bonus + "Thank You" Certificate

"Imteyaz" Award

The "Imteyaz" award recognizes employees who take the lead in activities that enhance client satisfaction or benefit other functions. Whether by launching a new initiative, engaging positively with clients, or working on projects aligned with the company's strategic direction, recipients of this award receive a "Thank You" certificate along with a bonus ranging from half a month to two months of their salary. This program promotes ownership, creativity, and alignment with business goals.

From 1\4 month Bonus

From 1\4 month Salary Bonus + up to 2 months Salary



02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues

04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.1 Colleagues

04.1.8 Acknowledging Impact: Inspiring Growth Through Employee Learning And Development

Nothing fuels human motivation more than feeling truly seen and appreciated. At Mountain View, we understand that acknowledging employees' efforts is the key motivator to cultivating a positive work culture and driving exceptional performance. Our recognition programs and Development accelerators celebrate individuals who excel in their roles, foster collaboration, and embody the company's core values. By boosting the learning process and rewarding innovation, teamwork, and impactful contributions, we ensure our employees feel genuinely developed and motivated. These initiatives align personal achievements with Mountain View's mission, creating a workplace where dedication is celebrated and success is shared.

"Investing in our people is investing in our future. At Mountain View, we believe that empowered employees drive excellence and innovation."

Star Program:

The Star Program Celebrates employees who have dedicated over 10 years to the organization and have consistently demonstrated creativity, innovation, and a positive impact on the organization and the community. Selected participants embark on a structured development journey comprising three stages:

Finding Your WHY: Helping employees identify their purpose and align it with organizational goals.

Transforming Self Program: Facilitating personal growth and leadership development

Design Thinking Workshop: Cultivating innovative problem-solving skills.

The program concludes with participants creating their own projects, which go through rigorous filtering to identify the top three initiatives. Mountain View takes responsibility for executing and supporting those winning projects, ensuring their success, and delivering measurable outcomes.

PMP Employee Development:

Project Management Professional (PMP) training is one of our flagship courses, tailored to meet the evolving needs of our employees. This program is conducted in collaboration with NaviGrowth, a leading training center in project management Excellence. By equipping our employees with essential project management skills, we enable them to deliver projects efficiently and effectively, contributing to the organization's overall success.

Assessment Centers:

Assessment Centers are conducted for key employees using the GALLUP framework. This process evaluates individual strengths and provides actionable development plans tailored to each participant. By focusing on employee strengths, we create personalized growth opportunities, enhancing both individual and organizational performance.





- 02. Materiality Assessment
- 03. Responsible Business

o4. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

04 Community and People

04.2 Mountain View Community

Clients & customers

In this section of Mountain View's ESG report, we proudly spotlight C2–our community of clients, customers, and society at large. Beyond our developments, we envision vibrant, interconnected communities where every moment is an opportunity for meaningful experiences and lasting happiness. Our mission extends to designing spaces and experiences that enhance the quality of life for our clients and customers, seamlessly blending comfort, innovation, and connection.

Through our C2 initiatives, we address critical societal challenges, including education, economic empowerment, and environmental stewardship. By doing so, we aim to create a ripple effect of positive change, fostering a shared sense of responsibility and well-being that extends far beyond our immediate reach. This steadfast dedication to uplifting communities drives Mountain View to continuously set new benchmarks for responsible and impactful growth.

04.2.1 Extra Miles of Happiness: Bridging Connections and Building Joy in Our Communities

In an increasingly connected yet isolated world, Mountain View is committed to fostering real human connections through the #ExtraMileForHappiness campaign, launched during Ramadan. This initiative aims to enhance community life through emotional advertisements and transformative events that create joy and strengthen societal bonds. As a beacon of hope, the campaign nurtures social well-being and cultivates enduring relationships.

"Togetherness, Happiness, and Transformation"

Mountain View's Ramadan campaign features an inspiring advertisement with Mohamed Salah and his daughters, highlighting the joy of togetherness. The ad illustrates the core message that giving just 1% more effort in our lives can lead to greater happiness and transformation. As a global icon, Salah resonates deeply with audiences, enhanced by Essad Younis's warm voiceover. This first phase sets a strong tone for a campaign focused on strengthening social bonds and fostering community happiness.

"We're enhancing the lives of 40,000 families across 18 cities and compounds, from Cairo to the Red Sea and the Mediterranean, and now we are bringing the experience of happiness to the world."







02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.2 Mountain View Community

04.2.2 Extra Miles of Happiness Key Elements

Rewarding Mothers

"Mountain View's Mother's Day Tribute: Uniting Family and Football for a Heartfelt Celebration"

The second phase of the campaign celebrated Mother's Day by honoring motherhood through engaging activities. Three winning mothers were selected for a special trip to the UK to watch a Liverpool match and meet Mohamed Salah. Upon arrival at their hotel, each mother received a heartfelt letter from her children, creating an unforgettable memory.

Turning Steps into Donations

"Building Stronger Communities: The Extra Mile Run Unites Mountain View Residents for a Good Cause"

The third phase united the community through the "Extra Mile Run" at Mountain View Hyde Park and Chillout Park, where participants took nearly 5 million steps, raising significant donations for the Mountain View Foundation.

This event showcased the company's commitment to corporate social responsibility (CSR) and encouraged residents to engage in physical activities for a good cause. By promoting social impact through this charity run, Mountain View fostered a strong sense of community purpose, demonstrating that small efforts can create lasting societal impact.

Community bonding

"A Night of Connection: Mountain View's Suhour Gathering Brings the Community Together" Mountain View hosted a memorable Suhour gathering to strengthen community bonds. The event included fun games like 200lameme, live performances, and a tasty Suhour, allowing residents to connect and celebrate together. This event emphasized our campaign's message of human connection and community spirit, highlighting Mountain View's dedication to building vibrant communities and making residents feel part of something larger.

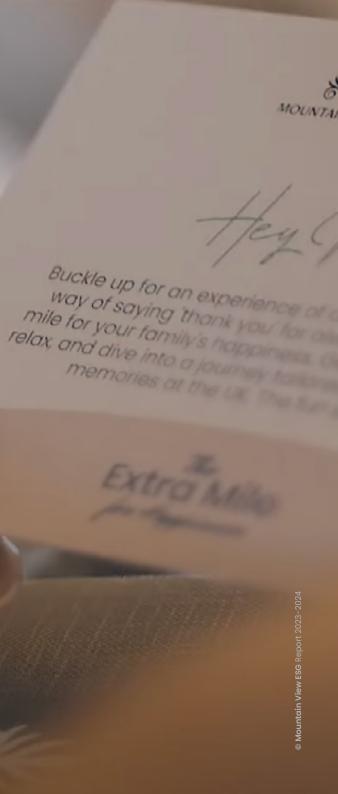
#ExtraMileForHappiness

"Creating a Compassionate World"

Mountain View's #ExtraMileForHappiness campaign exemplifies the company's commitment to social impact and community connection. More than just marketing, it focuses on emotional advertising, immersive experiences, and charity-driven events that prioritize happiness and social responsibility.

This initiative offers a model for brands looking to engage audiences and strengthen communities. Each event serves as a reminder that together we can build a more united and compassionate world.

See Video





02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.2 Mountain View Community

04.2.3 Mountain View collaborates with Anas Bukhash for The Happiness Debate, inspiring a journey towards joy and fulfillment.

"Happiness is not just found within walls; it thrives in the bonds we build, the love we nurture, and the stories we share.

At Mountain View, we understand that a home is far more than just a physical space; it embodies a powerful feeling, it's a sanctuary where love, joy, and connection flourish. That's why we are excited to announce our partnership with the honorable host Anas Bukhash for The Happiness Debate. This innovative series delves deeply into what creates a truly happy home.

This series transcends a typical talk show, it's a profound exploration of happiness, family, and the values that bind us together. Across three engaging episodes, audiences will experience authentic conversations featuring celebrity guests and Mountain View families, who will share their invaluable insights on cultivating homes filled with warmth, love, and joy.

A Conversation Across Generations

Each episode of The Happiness Debate explores the concept of happiness through the perspectives of various generations, highlighting the evolving nature of joy and the idea of home over time.

Anas Bukhash excels in facilitating these insightful discussions, fostering an environment where every participant's voice is valued and acknowledged. His skillful guidance ensures that each conversation contributes to a deeper understanding of what happiness means across different age groups. "In every generation's story, we find a common truth: joy is not bound by time; it lives in the moments we share and the values we love"

Episode 1: Millennials

Joining us in Episode I the charismatic Ahmed El Saadany as he explores the heart of happiness for today's young adults. El Saadany reflects on the profound impact of warmth, laughter, and togetherness, revealing how they transform a house into a truly special home.

Episode 2: Gen Z & Alpha

In a delightful gathering, Laila Zaher and Younis join Anas to shine a light on the youngest voices. They share their perspectives on happiness, emphasizing the magic of playful creativity and the joy found in simple moments with loved ones.

Episode 3: Grandparents

The legendary Sawsan Badr graces us with her presence in a touching conversation about the enduring essence of happiness. She illustrates how cherished family traditions and memories weave the fabric of a home across generations.

A Journey to the Heart of Happiness

As these conversations unfold, the series powerfully illustrates a profound truth: happiness knows no age or time, it thrives on shared values, meaningful connections, and the individuals who transform a house into a true home.

In every episode, viewers will encounter moving stories that showcase how these principles have evolved through generations, ultimately leading to an undeniable conclusion:

The Happiness Debate boldly celebrates the Mountain View community and its true dedication to creating thriving homes. By sharing compelling stories of happiness and harmony, this series confidently reinforces our belief that the essence of a home is defined by the joy it brings to its residents.



"Happiness isn't only about a beautiful house, it's about the love and laughter that bring it to life."

More Than a Show, It's a Movement



02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.2 Mountain View Community

04.2.4 Reviving Real Human Engagement: Mountain View's Beyond Gated Compounds

At Mountain View, we believe true fulfillment comes from meaningful connections. That's why we've launched the 'Bubble-Free' Movement, advocating for authentic human engagement in an increasingly isolated world.

This initiative inspires a revival of community interactions, fostering environments where real-world connections thrive. We are committed to building not just houses, but vibrant communities that celebrate the power of connection.

The Comfort of Bubbles

In today's fast-changing world, it's crucial to recognize when isolation quietly settles in. Living in a "bubble" can distance us from the vibrancy of life beyond our routines, social media platforms, and work commitments.

While these bubbles provide comfort and security, they can also lead to a disconnection from family, friends, and genuine human interactions. By embracing the world around us, we can reclaim the essence of community and connection, enriching our pursuit of meaningful living.

Two Years in the Making

The "Bubble-Free" movement is a new concept, but Mountain View has embraced its principles in 15 real estate projects across Egypt for over two years.

By partnering with Delivering Happiness, Mountain View integrates the 'Science of Happiness' into its communities, creating nurturing environments for connection and exploration. These thoughtfully designed spaces foster growth through meaningful interactions, allowing residents to rediscover Egypt's heritage and natural beauty, and promoting a strong sense of belonging.

Mo Salah Joins the Movement

To amplify the message of the "Bubble-Free" campaign, Mountain View partnered with global football star Mo Salah. The ad campaign, featuring Salah choosing to be "Bubble-free," has already generated significant buzz. In just one week, the campaign reached 31.5 million views and 256,000 engagements across Mountain View's social media channels, inspiring people worldwide to step out of their bubbles and embrace more meaningful human connections.

"What was your dream? To never live in a bubble"





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.2 Mountain View Community

04.2.5 Mountain View's Lighthouse: Redefining Happiness Through Connection and Growth

Happiness for us is knowing that every small action today can ripple out to create a deeply sustainable and hopeful world; thus, Mountain View has transformed the concept of happiness with the launch of The Lighthouse; a dynamic hub committed to cultivating meaningful happiness and community development. This is not just a recreational space; The Lighthouse invites residents to embark on an enriching journey where they can connect, grow, and discover true fulfillment with their neighbors and friends.

Through a diverse range of thoughtfully designed activities, from wellness workshops to engaging classes and social events, it serves as a powerful platform for personal enrichment and genuine social connections.

Introducing the Lighthouse

"Building Belonging: The Lighthouse's Journey to Authentic Living and Vibrant Community"

At The Lighthouse, happiness is viewed as a continuous journey rather than a final destination. The Lighthouse promotes a lifestyle grounded in purpose, joy, and connection, encouraging participants to live fully and authentically. Every interaction aims to inspire growth, ignite happiness, and foster a sense of belonging within a vibrant community. Whether residents are looking for relaxation, new friendships, or personal development, The Lighthouse promises unforgettable summer experiences that nurture both individuals and the collective spirit.

"The Lighthouse redefines happiness by creating a vibrant space where residents connect, grow, and find fulfillment through meaningful activities and authentic social bonds."

^{The} **Lighthouse**

Click here to know more about the Lighthouse

Mountain View ESG Report 2023-2024



02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

04 Community and People

04.2 Mountain View Community

04.2.6 From Self-Awareness to Transformation: How The Lighthouse Is Designing the "Happiness" Experience

Imagine a world where understanding your purpose and connections fuels a sustainable cycle of growth and emotional well-being, this is the Lighthouse vision.

The Lighthouse experience starts with a powerful, science-based survey that identifies which of the Five Truths, key dimensions of happiness, demand the most attention in each participant's life.

These truths encompass emotional well-being, purpose, social connections, physical vitality, and personal growth. By engaging with this survey, participants gain profound self-awareness and pinpoint areas where small yet impactful changes can lead to remarkable improvements in their overall happiness.

Happiness is a Personal Journey

"Balancing Purpose and Spontaneity for a Joyful Life"

The Lighthouse reminds us that happiness thrives in the balance between intentional action and spontaneous delight, creating a sustainable foundation for a joyful life. Therefore, Lighthouse empowers individuals to explore their unique paths to happiness. By engaging in activities that inspire joy, such as yoga, community events, or quiet moments in nature, participants experience purposeful engagement and the freedom to embrace spontaneous joy.

Community Spacing

"Where Growth Meets Belonging"

The Lighthouse revolutionizes the traditional clubhouse, establishing itself as an essential community hub that cultivates meaningful connections and fosters growth. Beyond a mere recreational space, it champions purposeful living through a wide array of activities, including engaging workshops, wellness classes, and lively social gatherings.

As a central gathering point, the Lighthouse empowers residents to pursue their interests, develop new skills, and forge authentic relationships, creating a profound sense of belonging. It embodies Mountain View's commitment to a vibrant, inclusive community that not only celebrates individuality but also elevates personal enrichment and shared experience.

"No single formula fits all; instead, happiness arises from a balance of these elements, tailored to each individual's needs and aspirations."





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.2 Mountain View Community

04.2.7 A Beacon of Connection and Happinesses: Mountain View Lighthouse as Hub for Creativity, and Growth.

We dream of a world where every individual has the opportunity to connect, create, and thrive, and the Mountain View Lighthouse program makes this vision a reality. The Mountain View Lighthouse program stands as assertive proof of our constant perseverance to enhance the lives of our client community through a rich array of engaging activities.

Purposefully crafted to nurture connection, creativity, and well-being, the program operates on three dynamic levels: sports, entertainment, and arts and crafts.

Sports: Active Lifestyles by the Sea

At the Lighthouse in El Alamein and Ras El Hekma, sports activities take center stage, confidently promoting physical fitness and an active lifestyle. The highlight of this vibrant community is the "Swim to the Island" competition, where participants push their limits in an exhilarating open-water swim in the sea. Furthermore, Mountain View has partnered with Ignite as its official sports partner, guaranteeing exceptional and professional sports programs for everyone involved.

Entertainment: Moments of Joy and Inspiration

The Lighthouse became a vibrant hub of entertainment, with residents enjoying captivating concerts, including the extraordinary West El Balad performance in Ras El Hekma. The venue also hosted popular artists such as El Waili, Disco Masr, and Wael Gassar, while engaging talks and uplifting activities centered on happiness enriched the inspiring experience for all. Arts and Crafts: Unleashing Creativity Together Creativity blossomed through arts and crafts activities, inspiring residents to embrace their artistic spirit. Events like the Tie-Dye workshop united the community joyfully and engagingly, providing a vibrant opportunity for self-expression and connection.





02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

04 Community and People

04.2 Mountain View Community

04.2.8 iCity: A Model for Sustainable Living with Advanced Smart Energy Solutions

At Mountain View, sustainability efforts go beyond energy efficiency; they are about creating spaces that foster a sense of responsibility toward the planet, exemplified by iCity's eco-conscious design.

we lead in sustainability across 21 compounds, especially in iCity. Here, we use advanced smart electric systems in cafeterias and heating, ensuring efficient, gas-free energy management. These technologies enhance comfort while significantly reducing our environmental footprint, showcasing our commitment to a greener future.

Four Dimensional iCity

Mountain View introduces iCity, a groundbreaking urban masterpiece that redefines the "good life." Featuring five distinct parks, each highlighting a unique aspect of nature, iCity promotes a holistic lifestyle by integrating the physical environment with social interactions, emotional well-being, and personal growth within a vibrant community.

Innovative Living at The North Park

The North Park redefines convenient living with innovative outdoor spaces for work, sports, and socializing. This boutique gated community promotes a welcoming atmosphere for neighborly connections, featuring a range of amenities for relaxation and activity, making it a vibrant community hub.







02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

04 Community and People

04.2 Mountain View Community

04.2.9 Mountain View and ESLA: Transforming Landscapes Through Sustainable Harmony

At Mountain View, we firmly believe that landscapes are not just views; they embody a way of living. This belief drives our active engagement with the Egyptian Society of Landscape Architects (ESLA), where we proudly showcase our relentless commitment to sustainable development.

Our innovative designs, eco-friendly concepts, and the use of sustainable materials create a profound balance between human life and the earth. We are committed to building thriving communities that not only respect but also enhance the environment.

Harmonizing Humanity for a Sustainable Future

With a powerful vision to "Bring life to land and spread happiness around us happiness," we are committed to creating spaces that are not only stunning but also sustainable. We actively reduce water usage and utilize local materials, showcasing our unwavering dedication to constructing a brighter future.

Our pioneering 4D City Concepts set a new standard in urban planning, seamlessly blending nature with human connection:

- Road Dimensions: Expertly designed roadways that prioritize accessibility and efficiency.
- Park Dimensions: Vibrant green spaces that encourage community interaction and enhance well-being.
- Corniche Dimensions: Breathtaking passages that connect people with nature.
- Building and Island Dimensions: Cutting-edge architectural designs that harmonize functionality with aesthetics.

"Transforming urban environments into vibrant ecosystems that inspire and uplift."

Landscapes as a Way of Life

In every project, our landscapes are not just visually stunning; they embody a transformative lifestyle. From the serene Lagoon Park in iCity New Cairo to the engaging, community-focused Fields Park in Aliva, we design our spaces to significantly enhance lives while prioritizing resource conservation.

Lagoon Park, iCity New Cairo:

• Reduced water use by 20-25% through innovative techniques and local materials.

Fields Park, Aliva:

- Features native plants to reduce heat islands.
- Encourages social activity and community involvement.
- Achieves water savings of 20-25%.
- "Transforming spaces into lifestyles, where every view inspires and every resource is cherished."





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

04 Community and People

04.2 Mountain View Community

04.2.10 The North Park Pods: The Innovative Pods of Enhancing Social Inclusion

The Innovative Pods concept at The North Park demonstrates a strong commitment to social inclusion and effective outdoor space use. These pods enhance living environments by offering diverse activities that cater to residents' varying preferences.

By promoting social, sports, and work experiences, the pods encourage meaningful community interaction among residents. Mountain View Innovative pods stand as a testament to Mountain View's dream of building communities that not only meet the diverse needs of residents but also inspire meaningful interactions and lasting connections.

1. The Work Pod

The Work Pod transforms remote work by improving the "Work from Home" experience. It includes a quiet zone for meetings and a brainstorming area, fostering collaboration and creativity. This space supports Mountain View's vision to inspire individuals, allowing them to connect and work together effectively.

2. The Sports Pod

The Sports Pod promotes a healthy lifestyle by offering a variety of fitness activities, such as yoga, HIIT, and boxing. This diverse space empowers residents to maintain a well-rounded lifestyle, prioritizing their well-being and engaging in activities that enhance health and vitality.

3. The Social Pod

The Social Pod nurtures a vibrant community where every resident contributes. This serene, nature-inspired space is ideal for family gatherings and building connections, ensuring relationships thrive. By elevating residents to share their dreams and resources, the Social Pod strengthens bonds and cultivates a harmonious neighborhood.

"We Envision our pods as a space where work, play, and community come together—fueling productivity, connection, and strength."





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.2 Mountain View Community



04.2.11 Cultivating Body and Mind: MV Club-Where Wellness and Joy Thrive.

MV Club embodies Mountain View's genuine dedication to nurturing holistic health, happiness, and a sense of community. It's not merely a fitness center; it's a warm sanctuary where members can cultivate both their bodies and minds.

Here, individuals come together to forge meaningful connections through a variety of enriching activities, all in a supportive and inviting environment.

A Sanctuary for Wellness

MV Club is the premier holistic community hub in Mountain View, serving over 3,000 members. We offer a safe and inclusive environment for individuals of all ages, featuring diverse activities that enhance physical, emotional, and social well-being.

From dynamic sports to creative pursuits, each activity promotes a healthy lifestyle and strengthens community connections. Join us at MV Club and experience a vibrant community dedicated to wellness and joy.

Family Garden – Inclusivity for Everyone

The Family Garden at MV Club embodies inclusivity, creating a vibrant space for all ages, genders, and abilities to thrive. Spanning 9,450 square meters, it offers ample room for individual and team activities, ensuring participation in sports and recreation for everyone. MV Club is committed to accessibility, providing facilities that meet the needs of members with disabilities and special requirements.

Youth BuildUp Lounge

The Youth Build-Up Lounge at MV Club features a spacious 1,100 square meter Kids Area with beautiful views of green fields. This serene lounge offers a perfect spot for members to relax and connect with nature, while its thoughtful design supports recreational activities and mind games for an enjoyable and enriching experience.

+4,000

MV Club Members

7,800

Square Meters of Family Garden

6,200

Square Meters of Innovative kids area





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues04.2 Mountain View Community04.3 Broader Community

o5. Innovation and Planet

o6. Appendices

04 Community and People

04.2 Mountain View Community



04.2.12 Transformative Training, Exceptional Facilities: Mountain view Sports Club Inspires Youth

A Hub for Sporting Excellence

At MV Sports Club, we inspire children to unlock their full potential through expert coaching and outstanding facilities. Located in iCity October, we create a dynamic environment where young athletes can thrive. Our mission is to nurture future champions by offering exceptional training and transformative experiences.

Tennis Academy

Under the expert guidance of Mohamed Ramadan Wafa, this academy transforms young tennis enthusiasts into skilled players. Wafa's coaching focuses on technical mastery and strategic gameplay, helping participants understand tennis while enjoying the game. Children are empowered to perfect their serves and develop a strong competitive spirit, preparing them for success in the sport.

Handball Academy

Under the leadership of Ibrahim El Masry, a key player on Egypt's national handball team, this academy sets a high standard for aspiring athletes. El Masry shares his international experience, empowering young players to improve their skills, teamwork, and tactical understanding. Participants embrace the dynamic nature of handball, enhancing their abilities while building confidence and camaraderie.

"The Maker " Academy

Recently adopted by the club, this academy is led by Ahmed Hossam Mido, an accomplished ex-professional footballer and experienced coach. Mido's deep passion and expertise in the game inspire a vibrant training environment where young footballers can thrive.

Participants engage in sessions that focus on technique, teamwork, and strategic play. The academy is committed to nurturing talent, entrusting each child to realize their full potential while embracing the beauty of the game.





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.2 Mountain View Community

04.2.13 "One Mountain View" In Riyadh: A Pioneering Project Embodying Innovation In The Kingdom.

Mountain View Saudi Arabia proudly announces the launch of its inaugural project in the Kingdom, "One Mountain View," a groundbreaking milestone in the company's strategic expansion into the Saudi real estate market.

Eng. Amr Soliman, Founder and Executive Chairman of Mountain View, confidently revealed the groundbreaking new project during a compelling address at the second edition of Cityscape Global 2024, which took place at the Riyadh International Convention and Exhibition Center on November 11.

"Our journey begins with 'One Mountain View'—a definitive landmark of innovation that boldly presents our unwavering commitment to crafting extraordinary living experiences in Saudi Arabia."

This challenging project is set to introduce the innovative "Signature Living" concept to Saudi Arabia, boasting a robust total investment of 1.2 billion SAR and a target sales value of 1.5 billion SAR.

Setting New Standard In Villa Living: "One Mountain View" Combining Innovation And Exclusivity To Create Dream Homes In The Heart Of Riyadh

"One Mountain View" stands as a remarkable collaboration between Mountain View Saudi Arabia and Maya Real Estate Development and Investment, the leader in the private real estate sector in Saudi Arabia. This project is perfectly situated in the vibrant heart of Riyadh, just 19 minutes from King Khalid International Airport and a mere 5 minutes from King Abdullah Park in the Al Malaz district.

"We proudly present 500 exclusive villas, each designed across five unique layouts, marking the first Mountain View project in Saudi Arabia to focus solely on villa-based living."

Mountain View proudly holds an expansive land portfolio exceeding 4,000 feddans, strategically positioned in prime locations across East and West Cairo, as well as along the breathtaking Red Sea and Mediterranean coasts. Providing a diverse range of options tailored to meet the varied preferences of Saudi clients, We ensure that everyone finds their ideal home in this outstanding development.





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.2 Mountain View Community

04.2.14 A Bold Step Towards Realizing Saudi Vision 2030

"One Mountain View" marks the beginning of a series of strategic land investments in Saudi Arabia, perfectly aligned with Mountain View's ambitious mission to create integrated and sustainable communities. This initiative is a key contributor to the Saudi Vision 2030, which aims to foster significant economic and social development. Through our participation in Cityscape Global 2024, we firmly establish the company as a prominent real estate developer in the region.

"From Cairo's stunning landscapes to Riyadh's iconic skyline, Mountain View is leading in real estate. With 'One Mountain View,' we are setting new benchmarks and confidently shaping a sustainable future".

During the event, Eng. Amr Soliman articulated Mountain View's pride in its participation in Cityscape Riyadh, recognizing the exhibition as a premier global platform for redefining the future of real estate development. He praised the swift advancements in the Saudi real estate market and reaffirmed the company's dedication to pioneering innovative, sustainable development standards that resonate with contemporary needs. Moreover, Eng. Wael Ezz, Co-CEO of Mountain View, highlighted the significance of the strategic partnership with Maya Real Estate Development and Investment. He described it as a shared vision to develop vibrant, integrated communities that align with the aspirations of Saudi families while making a meaningful contribution to the goals of Vision 2030.

"With 'One Mountain View,' we embark on a transformative journey, contributing to Saudi Vision 2030 by creating vibrant, sustainable communities that inspire growth and innovation."

Click to know more about One





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

o4 Community and People

04.3 Broader Community

04.3.1 Empowering Communities, Transforming Lives: The Mission of Mountain View Foundation

MOUNTAIN VIEW

Ensuring robust technical and financial governance is paramount at Mountain View Foundation, a responsibility shared by the Finance Department and the Monitoring and Evaluation (M&E) Department. The Finance Department plays a crucial role in maintaining transparent financial management, accurate reporting, and budgetary control, ensuring accountability and sustainability. Complementing this, the M&E Department is responsible for tracking and assessing the impact, efficiency, and effectiveness of programs, ensuring alignment with the foundation's strategic objectives and compliance with ESG standards. Both departments also extend their expertise to support partner NGOs by providing capacity-building, technical guidance, and financial oversight. This collaborative approach ensures that all stakeholders adhere to the highest standards of accountability, impact measurement, and resource management, amplifying the foundation's commitment to sustainable and effective community development.

A Foundation Lighting the Way to the Future

The Mountain View Foundation plays a crucial role in transforming disadvantaged communities, empowering individuals to realize their full potential and significantly contributing to Egypt's development through social and economic initiatives. Through the foundation, we actively practice our commitment to driving real, sustainable change in the lives of our beneficiaries.

By partnering with local and international organizations in both the public and private sectors, we align our efforts with broader development goals, dedicated to making a lasting impact across communities and forging clear pathways to social and economic success.

Empowering Communities for Sustainable Growth

We envision a self-sufficient broader community-one where individuals are empowered to sustain growth and drive meaningful change in Egyptian society. This vision serves as the cornerstone of our foundation's mission.

Since its inception, Mountain View Foundation has been on a mission to empower individuals and communities to achieve significant social and economic progress. Through initiatives in quality education, vocational training, and skill development, the foundation provides essential tools for self-sufficiency, elevating families' living standards and fostering sustainable economic growth. This transformative approach champions inclusive development, aligning with the foundation's vision to create lasting, positive change in Egyptian society.

Core Driven

The foundation's core mission is to empower communities, support vulnerable groups, and address pressing social and environmental challenges. By leveraging the resources, expertise, and network of Mountain View, the foundation is able to implement projects that directly benefit local communities in a variety of ways. These initiatives range from educational programs and health initiatives to environmental sustainability efforts, all designed to improve the quality of life and provide opportunities for growth and development.

The Mountain View Foundation is committed to making a meaningful difference, focusing on promoting social equity, environmental stewardship, and community engagement. Through collaboration with local and

international partners, the foundation works tirelessly to create a positive impact and contribute to Egypt's broader societal goals. Its work is not only a testament to Mountain View's corporate values but also reflects the company's deep dedication to being a responsible corporate citizen, helping build a brighter, more inclusive future for all Eavptians.

Mission:

Vision:

To be a leading foundation in supporting human capacities and skills to achieve sustainable development.

Goal:

Social Empowerment of Marginalized Groups: Discovering exceptional individuals and providing them with the necessary support to achieve success and excellence.

sustainable productivity.

Click to Read More about MV Foundation

To extend happiness through valuable and meaningful opportunities for the most marginalized groups.

Economic Empowerment: Providing distinguished educational and training opportunities that contribute to raising the living standards of families and achieving



02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

04 Community and People

04.3 Broader Community



04.3.2 Nurturing Tomorrow's Leaders: Equipping Young Talent for a Brighter Future

Empowering youth is the cornerstone of building a brighter, more sustainable future. By equipping the young talents of our country with the tools, skills, and opportunities they need to grow, we lay the groundwork for a generation that drives positive change, uplifts communities, and leads society toward progress.

This belief inspires every initiative within our "Discovering Heroes" program, ensuring that no talent is overlooked and every potential is nurtured. By providing structured guidance, skill development, and long-term support, the program guarantees that exceptional young individuals will not only thrive but also make influential contributions to society, realizing their full potential as future champions.

Program Phases

Discovery Phase

"Transforming Lives"

The Discovering Heroes Program reflects the Mountain View Foundation's commitment to empowering young talent in marginalized communities. By offering guidance, skill development, and ongoing support, the program helps exceptional individuals thrive and make meaningful contributions to society, guiding them to realize their full potential as future champions.

Examination Phase

"Interactive Learning, Lasting Impact"

In this phase, selected participants embark on a journey of personalized technical and skill-based training designed to cultivate their unique talents. Through engaging and interactive sessions, they refine the essential personal and professional skills that pave the way for their success.

Liquidation Phase

"From Challenge to Triumph: Selecting the Best for the Final Phase"

This phase encompasses dynamic workshops and engaging competitions designed to identify candidates who demonstrate exceptional excellence. Experts will assess participants with a keen eye, identifying those with outstanding abilities. The most promising individuals will be confidently selected for the final adoption phase.

Sponsorship Phase

"A Holistic Approach to Championing Talent"

In the final phase, gifted champions receive support from professional programs that empower them to excel in competitions and tournaments. They are awarded grants to inspire their journey toward greatness. The Foundation also uplifts participants and their families by addressing health, education, and economic needs through personalized adoption plans based on thorough assessments, ensuring fairness, transparency, and integrity.





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

04 Community and People

04.3 Broader Community



04.3.2 Empowering Egypt's Future Champions in Arts, Sports, and Innovation

With all efforts directed toward shaping tomorrow's leaders, The "Discovering Heroes" program is taking root in Egypt's heartland while extending its reach across the country. Through this program, Mountain View successfully empowers young individuals with extraordinary abilities in different domains like performing arts, fine arts, sports, and science and technology, strategically guiding them to become the champions of tomorrow.

The Discovering Heroes Program is a groundbreaking initiative by the Mountain View Foundation, dedicated to uncovering and nurturing exceptional talents in Egyptian villages, particularly within the government schools of the "hayah karima" villages across Egypt's governorates.

Program Requirements

To apply, students must be enrolled in a government school within a Dignified Life village in the target governorate and demonstrate exceptional talent in performing arts, fine arts, sports, or science and technology. Age requirements are 8-18 for the arts, 10-15 for sports, and 15-18 for science and technology. Participants must meet specific health and fitness standards and obtain parental consent. The program promotes diversity and inclusivity, ensuring equal opportunities, especially for girls and individuals with disabilities.

Achievements

- Ahmed Moamen secured first place in the World Paralympic Powerlifting Championship held in Sharm El-Sheikh.
- Both Ahmed Moamen and Ahmed Hesham claimed the first and second positions respectively in the Egyptian Paralympic Powerlifting Championship in Port Said.
- The wrestling team participated in the Egyptian Schools Championship held in Fayoum Governorate, advanced to the final championship, and achieved the following accomplishments:

Abdullah Saleh Salam: First place. Youssef Shaaban: First place (60 kg category).

The handball team participated in the official Egyptian National Handball League for the 2008 and 2010 age groups and secured first place.



Sponsored Students







Experience Happiness

Talentes Approached

Governorates

Females

Mountain View ESG Report 2023-2024



02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

o5. Innovation and Planet

o6. Appendices

04 Community and People

04.3 Broader Community



04.3.3 Mountain View International School for Applied Technology: Practical Skills for a Competitive World

In partnership with the Ministry of Education , Mountain View International School of Applied Technology is committed to shaping the next generation of professionals. We equip students with the essential practical skills and expertise they need to excel in competitive job markets. Through our school, Mountain View is dedicated to empowering young professionals with the skills and competencies to excel in exceptional job opportunities within various communities and businesses.

Bridging Education and Workforce Development

Through a dynamic approach, students master core concepts while applying them to real-world challenges. The school bridges the gap between academic learning and industry expectations, preparing graduates to meet employer demands and seize job opportunities. By focusing on relevant skills, innovative thinking, and career readiness, the Mountain View International Applied Technology School empowers students to become competent professionals, contributing to their industries and communities from day one.





02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

o4 Community and People

04.3 Broader Community



04.3.3 Mountain View School of Applied **Technology: Key Features Equipping our Future Leaders**

Enterprise Management Technology

"Equipping Students for a Dynamic Marketplace"

This program equips students with the skills required to manage and operate modern enterprises efficiently, focusing on the fundamentals of business operations, resource management, and leadership.

Expert Faculty & Specialized Support

"Preparing Students for Sustainable Building Management"

Through this program, students are exposed to specialized support from experts in various specialties in order to gain the maximum benefit from the school.

Green Facility Management Technology

"Mastering Energy Efficiency and Sustainable Practices"

Students in this program learn the principles of sustainable building management, focusing on energy efficiency, environmentally-friendly practices, and green

infrastructure.

Holistic Development

"Nurturing Talent Through Sports, Culture, and Technical Excellence"

The school places a strong emphasis on sports, cultural activities, and technical support, nurturing students' talents and personal growth beyond the classroom.

Accredited Certification

"Bridging Education and Opportunity"

Students will receive a certificate accredited by the Ministry of Education, qualifying the students to enter Egyptian technological universities.

Career Pathway Opportunities

"Connecting Talent with Opportunity"

Through its Career Path Office, the school provides job placement opportunities with Mountain View projects and other developers. Students gain early access to career opportunities that align with their training and education.

Blended Learning Approach

The curriculum integrates both theoretical knowledge and practical training, including hands-on experience on project sites. Students receive financial incentives for their participation in these real-world training programs.

Innovation & Entrepreneurship Skills

Students participate in projects, competitions, and innovation challenges to enhance their entrepreneurial mindset, develop effective communication skills, and refine their leadership abilities.





"Real-World Experience, Real-World Rewards"

"Shaping Entrepreneurs of Tomorrow"



02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

Experience Happiness

o5. Innovation and Planet

o6. Appendices

04 Community and People

04.3 Broader Community



04.3.3 International Applied Technology School: From Classroom to Career

Competition in the global technology industry is fierce and ever-evolving. Everyone aspires to join the tech industry, but only a few are adequately equipped. Understanding how dynamic today's industries are, our school offers a comprehensive curriculum that seamlessly blends theoretical knowledge with hands-on, real-world applications.

With a strong emphasis on aligning talents with industry demands, our curriculum expertly combines theoretical knowledge with practical, hands-on experience, ensuring that our graduates are prepared to launch successful careers. To foster inclusivity, the projects will be implemented in Mountain View compounds and projects.

SMART IoT Amperage Monitor

The team from Mountain View International Applied Technology School showcased groundbreaking ingenuity at the 35th European Union Contest for Young Scientists (EUCYS), held in Katowice, Poland. Their project, titled SMART IoT Amperage Monitor, exemplifies the integration of technology with practical solutions for everyday challenges.

Project Details

The SMART IoT Amperage Monitor is an advanced system designed to detect faults in outdoor lighting and landscape illumination within residential compounds. It employs IoT technology to measure electrical voltage and pinpoint areas with reduced voltage or faults. A mobile application supports the system, providing realtime alerts to maintenance teams via a central control room.

This innovative approach saves time, reduces costs, and eliminates the need for manual fault detection, thereby optimizing operational efficiency.

Sustainable Development Competition

The Innovative Solution's Competition for Achieving Sustainable Development, organized by the Sustainable Development Unit at Benha University, saw the participation of 70 projects from various institutions, including 7 projects from Mountain View International School for Applied Technology. The projects focused on critical fields such as waste management and recycling systems (1 project), energy efficiency and renewable energy (5 projects), and artificial intelligence applications for sustainable development goals (1 project).

Mountain View students achieved remarkable success, securing first place in two categories. In the energy efficiency and renewable energy field, the project Electric Loads Failure Detection" by Taha Mohamed, Malak Lotfy, and Shorouk Emad earned them a 5,000 EGP prize. Similarly, in- the waste management and recycling systems field, Bishoy Bahaa and Amr Sharaf won first place with their project Shredder,' also receiving a 5,000 EGP prize. This achievement underscores the innovative spirit and dedication of Mountain View students toward sustainable development.



Vocational training centers are facilities designed to enhance the technical skills of the workforce across various economic sectors. These centers aim to bridge the gap between the demands of the job market and the existing skill set of the labor force. They cater to both employed individuals seeking to upgrade their skills and those actively looking for better job opportunit



VOCATIONAL TRAINING CENTER



02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

04 Community and People

04.3 Broader Community

SROI (Social Return on Investment) measures the value created by a program in social, environmental, and economic terms, comparing benefits to investments. An SROI of 2:1 means that for every EGP spent, two EGP of value is generated, showcasing the broader positive impact of programs beyond financial returns.

How is SROI Calculated?

Social Value Created: Total benefits generated, social, economic, and environmental, calculated using proxy values (e.g., improved health or employment).

Deadweight: Value that would have occurred without the program, subtracted to avoid overstating impact.

Attribution: Contribution of other factors or organizations, ensuring we recognize only our direct impact.

Direct Investment: Money spent on program activities (e.g., training, materials).

Indirect Investment: Overheads supporting the program (e.g., administration, rent).

Mountain View Foundation Contributions to the SDGs: Generating Social Value.

Good Health and Well-Being

Improved Physical and Mental Health:

The Egypt National Health Accounts 2019/2020 reported annual healthcare expenditures per person at EGP 2,560, with about 2% going to mental health. By 2025, this is estimated to reach approximately EGP 5,000.

The Discovering Heroes program's sports activities

improved the physical and psychological health of 72% of students, reducing their healthcare needs by 25%. Due to a happiness-focused culture, MV School students experienced a 76% improvement in well-being.

These improvements translate to annual savings of EGP 1,500 per student in the Discovering Heroes program and EGP 1,020 per student in MV School.

Reference: Egypt National Health Accounts Report, WHO EMRO.

Quality Education

Enhanced Education and Skill Development:

Vocational education costs in Egypt range from EGP 8,000 to EGP 12,000 per semester (Trade.gov, 2021). MV School students, through hands-on training, significantly reduced the skill-employment gap, with 100% gaining practical skills.

The Discovering Heroes program boosted confidence and social skills, with 70% of students reporting better communication and emotional intelligence. These initiatives lead to estimated long-term savings of EGP 3,000 in retraining costs per graduate.

Reference: Trade.gov, "Egypt Education and Training," 2021.

1 ^{NO} ₽OVERTY ♪**



7 AFFORDABLE CLEAN ENERG







59

Experience Happiness



Mountain View ESG Report 2023-2024



02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues04.2 Mountain View Community04.3 Broader Community

05. Innovation and Planet

o6. Appendices

04 Community and People

04.3 Broader Community

Gender Equality

Promoting Equal Opportunities:

The World Economic Forum's Global Gender Gap Report 2021 highlights the economic impact of gender disparities. Initiatives like Discovering Heroes (with 77% of participants believing all sports are suitable for both genders) and MV School in Egypt, which encourages girls in male-dominated fields, aim to close the gender gap.

Discovering Heroes also empowers girls in sports such as weightlifting and judo, boosting confidence and participation among all students. reducing gender disparity and generating substantial societal benefits per 1,000 students annually.

Reference: World Economic Forum, Global Gender Gap Report 2021. Available at: <u>https://www.weforum.org/</u> <u>reports/global-gender-gap-report2021</u>

Decent Work and Economic Growth

Bridging the Employment Gap:

Youth unemployment in Egypt poses a significant challenge, with 47% unemployed young graduates (ILO, 2021). MV School's TVET model equips 69% of students with practical skills, reducing the need for further training. The Discovering Heroes program enhances employability in sports, arts, and technology

Together, these initiatives aim to alleviate youth unemployment, potentially cutting related costs by approximately EGP 3,500 per participant annually.

Reference: International Labour Organization - Egypt Labour Force Sample Survey 2021.

Partnerships for the Goals

Strengthened Community and Institutional Support:

Mountain View IATS:

Effective partnerships can significantly enhance project outcomes. Collaborations with partners like USAID, the Ministry of Education, local NGOs, and companies have maximized impact.

For instance, Discovering Heroes achieved 88% parental support for sports, underscoring community buy-in. In comparison, MV School recorded a 64% positive perception of TVET among staff and students, showing the importance of institutional engagement.

These efforts have increased program effectiveness by an estimated 10–20%, yielding an annual efficiency gain of about EGP 1.5 million.

Reference: United Nations Development Programme (UNDP) Egypt Annual Report 2023.

SROI Results - Measuring our Social Impact:

The SROI formula highlights the social value generated through various outcomes such as improved health, equal opportunities, enhanced education, increased employability, and stakeholder collaboration. The following results show the societal value created for each EGP invested in our programs:

Discovering Heroes:

1 EGP Investment = 2 EGP Social Value

For every 1 EGP invested, 2 EGP is generated in social, environmental, and economic value.

Experience Happiness

1 EGP Investment = 1.5 EGP Social Value

For every 1 EGP invested, 1.5 EGP is generated in social, environmental, and economic value.



02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

o5. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.3 Broader Community

04.3.4 Connecting Leaders Worldwide: The 12th World Urban Forum in Egypt

Panel one: "Breaking Barriers: Empowering Communities Through Gender-Inclusive Urbanism"

Ms. Radwa Ahmed, CEO of Mountain View Foundation, captured attention at the World Urban Forum during her seminar titled "Actualizing Gender-Inclusive Urbanism Between Policy and Implementation." She discussed Mountain View's journey in empowering underserved communities in Egypt.

Ms.Radwa highlighted the "Discovering Heroes" program, which has nurtured 40,000 talents, 47% of whom are girls, across five governorates. These young individuals excel in sports, arts, and technology, embodying a more inclusive future for Egypt.

Additionally, Mountain View's initiatives in girls' technical education in fields like electricity and mechanics are bridging the gap between education and the labor market. This commitment reflects a vision for an equitable and sustainable society where barriers can be overcome.

Imagine a vibrant conference hall alive with innovative leaders, changemakers, and creators worldwide. This is the 12th World Urban Forum, a prestigious United Nations event where Egypt stands at the forefront, proudly presenting a decade of extraordinary urban transformation.

Egypt has revolutionized urbanization over the last ten years, blending ambitious development with sustainable practices. This forum surpasses the normal conference; it embodies the spirit of collaboration, with the private sector emerging as a motivation for local and global urban progress. As the second-largest UN event after COP, this conference promises to be a Hub of ideas and partnerships. Government officials, civil society leaders, and industry pioneers will unite to envision the future of cities, unlocking innovative solutions to the challenges we all share.

Are you ready to be inspired? Explore the details at <u>https://wuf.unhabitat.org/</u> and join the conversation shaping tomorrow's cities.

Advancing Sustainability: Mountain View at the Forefront of WUF12

In the vibrant heart of Cairo, where history twists with ambition, Mountain View is hovered to take center stage on a global platform. From November 4 to 8, 2024, Egypt will proudly host the 12th World Urban Forum for the first time, a historic event made possible through collaboration with UN-Habitat and local ministries. Mountain View is observed to play a crucial role in this transformative event.

This is not just about attendance; it's about leading innovation. Driven by a strategic vision from the Ministry of Housing, Mountain View stands alongside other visionaries to inspire Egypt's increasing influence in the global urban narrative. As the second African and Arab nation to host this reputable forum, Egypt emphasizes its commitment to sustainable development and innovative urban solutions.

For Mountain View, this gathering exceeds a typical conference. It's a robust platform to demonstrate our commitment to sustainability in our communities. Our involvement in two pioneering panels addresses urgent challenges: housing, mobility, water accessibility, safe public spaces, climate resilience, and the effects of urban crises and conflicts. Each discussion drives us forward, aligning with the UN Sustainable Development Goals and laying the groundwork for the cities of the future.

With a bold vision and firm dedication, Mountain View seamlessly bridges ambition with action, because the journey to shape the future of urban development begins today.









02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

o4 Community and People

04.3 Broader Community

04.3.5 Volunteering Programs: Mountain View Employees And Residents Making a **Difference in Our Communities**

Social engagement is central to our values. We are committed to empowering our employees and all the generations of our residents to extend their care and compassion beyond the workplace, compounds, and lands.

At Mountain View, we are proud to make meaningful contributions to the communities we serve through a range of impactful initiatives led by the Mountain View Foundation. With active and enthusiastic participation, Everyone volunteer, donate, and engage directly with those in need. These collective efforts highlight our deep commitment to cultivating empathy, spreading happiness, and inspiring positive societal change.

Back to School Initiative

Education is a powerful motivation for change, and the Back to School initiative showcases our relentless commitment to supporting students from underserved communities.

As we embark on a new academic year, Mountain View employees are actively joining forces to prepare school kits for 500 students in Fayoum and Upper Egypt.

Our contributions go beyond financial donations; employees will send personal messages to the children, assist in packing the kits at the Mountain View International School for Applied Technology, and personally distribute the school bags to the students. Together, we are making a significant impact.

Roofing Houses in Fayoum

The Mountain View Foundation is dedicated to safety and well-being, and we are proud to provide secure housing for 13 families in Fayoum. Through our Discovering Heroes program, our employees are actively contributing to the roofing of these homes, ensuring families have the protection they deserve from harsh weather conditions.

We invite everyone to join us in this important initiative by making donations through convenient monthly installments over a maximum of four months. Together, we will ensure that no family faces the winter season without the security and warmth of a safe home.

Housing for 13 Egyptian Families In Fayoum

Eid Al-Fitr Clothing Drive

Eid Al-Fitr is a time of happiness, and at Mountain View, we believe in extending that happiness to children from underprivileged families. Our clothing drive invites employees to donate new or gently used clothes to children in Fayoum villages, ensuring that they can celebrate Eid in style.

Donation boxes are placed in the company headquarters from March 27 to April 4, allowing employees to contribute easily. This initiative spreads happiness by ensuring that no child is left behind during the festive season.



04.3.6 Together Supporting Broader **Communities: Mountain View Employees** Making a Lasting Impact on Society

Fayoum.

This collaborative event strengthens our sense of community and spreads joy to those who need it the most. The packed bags will provide essential food supplies to families during the holy month, reinforcing our commitment to compassion and care. Together, we are making a meaningful impact!

Through our social engagement initiatives, Mountain View employees play a vital role in uplifting the communities around us.

By supporting education, providing shelter, donating clothes, and distributing food during Ramadan, we embody a shared mission to create a better, more inclusive society.

Ramadan Packing Initiative

Ramadan is a powerful time for generosity and giving, and our Ramadan Packing Initiative truly embodies this spirit. On April 5th, employees and their families gathered in the aarden in front of the DMG building to pack Ramadan bags for children in Hayah Karima villages in

"Ramadan Giving: A Heartfelt Initiative to Support Families in Need"

"At Mountain View, we believe that happiness grows when shared, and together, we can create a profound impact on the lives of others."



02. Materiality Assessment

03. Responsible Business

04. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

05. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.3 Broader Community



04.3.7 Mountain View Academy: Empowering Future Engineers

Mountain View Academy is an outstanding, fully funded scholarship program initiated by Mountain View Real Estate, designed to connect academic education directly with the demands of the real estate industry.

Strongly aligned with Mountain View's Environmental, Social, and Governance (ESG) strategy, we empower the next generation of engineers in Architecture, Civil Engineering, and Construction Management with vital skills for success.

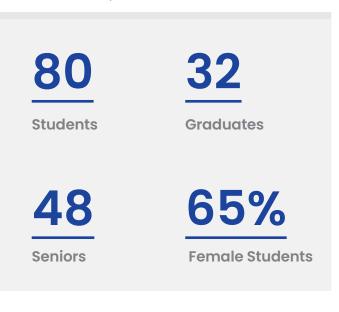
Partnering with IARS as our training consultant and Pearson UK for accreditation, Mountain View Academy delivers a rigorous and internationally respected curriculum that establishes a solid foundation in real estate.

Diversity and Inclusion: Building a Vibrant Student Community

"Mountain View Academy's Commitment to Equal Opportunity"

Mountain View Academy fosters a diverse and inclusive educational environment for students from all backgrounds in Egypt. By welcoming participants from both public and private universities, we create equal opportunities and build a vibrant student community. Our current cohort of 80 students, including 48 seniors and 32 graduates, emphasizes dynamic learning and mentorship.

With 65% female representation, we are dedicated to empowering future female leaders in traditionally male-dominated fields. Our commitment to equality, collaboration, and excellence inspires a new generation to reach their full potential.







02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues 04.2 Mountain View Community 04.3 Broader Community

o5. Innovation and Planet

o6. Appendices

04 Community and People

04.3 Broader Community



04.3.8 Shaping Minds and Creating Opportunities: Mountain View Academy Inspires the Next Generation

Successfully united aspiring minds from 10 different universities, 6 public, and 4 private, Mountain View Academy creates a vibrant academic diversity that enhances the learning experience and promotes collaboration. Mountain View Academy takes pride in its rigorous approach to technical and skills-based development. Before diving into the curriculum, every student undergoes a technical assessment to establish their baseline knowledge.

Upon completing their projects, they are evaluated again, and the results speak for themselves: a remarkable 37% increase in technical expertise and a 13% enhancement in soft skills across the student cohort. These impressive outcomes underscore the effectiveness of the academy's training programs.

The curriculum consists of 240 academic training hours led by 22 experienced instructors from Mountain View, dedicated to mentoring future leaders in Egypt's real estate sector. Graduates leave with enhanced knowledge, confidence, and skills to succeed in a competitive market.

Mountain View Academy models sustainable corporate social responsibility by promoting educational equity and professional growth, creating a lasting impact on Egypt's engi-

neering and real estate sectors.





02. Materiality Assessment

03. Responsible Business

o4. Community and People

04.1 Colleagues 04.2 Mountain View Community **04.3 Broader Community**

o5. Innovation and Planet

o6. Appendices

Experience Happiness

04 Community and People

04.3 Broader Community



10 universities Engaged

6 Public Universities

4 Private Universities

35 Experienced Instructors 240 Academic training hours

37% increase in technical expertise

13%

Improvement in Soft Skills

"Our curriculum isn't just about learning; it's about transformation. With a 37% boost in technical skills and a 13% improvement in soft skills, our students leave empowered and ready to succeed in the real world."





o1. Introductiono2. Materiality Assessmento3. Responsible Businesso4. Community and People

o5. Innovation and Planet

o6. Appendices

Experience Happiness

66

05. Innovation and Planet



- 02. Materiality Assessment
- 03. Responsible Business
- 04. Community and People

05. Innovation and Planet

05.1 Carbon Footprint

05.2 Environmentally Conscious Building 05.3 Imprints of Happiness 05.4 Resources Management 05.5 Sustainability In Action

o6. Appendices

Experience Happiness

o₅ Innovation and Planet

05.1 Carbon Footprint

Innovating for a Greener Tomorrow

At Mountain View, sustainability is at the core of our vision for a greener and healthier future. Embodying this vision, we boost sustainable alternatives by supporting energy savings, minimizing plastic use, conserving water, and designing green communities. Our initiatives implement energy-efficient solutions, encourage plastic reduction, and present water-saving technologies for sustainable, vibrant living. We believe this is how we can create an impact that lasts forever and cultivates lands that are full of life because Mountain View is all about "not just a land".

Mountain View Setting the Standard: Inspiring Sustainability Through Our Carbon Footprint

At Mountain View, sustainability starts at home. Our "Happy Building" in Cairo is an outstanding model of how innovation and accountability can shape a greener future. By meticulously tracking our carbon footprint, energy use, and emissions, we demonstrate our steadfast commitment to transparency and resource efficiency. This initiative isn't just about numbers, it's about leading by example and inspiring others to embrace sustainable practices. As a model for sustainable design and operation, the "Happy Building" reflects our vision of aligning with global sustainability goals while creating a workplace focused on sustainability and well-being.

Leading with Direction: Tracking Emissions for a Greener Tomorrow

At Mountain View, our commitment to a sustainable future drives us to track and reduce our carbon footprint. We are dedicated to understanding our environmental impact, guaranteeing that all our steps align with our

sustainability objectives. By conducting comprehensive carbon assessments, we manage direct emissions.

Scope 1: from our resources and indirect emissions

Scope 2: from the energy we consume. This commitment helps us improve our strategies, moving us closer to a greener, more sustainable future.

Greenhouse Gas Protocol

Mountain View's vision is a greener future; therefore, we adhere to the Greenhouse Gas Protocol. We guarantee precise data collection, to inform targeted strategies aimed at reducing emissions across our operations.

Our detailed approach allows us to create clear initial actions and track progress, ensuring effective sustainability management. By conserving energy, adopting clean technologies, and implementing sustainable building design, we minimize our environmental impact while keeping track of market changes and regulatory updates.

Following these measures, Mountain View reinforces compliance standards and innovation within the real estate sector, enhancing our brand reputation and delivering long-term value.

Organizational Scope and Boundaries

The year 2023 marked a benchmark for Mountain View in carbon footprint indicators, representing a pivotal step in our sustainability journey.

Considering our ongoing expansion and growth, the initial carbon assessment will focus on Mountain View's headquarters. This strategic step provides an effortless and impactful starting point while we continue to scale up our sustainability measures across all areas.

Accounting and Reporting Scopes

Our carbon footprint assessment follows the GHG Protocol Corporate Accounting and Reporting Standard, guaranteeing alignment with internationally recognized best practices. Our focus on Scope 1 and Scope 2 emissions lays a strong foundation for understanding direct and indirect carbon impacts.

transportation.

Scope 2: Indirect emissions associated with the consumption of purchased electricity, heat, or steam, generated during the production of the energy Mountain View utilizes.



Scope I: Direct emissions from sources owned or controlled by Mountain View, including on-site combustion activities such as heating, cooling, and company-owned



- 02. Materiality Assessment
- 03. Responsible Business
- 04. Community and People

o5. Innovation and Planet

05.1 Carbon Footprint

05.2 Environmentally Conscious Building 05.3 Imprints of Happiness 05.4 Resources Management 05.5 Sustainability In Action

o6. Appendices

Experience Happiness

o5 Innovation and Planet

05.1 Carbon Footprint

2023 Baseline Emissions: Paving the Way To Lasting Lives

Mountain View is committed to sustainability and has completed its first baseline assessment of carbon emissions for the year 2023. The company's total carbon footprint amounted to 603.84 metric tons of CO2 equivalent (MT CO2e), covering both Scope 1 and Scope 2 emissions. Additionally, Mountain View's emissions intensity was measured at 0.21 MT CO2e per square meter (MT CO2e/m²), providing a valuable metric for tracking emissions relative to the size of our operations.

"This initial measurement establishes a baseline for future reductions. It demonstrates our commitment to transparent environmental impact reporting and ongoing sustainability improvements."

Benchmarking our Emissions Intensity

Compared to industry standards, this emission intensity is relatively low for a company in the real estate sector, especially when viewed against global averages, which typically range from 0.2 to 0.3 MT CO2e/m² for commercial buildings.

This indicates that Mountain View excels in operational efficiency, especially in energy use and direct emissions. With continued growth, there is an exciting opportunity for further improvement on this journey.

The company is well-positioned to reduce this footprint by embracing strategies such as enhanced energy efficiency, adopting renewable energy, and implementing stricter controls on operational emissions, establishing itself as a leader in sustainability in the region.

603.84mt co.2e

Scopes 1 & 2



Emission Intensity

Mountain View ESG Report 2023-2024



02. Materiality Assessment

- 03. Responsible Business
- o4. Community and People

05. Innovation and Planet

05.1 Carbon Footprint
05.2 Environmentally Conscious Building
05.3 Imprints of Happiness
05.4 Resources Management
05.5 Sustainability In Action

o6. Appendices

o5 Innovation and Planet

05.2 Environmentally Conscious Building

The Happy Building: A Beacon of Sustainability and Innovation

In this section of Mountain View's ESG report, we proudly showcase the "Happy Building," our Cairo headquarters that embodies our unwavering commitment to sustainable practices. Designed with green principles at its core, the Happy Building stands as a beacon for sustainable practices, demonstrating impressive management of our carbon footprint and energy efficiency. Through various eco-friendly initiatives, from waste reduction to resource-efficient technologies, this space reflects our vision of creating work environments that inspire employee well-being and boost sustainability.

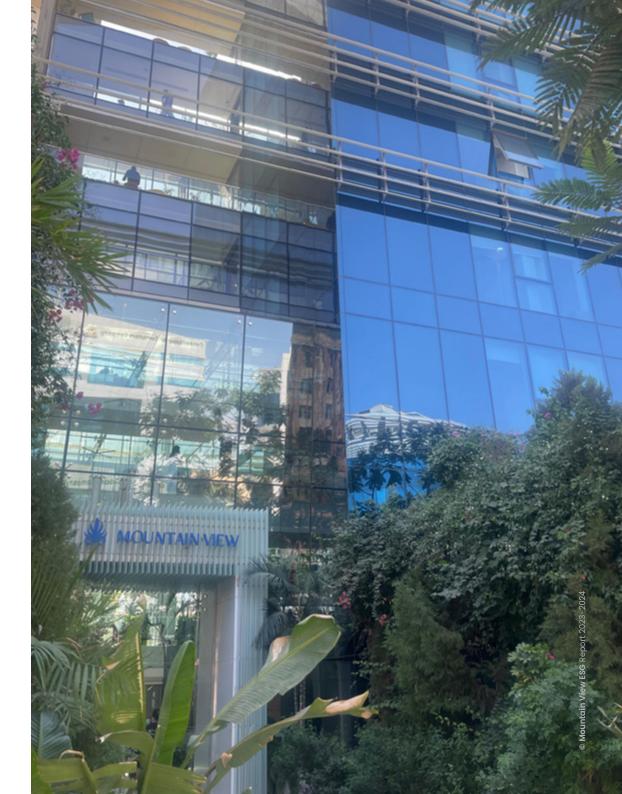
The Happy Building: Transforming A New Era of Workplace Well-being

Mountain View is excited to participate in a pioneering project dedicated to measuring and enhancing happiness in the workplace. Our Happy HQ stands as a vibrant laboratory for discovering the profound impacts of design on well-being and productivity.

This seven-store building embraces the principles of the Science of Happiness, crafting a vibrant and uplifting work environment. With amenities such as sports facilities and recreational spaces, it nurtures employee well-being and fuels productivity.

We are on a journey to implement the Happiness Index, a transformative, datadriven approach to enhancing workplace happiness. By embracing the principles of human-centered design, we are cultivating an environment that fosters creativity, boosts collaboration, and elevates job satisfaction to new heights.

"Building a positive and happy workplace doesn't just feel right—it delivers results: 21% higher productivity, 41% lower turnover, and a 37% boost in sales."



69



02. Materiality Assessment

03. Responsible Business

o4. Community and People

05. Innovation and Planet

05.1 Carbon Footprint 05.2 Environmentally Conscious Building

05.3 Imprints of Happiness

05.4 Resources Management 05.5 Sustainability In Action

o6. Appendices

o5 Innovation and Planet

05.3 Imprints of Happiness

Mountain View Imprints of Happiness: Going Greener

Mountain View has taken a significant step towards sustainability by introducing the "Imprints of Happiness" initiative that originated in the headquarters and will spread throughout the organization.

Water Conservation

Mountain View prioritizes water conservation by fostering employee awareness about responsible consumption and water-saving solutions. These efforts reflect our commitment to sustainability and to minimizing environmental impact.

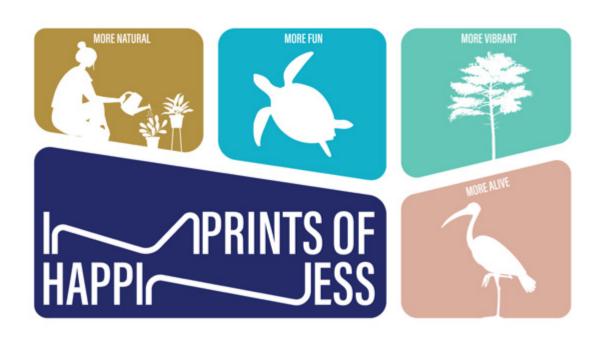
Paper Reduction

Mountain View actively reduces paper waste by moving towards digital communication and documentation to cut down on paper consumption, promoting a more sustainable approach to information sharing. Through these efforts, and awareness campaigns for the employees, we aim to create a culture of resource conservation that supports a cleaner, greener future.

Plastic Reduction

Mountain View actively reduces plastic waste by implementing alternatives to plastic bottles across our building. Through water refill stations and reusable bottles, we foster a culture of responsible consumption. This initiative aims to minimize Mountain View's environmental impact and inspire a culture of sustainability among its workforce.

"Our unwavering commitment to sustainability enriches every project, bringing together happiness and environmental responsibility."









- 02. Materiality Assessment
- 03. Responsible Business
- 04. Community and People

05. Innovation and Planet

05.1 Carbon Footprint 05.2 Environmentally Conscious Building 05.3 Imprints of Happiness

05.4 Resources Management

05.5 Sustainability In Action

o6. Appendices

o₅ Innovation and Planet

05.4 Resources Management

Mountain View Smart Energy Efficiency: Shaping a Sustainable Future

Central to Mountain View's sustainability efforts is our strong commitment to energy-efficient LED lighting. These advanced lights consume significantly less energy than conventional bulbs while providing exceptional illumination. Their long lifespan ensures fewer replacements, effectively reducing waste and reducing maintenance costs.

The transition to LED technology reduces the building's carbon footprint and embodies Mountain View's commitment to maximizing efficiency while providing outstanding comfort that boosts productivity and prioritizing sustainability.

Lighting Systems:

At night, the lighting system operates with precision, illuminating only the essential workspaces while leaving unused areas dark. This intentional design creates a healthier, more productive atmosphere for employees by harmonizing with natural light rhythms. Furthermore, it drastically reduces the building's energy consumption.

In this way, Mountain View not only boosts environmental responsibility but also enhances well-being, demonstrating that smart lighting solutions can powerfully benefit both people and the planet.

"Our dedication to efficient lighting goes beyond illumination—it's about creating brighter, energyconscious spaces that benefit both people and the planet."

Mountain View Smart Energy Efficiency: Lasting Resources

By adopting smart electric alternatives, Mountain View elevates energy consumption, ensuring optimal comfort while eliminating the dependence on gas-powered systems. Advanced sensors, automated controls, and energy-efficient appliances effectively minimize waste while maintaining optimal indoor conditions for employees and residents alike. These innovative technologies prove that every space, whether office or residential, can be optimized to remarkably reduce environmental impact.

Our Smart Solutions Electricity vs. Gas

Mountain View is dedicated to fostering a sustainable future by integrating eco-conscious practices into its operations. Through the use of smart technology, innovative design, and eco-friendly alternatives, the company is not only shaping a greener tomorrow but also setting new standards for corporate responsibility. In doing so, Mountain View inspires others to embark on this vital journey toward sustainability.

A Gas-Free Building

A defining feature of Mountain View's headquarters is its outstanding gas-free design, which relies solely on electric solutions for all heating, cooling, and energy needs.

This procedure eliminates fossil fuel usage, reducing harmful emissions and minimizing the building's carbon footprint. Moreover, this forward-thinking approach enhances the building's adaptability to future clean energy technologies, guaranteeing long-term sustainability.

"Through our gas-free headquarters, Mountain View redefines sustainability, eliminating fossil fuels and leading the charge toward a future powered by clean energy innovations."







02. Materiality Assessment

- 03. Responsible Business
- 04. Community and People

05. Innovation and Planet

05.1 Carbon Footprint 05.2 Environmentally Conscious Building 05.3 Imprints of Happiness

05.4 Resources Management

05.5 Sustainability In Action

o6. Appendices

Experience Happiness

o5 Innovation and Planet

05.4 Resources Management

Mountain View Resource Management Key Elements

"Smart Watering: Mountain View's Innovative Drip Irrigation System"

Mountain View has successfully implemented a highly effective drip irrigation system throughout its headquarters. This innovative approach delivers water directly to plant roots, ensuring their health year-round, regardless of seasonal changes. Equipped with automated sensors, the system continuously monitors soil moisture levels, activating only when necessary to prevent overwatering and maximize water efficiency.

Smart Irrigation System

Drip irrigation promotes plant growth while conserving water, especially in dry areas, by minimizing runoff and evaporation.

This efficient system supports Mountain View's sustainability initiatives, showing that attractive landscapes can align with responsible resource management.

It also reflects the city's commitment to the United Nations Sustainable Development Goals, particularly SDG 6 (Clean Water), SDG 12 (Responsible Consumption), and SDG 13 (Climate Action).

Eco-Friendly Fire Safety

Mountain View is committed to maintaining environmentally responsible fire safety equipment, which helps achieve a 0% greenhouse gas (GHG) footprint. In 2022, we purchased fire extinguishers for our headquarters, each with a standard lifespan of three years. During this time, the extinguishers have remained unused, demonstrating the facility's high safety standards and effective preventive measures.

Smart Water-Based Cooling System

Mountain View leads in sustainability with its water-based cooling system, eliminating harmful refrigerant gases like freon. This efficient technology cools water for a comfortable atmosphere, simplifying maintenance to automatic plumbing work without gas supply or recharges. By adopting this innovative system, the company reduces environmental impact while enhancing energy efficiency and creating a better workplace.

Mountain View's Biophilic Design for Wellness and Productivity

Mountain View's headquarters is a prime example of biophilia, highlighting generous natural light and lush greenery. With plants integrated into outdoor and indoor spaces, such as lobbies and offices, this environment not only creates a serene atmosphere but also strengthens employees' connection to nature. This approach greatly reduces stress and enhances productivity, demonstrating our commitment to employee well-being.

Transitioning to Natural Elements

The greenery is designed to seamlessly blend with the architecture, transforming the building into more than just a workspace—it becomes an environment where people can feel refreshed and inspired. Beyond aesthetics, the integration of plants will serve a functional role by contributing to improved indoor air quality and regulating humidity. To achieve this, Mountain View is currently in the process of replacing artificial plants with natural ones. This biophilic approach aims to enhance the quality and purity of the air, reduce pollutants, and ultimately promote a healthier indoor environment for everyone.



Biophilic design report higher level of wellbeing.

15%

Mountain View ESG Report 2023-2024



- 02. Materiality Assessment
- 03. Responsible Business
- 04. Community and People

05. Innovation and Planet

- 05.1 Carbon Footprint 05.2 Environmentally Conscious Building 05.3 Imprints of Happiness 05.4 Resources Management
- 05.5 Sustainability In Action

o6. Appendices

o5 Innovation and Planet

05.5 Sustainability In Action

Where Nature Meets Innovation: Mountain View Elevating Communities Through Sustainability

This section of our ESG report shows "Sustainability in Action" at Mountain View. We integrate sustainable practices into our developments, including sustainable materials, improved accessibility, and green spaces. These efforts promote healthier, eco-friendly living for our residents. Our projects prioritize environmental stewardship and quality of life, setting the standard for responsible development while ensuring our communities thrive alongside nature.

Happiness Meets Sustainability: Redefining Living Spaces with Mountain View

At Mountain View, we are committed to building sustainable, vibrant communities that enhance resident well-being. As a leading real estate developer in Egypt, we create living spaces that prioritize happiness and sustainability. With over 21 projects in prime locations like Cairo and the Red Sea Coast, we offer quality homes and resorts that promote health, happiness, and environmental responsibility.

"Accessible roads are more than just pathways —they are the bridges that connect people to opportunities, happiness, and the sense of belonging in every community."

Accessible Communities

"Accessibility at the Core: Creating Roads that Welcome All at Mountain View"

Accessible roads are vital for creating inclusive communities, allowing individuals of all abilities to move freely and independently. At Mountain View, accessible roads enhance neighborhood livability and foster resident happiness. The ALIVA master plan prioritizes accessibility, featuring pedestrian walkways with ramps to ensure smooth navigation for wheelchair users, welcoming everyone.

Transportation Access

"ALIVA's Commitment to Green Transportation"

ALIVA provides sustainable transportation in Cairo through large buses operating on three daily routes. This initiative aims to reduce traffic congestion, and lower carbon emissions while improving air quality.





- 02. Materiality Assessment
- 03. Responsible Business
- 04. Community and People

05. Innovation and Planet

- 05.1 Carbon Footprint 05.2 Environmentally Conscious Building 05.3 Imprints of Happiness
- 05.4 Resources Management
- **05.5 Sustainability In Action**

o6. Appendices

Experience Happiness

o₅ Innovation and Planet

05.5 Sustainability In Action

Sustainability is a cornerstone of our construction philosophy:

We are committed to minimizing the environmental impact of our operations by adopting responsible waste management practices, sourcing materials locally, and implementing resource-efficient designs.

Integrating these principles into every stage of our projects aims to reduce our ecological footprint while delivering high-quality, sustainable developments.

Managing Construction Waste

To tackle the environmental challenges of construction waste, we implement a robust waste management strateqy. All construction debris is dumped and transported to authorized landfills that meet local regulations, ensuring proper disposal and preventing pollution.

Damping debris before transport reduces dust emissions, safeguarding nearby communities and ecosystems. Additionally, we actively recycle and reuse materials to minimize waste volumes.

This approach helps us comply with environmental laws while reducing our ecological footprint.

Sourcing Locally

We prioritize sourcing construction materials from local suppliers to align with our sustainability goals. This reduces greenhouse gas emissions from long-haul logistics, significantly lowering our carbon footprint.

Partnering with local suppliers also strengthens regional economies and fosters community development. By sourcing locally, we ensure material quality while minimizing the environmental impact, contributing to sustainable growth in the regions where we operate.

Efficient Designs

Sustainable design is central to our construction philosophy. We incorporate resource-efficient designs that prioritize recycled and reclaimed materials, optimize layouts to reduce waste, and use modular construction techniques.

Our designs also include energy-efficient solutions, such as passive systems that lower heating and cooling needs. These practices reduce natural resource consumption and environmental impact while delivering energy-efficient, responsible buildings.

The Sustainable Journey of Pozzolan in Development

Sustainable Materials: Pozzolan

Mountain View champions sustainable development by thoughtfully evaluating the environmental impact of the materials used in its projects. A prime example is Pozzolan, a special volcanic rock known for its pozzolanic properties, attributed to its reactive silicon dioxide content. This chapter delves into the life cycle assessment (LCA) of Pozzolan-based products, highlighting the material's production and placement journey.

The LCA elegantly unfolds across four essential steps: extraction and processing (Module A1), transport and internal movement (Module A2), and manufacturing of the final product (Module A3), while also acknowledging the excluded stages from the assessment to keep the focus on the pivotal production phases.



Fields Park: Where Nature, Community, and **Sustainability Thrive**

Sustainable Agriculture

Residents can cultivate their produce at the Ranch, enjoving a hands-on relationship with the earth. The Lighthouse offers farming courses, woodworking workshops, community fruit-picking, a farmer's market, and farm-to-table dining.

This haven encourages families to enjoy the outdoors and adopt sustainable living practices.

Sustainable Irrigation

We are committed to addressing water scarcity by implementing effective conservation strategies in our landscape design and irrigation. We focus on drought-tolerant, native plants that thrive in our climate while using advanced irrigation technology, including timers, rain sensors, and drip irrigation, to optimize efficiency.

Practicing early morning irrigation and deep, infrequent watering minimizes evaporation and promotes healthy root growth. Additionally, we utilize greywater reuse and smart irrigation technology to enhance our sustainability efforts in combating water scarcity.

Conserving Every Drop: Mountain View's Commitment to Water-Efficient Landscapes"



Fields Park is a vibrant destination that connects people with nature and fosters environmental appreciation.



- 02. Materiality Assessment
- 03. Responsible Business
- 04. Community and People

05. Innovation and Planet

05.1 Carbon Footprint 05.2 Environmentally Conscious Building 05.3 Imprints of Happiness 05.4 Resources Management

05.5 Sustainability In Action

o6. Appendices

o5 Innovation and Planet

05.5 Sustainability In Action

iCity New Cairo's Vision for a Vibrant, Healthy Future

Innovative Infrastructure: iCity New Cairo

"iCity New Cairo" is set to redefine urban living with its five distinctive elevated parks, each showcasing a unique identity and tailored experiences to meet the diverse interests and needs of our residents. Designed to foster a vibrant, healthy environment, iCity integrates dynamic city living with recreational opportunities, ensuring a nurturing space for future generations to thrive creatively and healthily.

Design Criteria: Pedestrian Walkways

LVLS: Our human-centered innovation

"Connecting with Nature: LVLS Beachfront's Walkable Paths and Green Spaces"

Streets are designed with sustainability and human-centered design in mind. By incorporating green spaces and safety buffers, we aim to promote active lifestyles and reduce reliance on cars as streets are designed to encourage walking. LVLS Beachfront offers pathways crafted from raw and natural materials, creating a harmonious connection with the surrounding environment. The design accommodates all age groups and creates a sense of unity through vertical zoning for each activity with smooth integration

"iCity: A Blueprint for Environmentally Friendly Urban Development"

At the World Urban Forum's "Green Cities" panel, Dr. Dalia Abdelhady, Landscape and Design Deputy Director shared a genuine message about the urgent need to transform our cities into sustainable green spaces.

With great passion, she unveiled the innovative "iCity" project, illustrating her company's deep commitment to creating a future where urban spaces nurture both the environment and the well-being of their inhabitants.

Dr. Dalia's moving words resonated with the audience, urging us all to take meaningful action for our planet and future generations. She emphasized the importance of working together to build urban communities that genuinely care for people and the world around us, fostering a greener and more compassionate future for all.





o1. Introduction
o2. Materiality Assessment
o3. Responsible Business
o4. Community and People
o5. Innovation and Planet

o6. Appendices







- 01. Introduction
- 02. Materiality Assessment
- 03. Responsible Business
- 04. Community and People
- o5. Innovation and Planet

o6. Appendices 06.1 GRI Index 06.2 UNGC Index

Experience Happiness

o6 Appendices

06.1 GRI Index

Statement of use:

GRI 1 used: GRI 1: Applicable GRI Sector Standard(s): Mountain View has reported in accordance with the GRI Standards for the period January 1st 2023 til December 31st 2024.

Foundation 2021

No applicable sector standard

General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 2, Page7, Page 12
	2-2 Entities included in the organization's sustainability reporting	Page 8
	2-3 Reporting period, frequency and contact point	Page 2
	2-4 Restatements of information	This is Mountain Views
	2-5 External assurance	Page 2
	2-6 Activities, value chain and other business relationships	Page 7, Page 8, Page 12
	2-7 Employees	Page 12
	2-8 Workers who are not employees	Not reported due to co
	2-9 Governance structure and composition	Page 25
	2-10 Nomination and selection of the highest governance body	Not reported due to co
	2-11 Chair of the highest governance body	Page 5
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 5, Page 6, Page 2
	2-13 Delegation of responsibility for managing impacts	Page 25
	2-14 Role of the highest governance body in sustainability reporting	Page 25
	2-15 Conflicts of interest	Page 26
	2-16 Communication of critical concerns	Page 27
	2-17 Collective knowledge of the highest governance body	Page 25
	2-18 Evaluation of the performance of the highest governance body	Not reported due to co
	2-19 Remuneration policies	Page 28
	2-20 Process to determine remuneration	Page 28
	2-21 Annual total compensation ratio	Not reported due to co
	2-22 Statement on sustainable development strategy	Page 9, Page 10, Page 1
	2-23 Policy commitments	Page 26, Page 27, Page
	2-24 Embedding policy commitments	Page 26, Page 27, Page
	2-25 Processes to remediate negative impacts	Page 27
	2-26 Mechanisms for seeking advice and raising concerns	Page 27
	2-27 Compliance with laws and regulations	Page 30
	2-28 Membership associations	Page 30
	2-29 Approach to stakeholder engagement	Page 16
	2-30 Collective bargaining agreements	Not applicable

2
os first report
12, Page 33
onfidentiality constraints.
onfidentiality constraints.
25
onfidentiality constraints.
onfidentiality constraints.
11
je 28
le 28



- 01. Introduction
- 02. Materiality Assessment
- 03. Responsible Business
- o4. Community and People
- o5. Innovation and Planet
- 06. Appendices

06.2 UNGC Index

06 Appendices

Material topics

[Please note: The material topics included in the headings below are examples. They can be renamed and grouped according to the names the organization has given to its material topics. The list of material topics included in the content index is the same as the list of material topics reported under 3-2-a in GRI 3: Material Topics 2021. The disclosures included under the material topics are also examples. The disclosures can be removed (except for Disclosure 3-3) and other disclosures can be added according to the disclosures the organization has reported for each material topic.]

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 17	
	3-2 List of material topics	Page 20	
Economic performance [The mate	rial topics and the disclosures included under the material topics are examples. See guide	ance under row 39]	
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19	
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	Page 12	
2016	201-2 Financial implications and other risks and opportunities due to climate change	Information unavailable gathering the data and	
	201-3 Defined benefit plan obligations and other retirement plans	Page 29, Page 40, Page	
	201-4 Financial assistance received from government	Not applicable	
Indirect economic impacts [The m	aterial topics and the disclosures included under the material topics are examples. See g	uidance under row 39]	
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 56, Page 62, Page	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 57, Page 58, Page Page 65, Page 66, Page	
	203-2 Significant indirect economic impacts	Page 58, Page 62, Page	
Procurement practices [The mate	rial topics and the disclosures included under the material topics are examples. See guide	ance under row 39]	
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 78	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Confidentiality constrai	
Anti-corruption [The material topi	cs and the disclosures included under the material topics are examples. See guidance un	der row 39]	
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 27	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 27	
	205-2 Communication and training about anti-corruption policies and procedures	Page 27	
	205-3 Confirmed incidents of corruption and actions taken	None	
Materials [The material topics and	l the disclosures included under the material topics are examples. See guidance under ro	w 39]	
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 74	

Experience Happiness

ble/ Incomplete. Mountain View is currently ad will be available in the next report. le 41

e 63

ge 59, Page 60, Page 61, Page 62, Page 63, ge 67, Page 68, Page 69 ge 63, Page 66, Page 68

ains



- 01. Introduction
- 02. Materiality Assessment
- 03. Responsible Business
- 04. Community and People
- o5. Innovation and Planet

o6. Appendices 06.1 GRI Index 06.2 UNGC Index

Experience Happiness

		- 1	- I		

06 Appendices

GRI 301: Materials 2016	301-1 Materials used by weight or volume	Information unavailable/ I gathering the data and wi
	301-2 Recycled input materials used	Information unavailable/ I gathering the data and wi
	301-3 Reclaimed products and their packaging materials	Page 74, Page 78
Energy [The material topics and t	ne disclosures included under the material topics are examples. See guidance	e under row 39]
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 75
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 75
	302-2 Energy consumption outside of the organization	Confidentality constrains
	302-3 Energy intensity	469.8 Kwh/m2
	302-4 Reduction of energy consumption	Page 75
	302-5 Reductions in energy requirements of products and services	Page 76, Page 77, Page 78,
Water and effluents [The material	topics and the disclosures included under the material topics are examples.	See guidance under row 39]
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 74
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 76, Page 78
	303-2 Management of water discharge-related impacts	Page 76, Page 78
	303-3 Water withdrawal	Information unavailable/ I gathering the data and wi
	303-4 Water discharge	Information unavailable/ I gathering the data and wi
	303-5 Water consumption	Confidentality constrains
Emissions [The material topics an	d the disclosures included under the material topics are examples. See guida	ance under row 39]
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 71
GRI 305: Emissions 2016	305-1 Direct (Scope I) GHG emissions	Page 72
	305-2 Energy indirect (Scope 2) GHG emissions	Page 72
	305-3 Other indirect (Scope 3) GHG emissions	Information unavailable/ I gathering the data and wi
	305-4 GHG emissions intensity	Page 72
	305-5 Reduction of GHG emissions	Not applicable as this is th emissions
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable. As Mounta emissions of ODS is insign
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emi	issions Not applicable. As Mounta emissions of Nox, Sox and

e/ Incomplete. Mountain View is currently will be available in the next report.

/ Incomplete. Mountain View is currently will be available in the next report.

78, Page 79

/ Incomplete. Mountain View is currently will be available in the next report.

/ Incomplete. Mountain View is currently will be available in the next report.

/ Incomplete. Mountain View is currently will be available in the next report.

the baseline year for Mountain View>s

ntain View is yet to calculate Scope 3, the gnificant

ntain View is yet to calculate Scope 3, the nd other emissions are insignificant



- 01. Introduction
- o2. Materiality Assessment
- 03. Responsible Business
- 04. Community and People
- 05. Innovation and Planet

o6. Appendices 06.1 GRI Index 06.2 UNGC Index

Experience Happiness

06 Appendices

GRI 3: Material Topics 2021	3-3 Management of material topics Page 78			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 74		
	306-2 Management of significant waste-related impacts	Page 78		
Employment [The material topics	and the disclosures included under the material topics are examples. See guidance under	row 39]		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 28		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Confidentiality constrains		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 28, Page 29, Page 40,		
	401-3 Parental leave	Mountain View abides by th		
Occupational health and safety[T	he material topics and the disclosures included under the material topics are examples. Se	ee guidance under row 39]		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 39		
GRI 403: Occupational Health and	403-1 Occupational health and safety management system	Page 39		
Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Page 36		
	403-3 Occupational health services	Page 29, Page 36, Page 39,		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 34, Page 36, Page 38,		
	403-5 Worker training on occupational health and safety	Page 38		
	403-6 Promotion of worker health	Page 34, Page 36, Page 37,		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 34, Page 37		
	403-8 Workers covered by an occupational health and safety management system	Page 29, Page 38, Page 40		
Training and education [The mate	rial topics and the disclosures included under the material topics are examples. See guida	nce under row 39]		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 28		
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Page 12 Calculated in total		
2016	404-2 Programs for upgrading employee skills and transition assistance programs	Page 41		
	404-3 Percentage of employees receiving regular performance and career development reviews	Confidentiality constrains		
Diversity and equal opportunity [T	he material topics and the disclosures included under the material topics are examples. Se	ee guidance under row 39]		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 26		
GRI 405: Diversity and Equal	405-1 Diversity of governance bodies and employees	Page 12		
Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Page 12		

total amount spent on all employees

e 37, Page 38, Page 39

e 39, Page 40 e 38, Page 39

39]

by the Egyptian Labor Law

e 40, Page 41



- 01. Introduction
- o2. Materiality Assessment
- 03. Responsible Business
- o4. Community and People
- 05. Innovation and Planet

06.1 GRI Index 06.2 UNGC Index

06 Appendices

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 27
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	None
Child labor [The material topics of	ind the disclosures included under the material topics are examples. See guidance under ro	w 39]
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 26
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	None
Forced or compulsory labor [The	material topics and the disclosures included under the material topics are examples. See g	uidance under row 39]
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 26
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None
Security practices [The material	topics and the disclosures included under the material topics are examples. See guidance u	nder row 39]
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 30
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 38
Local communities [The material	topics and the disclosures included under the material topics are examples. See guidance	under row 39]
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 56
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 56, Page 57, Page Page 65, Page 66, Page
	413-2 Operations with significant actual and potential negative impacts on local communities	None
Customer health and safety [The	material topics and the disclosures included under the material topics are examples. See g	uidance under row 39]
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 42
GRI 416: Customer Health and	416-1 Assessment of the health and safety impacts of product and service categories	Page 51, Page 52, Page 6
Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None
Customer privacy [The material	topics and the disclosures included under the material topics are examples. See guidance u	nder row 39]
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 30

Experience Happiness

ge 58, Page 59, Page 60, Page 62, Page 63, ge 68

e 62, Page 77, Page 78, Page 79



01. Introduction 02. Materiality Assessment 03. Responsible Business 04. Community and People

o5. Innovation and Planet

o6. Appendices

06.1 GRI Index

06.2 UNGC Index

Experience Happiness

o6 Appendices

06.2 UNGC Index

ID Principles of the UN Global Compact Section in Report Human Rights Principle 1: Businesses should support and respect the protection of internationally proclaimed bring about anti-corruption processes are principle 2: make sure that they are not complicit in human rights abuses. Communication and training about anti-corruption processes and employees - Page 28, Page 29, Page 40, Page 41 Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right collective bargaining Diversity of governance bodies and employees - Page 41 Principle 4: The elimination of all forms of forced and compulsory labour Benefits provided to full-time employees that are not premployees - Page 28, Page 29, Page 40, Page 41 Principle 5: The effective abolition of child labour Operations and suppliers at significant risk for incident to employees - Page 79 Principle 8: undertake initiatives to promote greater environmental responsibility; Reductions in energy requirements of products and se Page 79 Principle 9: encourage the development and diffusion of environmentally friendly technologies. Energy consumption within the organization - Page 75 Anti-Corruption The Corruption in all its forms, including extortion and bribery. Communication and training about anti-corruption processes abould work against corruption in all its forms, including extortion and bribery.		
Principle 1: Businesses should support and respect the protection of internationally proclaimed Benefits provided to full-time employees that are not pemployees - Page 28, Page 29, Page 40, Page 41 Principle 2: make sure that they are not complicit in human rights abuses. Communication and training about anti-corruption perployees - Page 28, Page 29, Page 40, Page 41 Labour Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining Diversity of governance bodies and employees - Page 28, Page 29, Page 40, Page 41 Principle 4: The elimination of all forms of forced and compulsory labour Benefits provided to full-time employees that are not pemployees - Page 28, Page 29, Page 40, Page 41 Principle 5: The effective abolition of child labour Operations and suppliers at significant risk for incident Environment Reductions in energy requirements of products and see Page 79 Principle 8: undertake initiatives to promote greater environmental responsibility; Reductions in energy requirements of products and see Page 79 Principle 9: encourage the development and diffusion of environmentally friendly technologies. Energy consumption within the organization - Page75 Anti-Corruption Principle 10: Businesses should work against corruption in all its forms, Communication and training about anti-corruption product and training about anti-corruption in all its forms, <th>10 Principles of the UN Global Compact</th> <th>Section in Report</th>	10 Principles of the UN Global Compact	Section in Report
human rights employees - Page 28, Page 29, Page 40, Page 41 Principle 2: make sure that they are not complicit in human rights abuses. Communication and training about anti-corruption participle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining Diversity of governance bodies and employees - Page Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining Diversity of governance bodies and employees - Page Principle 4: The elimination of all forms of forced and compulsory labour Benefits provided to full-time employees that are not page 41 Principle 5: The effective abolition of child labour Operations and suppliers at significant risk for incident Environment Principle 7: Businesses should support a precautionary approach to environmental challenges; Reductions in energy requirements of products and se Page 79 Principle 9: encourage the development and diffusion of environmentally friendly technologies. Energy consumption within the organization - Page75 Anti-Corruption Principle 10: Businesses should work against corruption in all its forms, Communication and training about anti-corruption or Page75	Human Rights	
Labour Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining Diversity of governance bodies and employees - Page if Benefits provided to full-time employees that are not permission of all forms of forced and compulsory labour Benefits provided to full-time employees that are not permission of employees - Page 28, Page 29, Page 40, Page 41 Principle 4: The elimination of all forms of forced and compulsory labour Operations and suppliers at significant risk for incident Principle 5: The effective abolition of child labour Operations in energy requirements of products and se Page 79 Principle 7: Businesses should support a precautionary approach to environmental challenges; Reductions in energy requirements of products and se Page 79 Principle 8: undertake initiatives to promote greater environmental responsibility; Reductions in energy requirements of products and se Page 79 Principle 9: encourage the development and diffusion of environmentally friendly technologies. Energy consumption within the organization - Page 75 Anti-Corruption Principle 10: Businesses should work against corruption in all its forms, Communication and training about apti-corruption products and se Page 79		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargainingDiversity of governance bodies and employees - Page of Benefits provided to full-time employees that are not p employees - Page 28, Page 29, Page 40, Page 41Principle 4: The elimination of all forms of forced and compulsory labourDiversity of governance bodies and employees that are not p employees - Page 28, Page 29, Page 40, Page 41Principle 5: The effective abolition of child labourOperations and suppliers at significant risk for incidentEnvironmentPrinciple 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility;Reductions in energy requirements of products and se Page 79Principle 9: encourage the development and diffusion of environmentally friendly technologies.Energy consumption within the organization - Page 75Anti-CorruptionPrinciple 10: Businesses should work against corruption in all its forms,Communication and training about apti-corruption per	Principle 2: make sure that they are not complicit in human rights abuses.	Communication and training about anti-corruption pc
the right to collective bargainingDiversity of governance bodies and employees - PagePrinciple 4: The elimination of all forms of forced and compulsory labourBenefits provided to full-time employees that are not p employees - Page 28, Page 29, Page 40, Page 41Principle 5: The effective abolition of child labourOperations and suppliers at significant risk for incidentEnvironmentPrinciple 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility;Reductions in energy requirements of products and se Page 79Principle 9: encourage the development and diffusion of environmentally friendly technologies.Energy consumption within the organization - Page75Anti-CorruptionPrinciple 10: Businesses should work against corruption in all its forms,Communication and training approach to appendic the principle appendic training appendic to a precedulate formation of an energy requirements of products and se Page 79	Labour	
Principle 4. The elimination of difforms of horced and compulsory labour employees - Page 28, Page 29, Page 40, Page 41 Principle 5: The effective abolition of child labour Operations and suppliers at significant risk for incident Environment Principle 7: Businesses should support a precautionary approach to environmental challenges; Reductions in energy requirements of products and se Page 79 Principle 8: undertake initiatives to promote greater environmental responsibility; Reductions in energy requirements of products and se Page 79 Principle 9: encourage the development and diffusion of environmentally friendly technologies. Energy consumption within the organization - Page75 Anti-Corruption Principle 10: Businesses should work against corruption in all its forms, Communication and training about anti-corruption products and se Page 79		Diversity of governance bodies and employees - Page
Environment Principle 7: Businesses should support a precautionary approach to environmental challenges; Reductions in energy requirements of products and se Page 79 Principle 8: undertake initiatives to promote greater environmental responsibility; Reductions in energy requirements of products and se Page 79 Principle 9: encourage the development and diffusion of environmentally friendly technologies. Energy consumption within the organization - Page75 Anti-Corruption Principle 10: Businesses should work against corruption in all its forms,	Principle 4: The elimination of all forms of forced and compulsory labour	
Principle 7: Businesses should support a precautionary approach to environmental challenges; Reductions in energy requirements of products and se Page 79 Principle 8: undertake initiatives to promote greater environmental responsibility; Reductions in energy requirements of products and se Page 79 Principle 9: encourage the development and diffusion of environmentally friendly technologies. Energy consumption within the organization - Page 75 Anti-Corruption Principle 10: Businesses should work against corruption in all its forms,	Principle 5: The effective abolition of child labour	Operations and suppliers at significant risk for incident
Principle 7. Businesses should support a precadulorially approach to environmental responsibility; Page 79 Principle 8: undertake initiatives to promote greater environmental responsibility; Reductions in energy requirements of products and se Page 79 Principle 9: encourage the development and diffusion of environmentally friendly technologies. Energy consumption within the organization - Page75 Anti-Corruption Principle 10: Businesses should work against corruption in all its forms, Communication and training about anti-corruption point and training about anti	Environment	
Principle 8: undertake initiatives to promote greater environmental responsibility, Page 79 Principle 9: encourage the development and diffusion of environmentally friendly technologies. Energy consumption within the organization - Page75 Anti-Corruption Principle 10: Businesses should work against corruption in all its forms, Communication and training about anti-corruption po	Principle 7: Businesses should support a precautionary approach to environmental challenges;	
Anti-Corruption Principle 10: Businesses should work against corruption in all its forms, Communication and training about anti-corruption principle 10: Businesses should work against corruption in all its forms,	Principle 8: undertake initiatives to promote greater environmental responsibility;	
Principle 10: Businesses should work against corruption in all its forms,	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Energy consumption within the organization - Page75
	Anti-Corruption	
		Communication and training about anti-corruption po

provided to temporary or part-time

policies and procedures - Page 28

e 12

t provided to temporary or part-time

ents of child labor

services - Page 76, Page 77, Page 78

services - Page 76, Page 77, Page 78,

policies and procedures - Page 27





mountainviewegypt.com