

### 3. Compensation & Benefits

#### 3.9 Real Estate Benefits

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##### ❖ Staff Benefit for Purchasing Real Estate Units:

- ☐ Employees who are interested to buy a unit at Somabay projects are provided with 10% discounted rate from the announced unit price.
- ☐ Installments period can be scheduled for 2 additional years installment scheme with interest on residual instalment value in accordance with the CBE (Central Bank of Egypt) rules and term.
- ☐ Eligibility goes for who has spent more than one year employment.
- ☐ This benefit is applied for only one unit at a time.

##### ❖ Staff Waived Expenses:

- ☐ The company waives some benefits to the company staff who own Real state units at Somabay to facilitate their accommodation.
- ☐ This benefit is applied on all company active staff (including ASDC and sister companies) who already purchased and received units.
- ☐ This benefit is applied for only one unit at a time.

##### ➤ Provided Benefits:

- ☐ Exemption of the contracted General Maintenance fees of the unit.
- ☐ Free Housekeeping (soft cleaning service) once a week.
- ☐ Free Utilities (water and electricity)
- ☐ Free WI-FI and ICT Services