

DESIGN.
CONSTRUCT.
DELIVER.

A photograph of a modern, multi-story apartment building at dusk. The building has a white facade with dark grey accents and balconies. The balconies have glass railings and some have orange-colored panels. The building is illuminated from within, and the balconies are lit up. The building is situated on a street corner, and there are other buildings in the background. The sky is a deep blue. In the foreground, there is a street with a red light trail from a car. There are some construction barriers and orange cones on the street. The overall scene is a mix of modern architecture and urban life.

CAPABILITY STATEMENT.

CONTENTS

- | | |
|---|---------------------------------|
| 1 | AT A GLANCE |
| 2 | WHAT WE DO |
| 3 | OUR COMMITMENT |
| 4 | OUR EXPERIENCE |
| 5 | CORPORATE SOCIAL RESPONSABILITY |

1

AT A GLANCE



DECODE AT A GLANCE



\$1.7B

total value delivered
to date



15

years in
business



33

projects across
Sydney



100%

projects
completed



120+

staff
members



23

different
nationalities



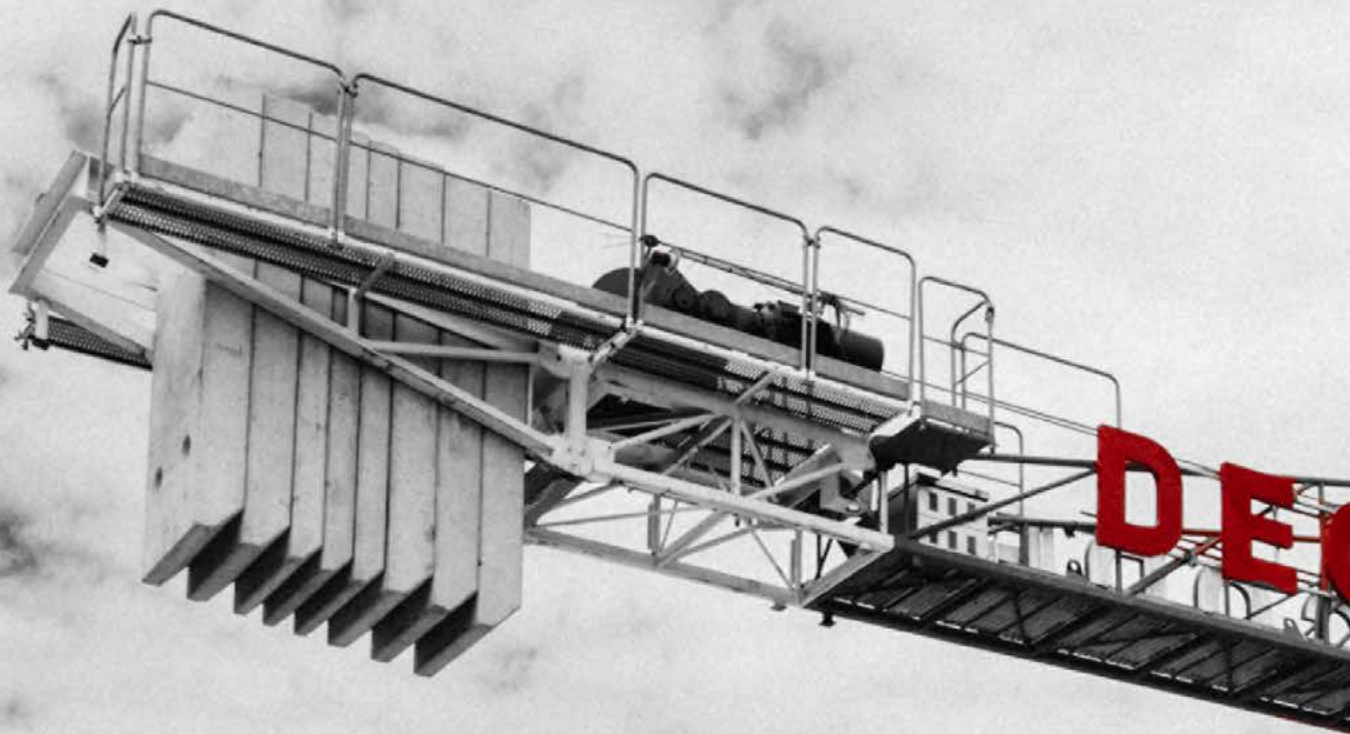
26%

women in
construction



67%

repeat
clients



WHY DECODE?

1. THE OPTIMAL TIME AND COST OUTCOMES

We apply our understanding of the design and construction process to constantly challenge and improve on cost and time.

As a D&C Contractor, we often take preliminary designs and unlock significant time and cost savings through intelligent value management and construction planning.

2. QUALITY WORKMANSHIP AND INDUSTRY RECOGNITION

Decode's recent projects have been recognised by the Master Builders Association of NSW and Urban Taskforce as leaders in their categories. Whatever the project, we apply our high quality standard, strong safety controls and the highest standard of service.

3. PARTNERSHIP APPROACH

We are a trusted builder because we listen to our clients and deliver on our promises. We take great pride in the built form we create and measure our performance by our client's satisfaction.

4. FINANCIAL STABILITY

Decode is a financially stable contractor, with a strong balance sheet and no external debt. We proudly have a loyal subcontractor, supplier and consultant network and a record of always paying on time.

5. EXPERTISE THAT MATTERS

In addition to our construction expertise, Decode also has access to formwork, structural and civil engineering expertise through the small businesses that form part of our wider corporate group.



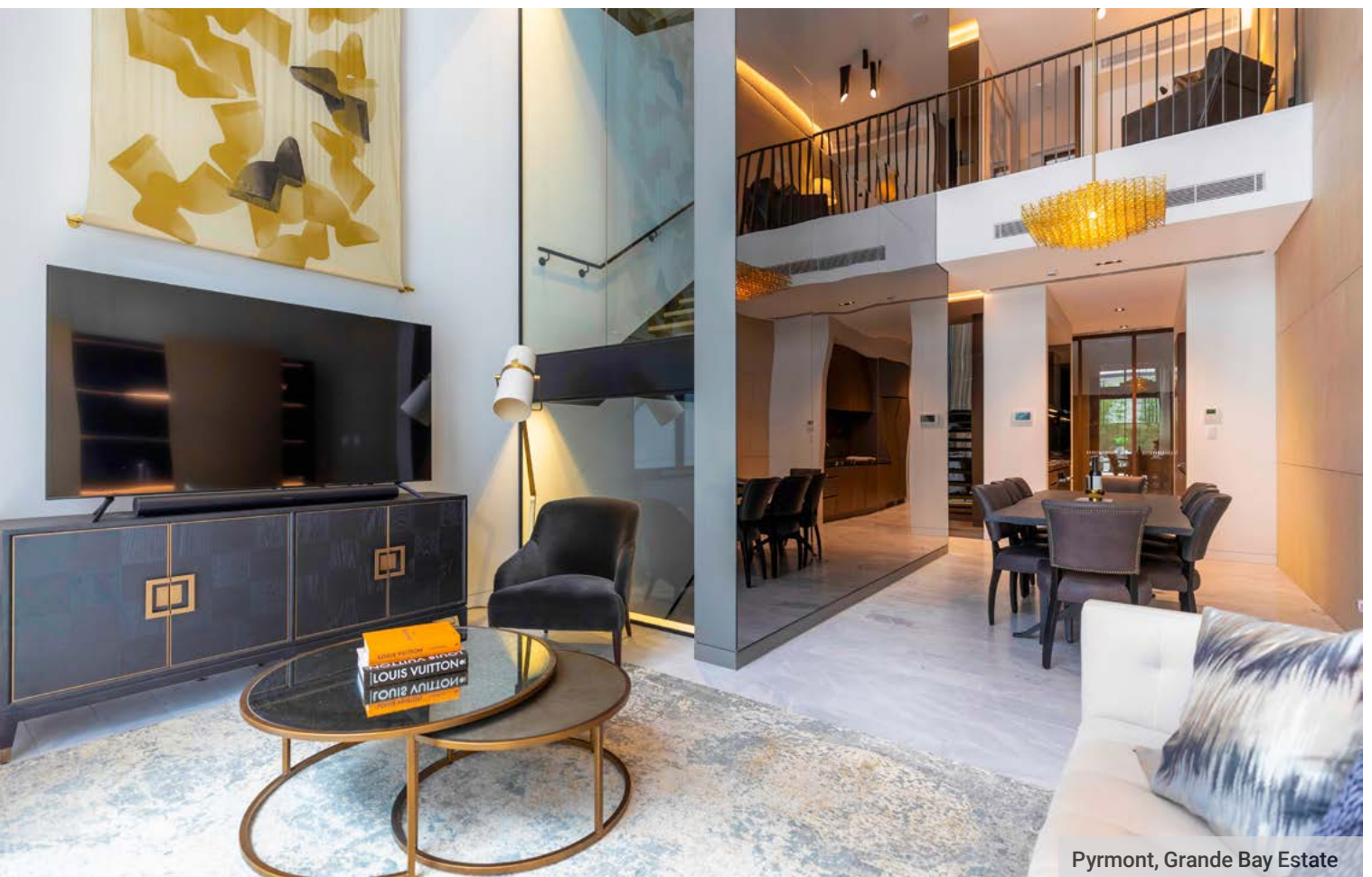
Decode has grown to become a leading diversified construction services delivery company based in Sydney with a team of passionate, highly-driven, empathetic, and innovative leaders.

VISION

Decode's team of professionals can assist clients with cost planning, estimating, design, project planning through to construction, commissioning and handover. We can deliver projects under a variety of methods including design and construct, construction management and lump sum contracts.

MISSION

Our priority is to provide a unique service to our clients and stakeholders, built on relationships of trust, loyalty and commitment. In each industry sector, Decode invests in experts who have extensive experience in those industries. Our approach is to leverage our people's knowledge. Our people are our strength and our teams are at the core of our ability to deliver projects across all sectors of the industry.



Pymont, Grande Bay Estate

WHAT WE STAND FOR



LIFT AS ONE

United under one vision, we work with our clients and project delivery partners to deliver excellence in construction.

We believe that by sharing our knowledge and expertise, we deliver better outcomes, together.

Diversity is an important part of Decode's culture. Decode's flexible working culture values diversity – empowering people to speak-up, contribute, and participate. This diversity of thought brings a wide range of perspectives and experiences to the table, enhancing innovation, creativity and problem-solving.



GO THE EXTRA MILE

At Decode, we go the extra mile in pursuit of quality, better ways of working and to achieve our client's vision.

We embrace innovation, challenge ourselves to unlock value and thrive on change and opportunity. We bring significant expertise not just in construction, but an understanding of how the decisions we make during design impact the construction process and the longer-term asset lifecycle.



COMMIT TO CARE

Decode is a builder that cares. We:

- Invest in the safety and wellbeing of everyone – our clients, our consumers and our teams.
- Our Care4Safety campaign is our internal safety program, creating a strong safety culture on-site and in our offices.
- Care about the impact our actions have on our surroundings and our people
- Remain committed to the projects we have delivered beyond completion, with a dedicated Customer Care team.
- Seek opportunities to contribute to a sustainable future, by embedding green building techniques and materials into our projects.



DELIVER EXCELLENCE

Delivering excellence is the product of our commitment to quality. Excellence requires:

- An unwavering commitment to quality outcomes
- Working with our clients and project partners to achieve a valuable outcome.
- We promise, we deliver.
- Continually challenging ourselves to deliver better incorporating time, cost and quality outcomes.

OUR STORY SO FAR.

2008

Decode's origins go back to 2008 when it was first established by **Founder, Sam El Rihani**.



2012

Decode was awarded 3 live residential projects in the Sydney Metropolitan region in 2010 and in 2012, we delivered our first high-end **luxury residential project** in **Drummoyne** with 11 boutique apartments and private marinas.



2016

Decode joined forces with a number of small business alliances such as formwork, quality, labour hire, structural and civil engineering, tools and equipment hire to **'de-risk' the delivery process**.



2018

Embarked on a **diversification** strategy, focusing on commercial, industrial, sports and education projects.

Recognised with a first-place ranking in the construction industry on the **2018 Australian Financial Review's (AFR) Fast 100 List**, with a revenue of nearly A\$140 million and a three-year **average growth rate of ~150%**.



2019

Pinnacle Miranda was named a finalist in the **2019 Urban Taskforce Awards** for medium density development.

Achieved NSW Government Contractor Prequalification and Best Practice Accreditation for building works valued at **\$1M - \$10M**.

Sam El Rihani is awarded the 2019 CEO Magazine 'Building and Construction **Executive of the Year**'.



2020

Placed in the **Top 30 on the 2020 AFR Fast 100 List** achieving 72% year on year growth FY2015-19.

Completion of \$180M flagship project, **Burwood Grand**.

Wentworth Community Housing completion.

Lofts III was named a finalist in the **2020 Urban Taskforce Awards**.



2021

Industry awards for multiple projects:



Grande, Pyrmont Bay Estate
WINNER Urban Taskforce Australia
FINALIST Master Builders Association of NSW Excellence in Housing Awards



Royal Lifesaving Aquatic Centre, Denistone East
WINNER Master Builders Association of NSW Excellence in Housing Awards: Commercial Pools.

2022

Decode achieved the Office of the Federal Safety Commissioner Accreditation (OFSC).

Further embed sustainability considerations in construction through:

- Commencement of the first 6 Star Green Star Rated Residential Building in NSW - Antara
- Increased leadership in sustainable construction through our Accredited Green Star Professional and LEED Accredited Professional



Decode achieved the iCIRT accreditation.

In 2022, Decode was recognised for following projects:

WINNER Urban Taskforce, Development Excellence Awards, Low Rise Residential Development Metro for **Millard Place, Glebe**

FINALIST Property Council of Australia, Diversity Award.

2023

Decode partners with Thirdi on the \$120M **Dairy Farmers Towers Newcastle** project. This is our first project beyond the Sydney region, marking our first steps into the Northern NSW region.

Decode commences on its biggest master planned development project to date at **Carrington Place, Castle Hill**.

In 2023, Decode was recognised for the following projects:

WINNER Urban Taskforce Australia: Mixed Use Development for **Burwood Grand**

FINALIST Property Council of Australia: Best Mixed Use Development for **Burwood Grand**

FINALIST Property of Council Australia: Best Residential Development for **Grande Bay Estate, Pyrmont**

2024

Decode is set to open our Newcastle office in early 2024.



With a growing pipeline of diversified projects, Decode continues to expand our team for 150+ skilled industry professionals who are dedicated to delivering high quality projects across varied sectors.

AWARDS

Decode has proudly won a number of project and corporate awards, including:

- | | | |
|-------------|--------------------|--|
| 2023 | WINNER | Burwood Grand
Urban Taskforce Australia: Mixed Use Development |
| | FINALIST | Burwood Grand
Property Council of Australia: Best Mixed Use Development |
| | FINALIST | Grande, Pyrmont Bay Estate
Property Council of Australia: Best Residential Development |
| 2022 | WINNER | Millard Place, Glebe
Urban Taskforce Australia: Low-rise Residential Development Metro |
| 2021 | WINNER | Royal Lifesaving Aquatic Centre, Denistone East
Master Builders Association of NSW Excellence in Housing Awards: Commercial Pools, Open Price Category |
| | WINNER | Grande, Pyrmont Bay Estate
Urban Taskforce Australia: Low-rise Residential Development |
| | FINALIST | Grande, Pyrmont Bay Estate
Master Builders Association of NSW Excellence in Housing Awards: Town Houses or Villas / Dual Occupancy, \$2 million & over |
| 2019 | FINALIST | Pinnacle Miranda
Urban Taskforce Awards medium density development. |
| | WINNER | CEO Magazine, Building and Construction Executive of the Year awarded to our Founder and Chairman Sam El Rihani. |
| 2018 | FIRST PLACE | Australian Financial Review (AFR) Fast 100 List: Construction Industry |



2

WHAT WE DO





WE INVEST IN INDUSTRY EXPERTS.
WE HAVE BUILT EXPERIENCED
AND KNOWLEDGEABLE TEAMS,
PROVIDING US WITH THE CAPABILITY
TO DELIVER OUTSTANDING PROJECTS
IN ALL INDUSTRY SECTORS.

Decode's team of professionals can assist clients with cost planning, estimating, design, project planning through to construction, commissioning and handover. We can deliver projects under a variety of methods including design and construct, construction management and lump sum contracts.

Our priority is to provide a unique service to our clients and stakeholders, built on relationships of trust, loyalty and commitment. In each industry sector, Decode invests in experts who have extensive experience in those industries.

Our approach is to leverage our people's knowledge. Our people are our strength and our teams are at the core of our ability to deliver projects across all sectors of the industry.

OUR SECTORS

Decode's teams have delivered a wide range of projects and our capabilities span across all sectors of the industry. With each project, we leverage the experience gained to extend our expertise and improve our performance.

The Decode delivery process follows a 'de-risk' philosophy through partnerships and alliances with key consultants, subcontractors and suppliers. Long term and lasting relationships built with these firms ensure we consistently deliver quality projects within budget and on time.



AGED CARE



INDEPENDENT LIVING



SOCIAL AND AFFORDABLE HOUSING



STUDENT ACCOMMODATION



MIXED-USE RESIDENTIAL



EDUCATION



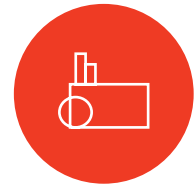
HOTEL AND HOSPITALITY



BUILD-TO-RENT



COMMERCIAL



INDUSTRIAL



SPORTS AND AQUATICS



RETAIL



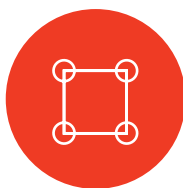
SOCIAL INFRASTRUCTURE

OUR CAPABILITIES



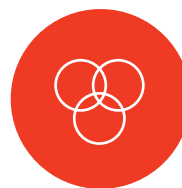
PRE-CONSTRUCTION

Our Pre-Construction team is a culmination of industry experts in the fields of design, cost planning, value engineering, procurement and project delivery planning.



CONSTRUCTION PLANNING

Our highly experienced team understand that construction planning is the key to a projects success.



VALUE ENGINEERING

Our in-house engineering department performs detailed peer review for our projects.



CONSTRUCTION DELIVERY

All of our project teams consist of professionals focused on management, accountability, quality and commitment, to achieve the best outcomes for our clients.



SAFETY

Safety First at Decode is our first priority, ensuring a safe working environment for our project team, subcontractors, clients and the public.



QUALITY CONTROL

We have a dedicated Quality Assurance team that regularly monitors all of our project sites.



POST CONSTRUCTION

We offer expertise in the transitional phases of each project, starting prior to project completion, leading into project handover and thereafter during the statutory warranty period.



CUSTOMER CARE

Our Customer Care team provides ongoing customer support and building facilities maintenance. We have a strong network of reliable partners including consultants and subcontractors.



3

OUR COMMITMENT

EVERY PROJECT WE DELIVER ALLOWS US TO DEMONSTRATE OUR COMMITMENT TO BEING A RESPONSIBLE BUSINESS.


Our priority is to provide a unique service to our clients and stakeholders, built on relationships of trust, loyalty and commitment. In each industry sector, Decode invests in experts who have extensive experience in those industries. Our approach is to directly inherit the hands-on knowledge which has been gained by our people. Our people are our strength and our teams are at the core of our ability to deliver projects across all sectors of the industry.





**YOUR ICIRT GOLD
STAR RATED PARTNER**

decodegroup.com.au




Australian Government
Department of Employment and Workplace Relations
Office of the Federal Safety Commissioner


The Federal Safety Commissioner
certifies that

Decode Sydney Pty Ltd

having met the requirements of the
Australian Government building and
construction WHS Accreditation Scheme,
is hereby awarded accreditation from
28 October 2022 until 27 October 2025.



David Denney
Federal Safety Commissioner



Accreditation number: 678

DESIGN AND PRACTITIONERS ACT

At Decode, we provide our clients with assurances and full commitment in line with the latest legislative changes affecting the process of design and construction in NSW.

RESIDENTIAL APARTMENT BUILDINGS (RAB) ACT 2020

This act gives the NSW Building Commissioner the power to enter construction sites, demand the project's documents, inspect, and order to open up construction to check that construction is compliant. It also gives them the ability to stop work and prevent the Occupancy Certificate (OC) being issued.

At Decode, our site teams are equipped with the necessary tools to perform the site checks that the inspectors perform. We updated and upgraded our site filing systems in order to meet the new requirements.

We are partnering with more specialised consultants from the early stages of any project to provide the professional advice, compliant designs and do specific site audits for structure, building envelope, passive and active fire systems, services and waterproofing. We have a consistent approach to completing our internal training regime for Project Managers, to keep them up to date with all the requirements of the Act.

Decode's Design and Quality managers perform scheduled site audits on all the projects, from initial start-up until project close out.

DESIGN AND BUILDING PRACTITIONERS (DBP) ACT 2020

This Act is currently issued for Class 2 buildings and will be rolled out to other classes in the following years. We commenced implementing the requirements of the Act not only for Class 2, but also systematically for all other classes of building to ensure an all-encompassing approach. We are following the "whole requirements" related to the new registration scheme and providing the necessary courses to all site staff.

In terms of design, we are also training our teams for the new approach which is to finalise the detailed design in one single construction certificate. This is the requirement as of June 2022 and Decode Group has updated all their processes and templates internally to be ready in advance.

OUR ACCREDITATIONS



SAFETY

Decode is committed to health and safety in every aspect of our work. We strive to protect our workforce, subcontractors, clients, the public and anyone affected by our works at all times. We will never stray from our ultimate target that everyone returns home safely every day.

We use a comprehensive health safety and environment (HSE) management system, which links with HSE site management plans, risk assessments and safe work method statements implemented through all business units and across all projects. Our HSE management system meets all legislative and regulatory requirements and complies with all national and industry codes of practice. We deliver every project with a safety management system which is third-party certified to ISO 45001:2018. Safety First at Decode is always our aim, ensuring a safe working environment for our subcontractors, project team, clients and the public.

Decode achieved The Office of the Federal Safety Commissioner (OFSC) accreditation in June 2021.



ENVIRONMENT

Environmental protection and climate change are among the greatest challenges we face, both as a society and a business. Decode's ambition is to position sustainability at the heart of what we do and in the solutions we provide to our customers.

We strive to deliver environmentally sustainable buildings by working with our clients, consultants, and subcontractors early in the process. Our teams work proactively by assessing a building's entire life-cycle and collaborate to develop design, material, purchasing choices and construction methodology to minimise environmental impacts. To ensure that we assess and manage our environmental impact, an Environmental Management Plan is developed at the beginning of every project. As a part of this document, all project specific environmental management requirements are identified and documented using an Environmental Aspects and Impacts Register.

Our Environmental Management System (EMS) is in accordance with ISO 14001. We ensure that all activities performed are compliant with environmental legislation and regulations by conducting regular third-party audits of the Environmental Management System and its implementation across our projects and company.



QUALITY

Quality at Decode focuses on the systems, technology, tools and expertise that support our teams in delivering high-quality project outcomes from the first day, and ultimately lead to our projects being handed over on time and on budget, always to a high standard and defectfree.

Our Quality Management System, certified to ISO 9001:2015, underpins all aspects of our business operations. As every project is unique, we begin by defining the specific quality outcomes and build these in to the project QMS. The project team communicates these to stakeholders, keeping it in sight throughout delivery. Regular Audits are undertaken to assess all aspects of compliance and we apply a survey program to measure client and stakeholder satisfaction against KPIs. A key aspect of our QMS is the support of innovation and improvement – in solutions, technologies and construction methods.

CUSTOMER CARE.

WE TRANSFORM CUSTOMER EXPERIENCES.

We believe the key to customer care is maintaining a prompt, informative and transparent dialogue with our clients throughout the finalisation, handover and post completion phases of construction.

Our team pillars of communication, collaboration and planning ensure exceptional customer service, which in turn ignites client confidence, leading to lasting relationships.

Our Customer Care team offer their extensive expertise in the transitional phases of each project, starting prior to project completion, leading into handover and thereafter during the statutory warranty period.

Specialising in customer service excellence, our team comes fully equipped with a strong network of reliable partners including consultants and subcontractors. Our clients are confident that we are able to provide a range of solutions to assist in the resolution process for any outstanding matters.



OUR VALUES.



LIFT AS ONE

United under one vision, we work with our clients and partners to deliver excellence.



GO THE EXTRA MILE

We challenge ourselves to go above and beyond in pursuit of quality and to achieve our client's vision.



COMMIT TO CARE

We are committed to sustainability & customer care and above all, the safety and wellbeing of our clients, partners and teams comes first.



DELIVER EXCELLENCE

We promise, we deliver. We always strive to produce the best possible outcomes for our clients with no compromises.



The Glenmore, Glebe

“ DECODE AND THEIR TEAM HAVE DEMONSTRATED THEIR CAPABILITIES, TECHNICAL EXPERTISE, MANAGEMENT SKILLS AND AN ALWAYS COLLABORATIVE APPROACH IN THE DELIVERY OF THIS PROJECT.

DMW MANAGEMENT SERVICES



4

OUR EXPERIENCE



OUR EXPERIENCE

With over 33 projects delivered in the Greater Sydney area and a number of recent projects recognised with industry awards, Decode brings a reputation for reliability, quality and proven delivery.

A key part of our success is that we invest in industry experts. We have built experienced and knowledgeable teams, providing us with the capability to deliver outstanding projects in all industry sectors. Our team of professionals can assist clients with cost planning, estimating, design, project planning through to construction, commissioning and handover. We can deliver projects under a variety of methods including design and construct, construction management and lump sum contracts.

SYDNEY
PROJECTS
FOOTPRINT

BURWOOD GRAND

Burwood Grand was a development feat for Decode. It's an incredible landmark marrying high quality living spaces and interconnected landscaped gardens and commercial, retail and public domain areas.

The 11-storey, 19-storey and 24-storey towers house an incredible 498 one, two and three bedroom apartments, 16 retail spaces, council chambers and four levels of basement parking, all to a premium finish.

This project demonstrated the capability, drive and collaborative skills of the Decode team. Specialist input was provided when modifications to the existing design were requested, including the service design and requirement of three additional floors to one of the towers. One of the unique features of the Burwood Grand site was the heritage listed Masonic Temple located on the site.

To protect this structure, the team needed to take care in the excavation for the new development to avoid damage to the heritage structure. The façade for the template was

retained, with heritage tiling thoughtfully and deliberately spread through the common landscaped areas of the development.

WINNER: 2023 Urban Taskforce - Mixed Use Development

FINALIST: 2023 Property Council of Australia - Award for Best Mixed Use Development

LOCATION: Burwood

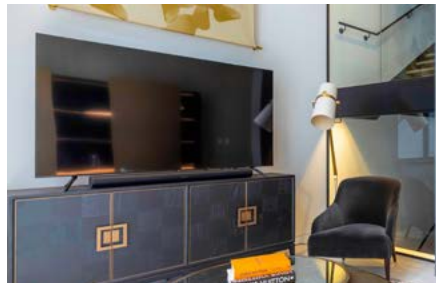
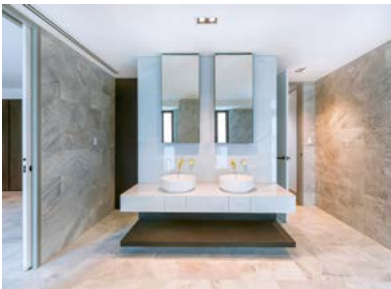
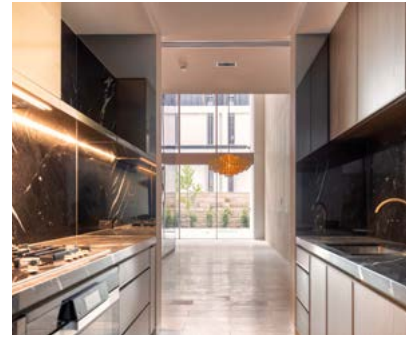
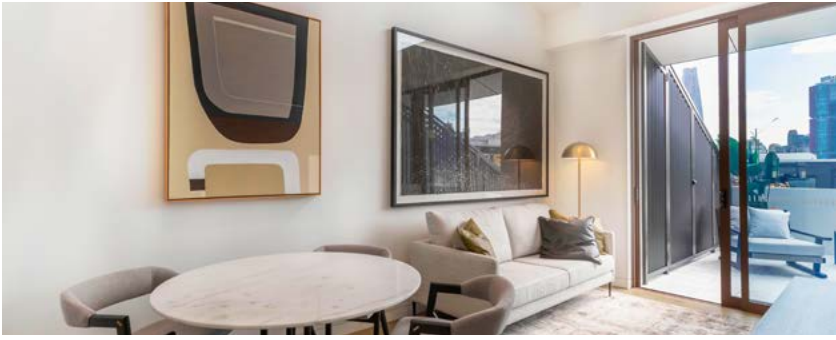
COMPLETED: February 2020

CONTRACT: Design & Construct

ARCHITECT: Kann Finch

PROJECT VALUE: \$180M





GRANDE, PYRMONT BAY ESTATE

This development comprises 11 unique and luxurious high-end terraces. Located behind the heritage-listed Terminus Hotel on Harris Street, the result of a partnership between Decode and TWT Property Group will reflect the amalgamation of art, inspiration, and architecture to create luxury living amongst some of Sydney's oldest heritage buildings. Renowned international contemporary artist Maria Fernanda Cardoso has been commissioned to create bespoke art for this development utilising rare "yellow gold" sandstone that was harvested from the site. A number of the harvested sandstone blocks have also been incorporated as an exposed feature in the design of the terraces.

FINALIST - 2023 PCA, Innovation & Excellence Award for Best Residential Development

WINNER - 2021 Urban Taskforce Australia: Low rise Residential Development

FINALIST -2021 MBA NSW Excellence in Housing awards: Townhouses or Villas: \$2m or over Residential Development

LOCATION: Pyrmont

COMPLETED: December 2020

CONTRACT: Design & Construct

ARCHITECT: Team2 Architects

VALUE: \$50M

MILLARD PLACE, THE TERRACES

WINNER: 2022 Urban Taskforce
Australia: Low-rise Residential
Development Metro

LOCATION: Glebe

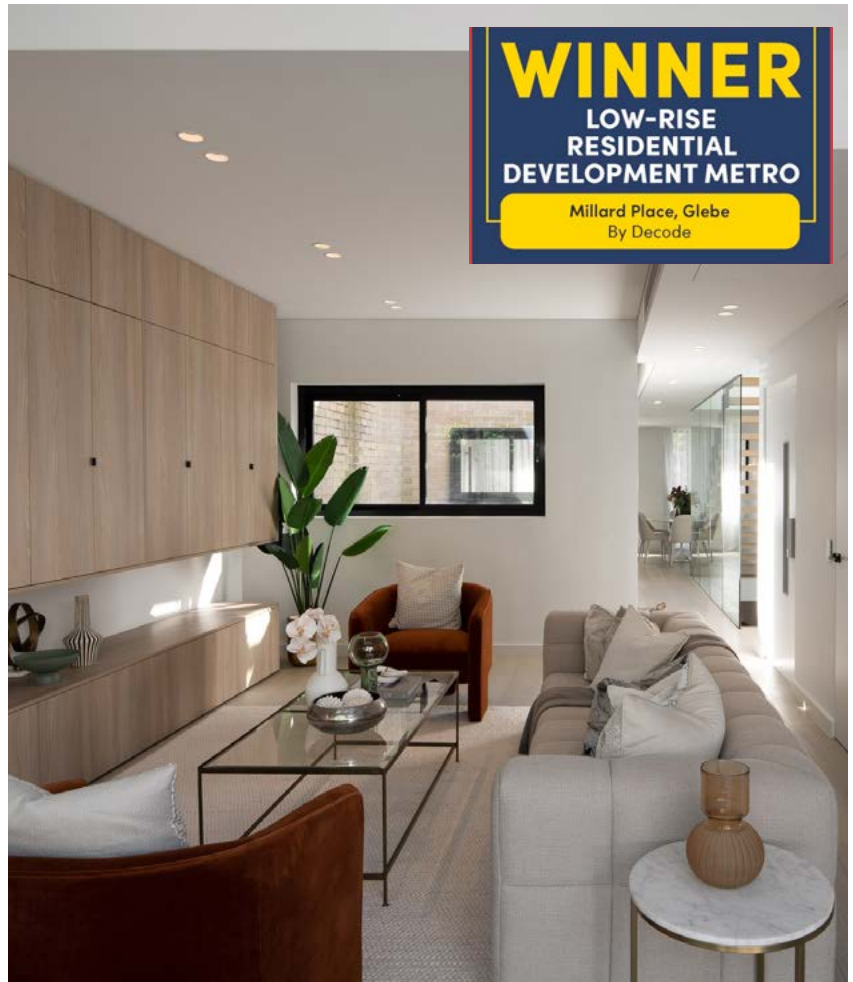
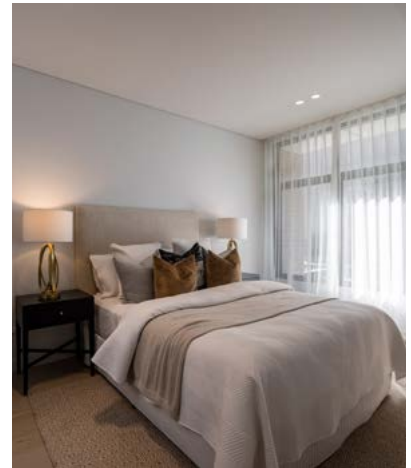
COMPLETED: June 2021

PROJECT VALUE: \$18M

ARCHITECT: WMK Architecture

This 2,034sq metre site in one of Sydney's most desirable locations will feature 15 luxury residential terraces spread across 3 levels, and include a beautifully landscaped central atrium filled with natural light, residential lift, feature stairs and parking in the rear of the complex.

The development is situated in the prime location of Glebe, enjoying close proximity to the CBD, walking distance to Sydney's leading universities and well positioned to take advantage of the upcoming rejuvenation of White Bay and the Fish Market precinct, expected to become a hub of enterprise, activity and beautifully crafted spaces.



ANTARA LIVING, SYDNEY OLYMPIC PARK

Antara Living when completed will be the new crown jewel in the Sydney Olympic Park residential precinct. Aiming for the maximum 6-star Green Star rating under the Green Building Council of Australia (GBCA) rating system, its 125 apartments will seamlessly blend style, liveability and sustainability. From the interior spaces purpose designed to foster community connection to the meticulously selected sustainable materials being used, Antara Living makes no compromise on its mission to deliver the defining sustainable modern living experience. Decode is proud to partner with Austino to build this ground-breaking 6 star Green Star project.

LOCATION: Sydney Olympic Park

COMPLETION: Ongoing

CONTRACT: Design & Construct

ARCHITECT: PTW Architects

PROJECT VALUE: \$48.6M



MICRO UNITS COMPLEX

This project is located at 42 Chapel Street, St Marys, and features 16 self-contained boarding house units with a common area. Decode collaborated with Stanton Dahl Architects to design and construct spaces that are safe and well-designed for older, single women who are most at risk of homelessness.

Decode ensured that each unit was constructed with robust materials: kitchens joinery with integrated designs, bathrooms adapted to be accessible if required, and rooftop solar installation to provide energy efficiencies.

This complex aims to alleviate the undersupply of social and affordable housing in Western Sydney. Decode Group is proud to collaborate with Link Wentworth on this project

and help create spaces that make a difference to the community in which we live.

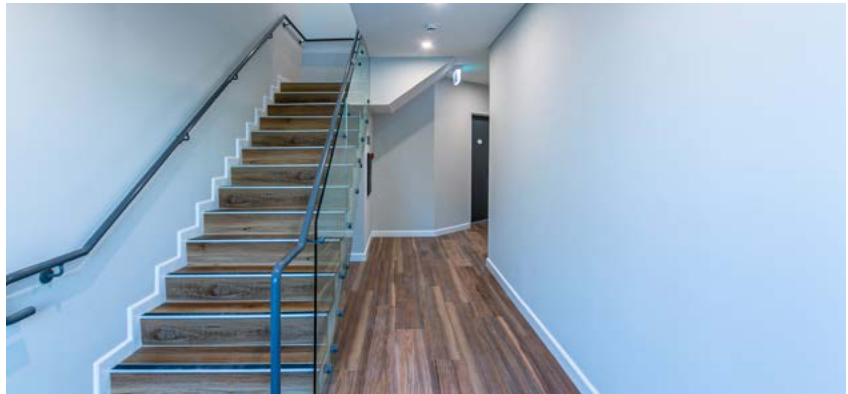
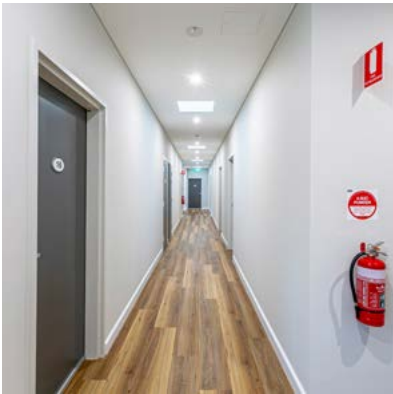
LOCATION: St Mary's

COMPLETED: September 2020

CLIENT: Link Wentworth

ARCHITECT: Stanton Dahl

PROJECT VALUE: \$5M





AL FAISAL COLLEGE, AUSTRAL - STAGE 1 - MULTI PURPOSE HALL

Decode has been engaged to deliver the first of a multi-staged masterplan development for the Al Faisal College, Austral Campus. Al-Faisal College's new \$275 million master plan for its Austral campus will create places for more than 5000 students over the next 20 years. The plan includes an upgrade of the current primary school site at Austral and a new secondary school across the road at 80 Gurner Avenue.

LOCATION: Austral

COMPLETED: January 2023

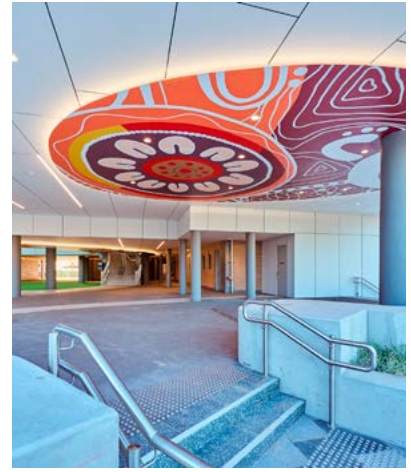
CLIENT: Al Faisal College

ARCHITECT: PMDL Architecture

VALUE: \$13M

The Multi Purpose Hall is the first stage of the vision to be delivered. It will consist of the following:

- Multi Purpose Hall : 2 Basketball Courts with performance, gymnasium.
- Carpark / Basement: 1 Basement Carpark consisting of 158 parking spaces.
- Open Areas: Concrete hall forecourt, paved area, public spaces and community amenities.



AL FAISAL COLLEGE, AUSTRAL - STAGE 2 - ADMINISTRATION & LEARNING HUB

Al Faisal College is an independent co-educational school established in 1998 to provide high quality education that fosters the students' spiritual, moral, social, and intellectual development and leadership.

As part of Al Faisal College's new \$275M masterplan development for the Austral campus which will create opportunities for more than 5,000 students over the next 20 years, Decode was engaged to deliver Stages 1 and 2.

When we set out to construct Stage 2 of Al Faisal College Austral, our goal was to build more than just a set of classrooms and a library. We aimed and succeeded at bringing to life an ambitious vision of modern education. With state of the art technological inclusions, sustainable materials, indigenous design and uncompromising finish, the new Administration and Learning Hub at Al Faisal Austral sets the bar for a quality education facility and we are proud to see it in action today empowering the education of stu-

dents now and far into the future.

Stage 2 - Administration and Learning Hub comprises of the following scope:

- Public Spaces and Community Amenities,
- Demolition and restructure of existing building areas,
- Building new classrooms,
- Group seminar rooms,
- Home-base rooms,
- Multi-Purpose Library

LOCATION: Austral

COMPLETION: December 2022

PROJECT VALUE: \$10M

ARCHITECT: PMDL

IRIS HOTEL, HOMEBUSH

LOCATION: Homebush

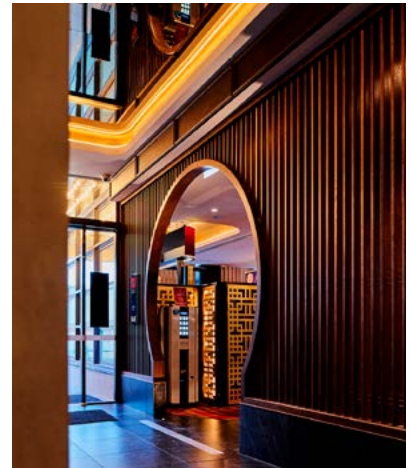
COMPLETED: April 2023

CONTRACT: Design & Construct

CLIENT: IRIS Capital

VALUE: \$24.3M

A multi-use development featuring 63 residential units, 3 basement levels and a ground floor pub/hotel. Located in the center of the bustling inner west suburb, Homebush Hotel is poised to become a key local touchpoint to relax with friends and family whether its family dining at the Bistro or watching a game with friends over a beer. We look forward to seeing the community embrace the pub as a place to experience great and better company alongside local entertainment. The residential units are premium apartments situated at the heart of Homebush with convenient commute via train station less than 6 minutes' walk away.



3 DISTILLERS PLACE, HUNTINGWOOD

Decode Group successfully completed the industrial warehouse refurbishment for our client Mapletree.

Located in the well-established Western Sydney industrial precinct of Huntingwood, this project included building a quality warehouse office space, installing overhead cranes with up to 15T lifting capacity and upgrade of various amenities to create a more functional and efficient workspace for the client and their tenant TRS Services.

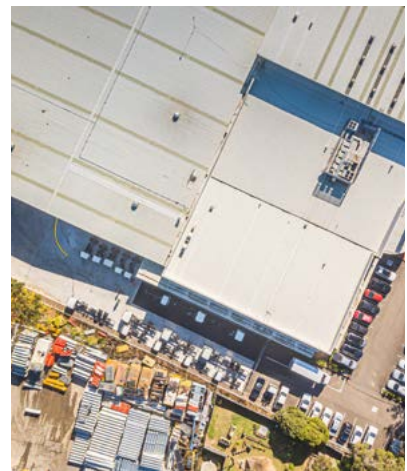
LOCATION: Huntingwood

COMPLETED: June 2020

CLIENT: Mapletree

ARCHITECT: Nordon Jago

PROJECT VALUE: \$3.8M



ROYAL LIFE SAVING AQUATIC CENTRE

Decode Group has partnered with Royal Life Saving NSW, who is leading the way in water safety, swimming and lifesaving education across Australia. We are working closely with our key stakeholders including Gibbon Hamor & Associates as appointed architects and project managers and Schools Infrastructure to ensure seamless delivery.

This new aquatic centre will include state of the art pool water filtration systems with ancillary facilities to be used as a communal "Learn to Swim" Centre. The project will include a new foyer, reception area, administration, staff amenities, first aid room, change rooms and training facility.

This highly intricate process of installation of the key materials for the roof involved supplying and installing 35 tonnes of Structural Steel including for beams, columns along with a complete Ancon Tension System Assembly, imported from the United Kingdom. Each of the timber glulam beams weigh 1.5T and form as part of the feature to the pool hall ceiling and acts as the main support for the roofing panels. They were lifted into position with the use of a 55T mobile crane and fixed through the pre-cut slots into the structural steel columns. These beams drop down into connected timber glulam columns affixed to concrete finished footings that are tied into the main ground floor slab and pool shell.

The pool will cater for the students at Denistone East Public School during school hours and then be open to the public as a swimming teaching facility out of hours and during weekends. An excellent example of a public/private partnership.

WINNER: 2021 MBA Awards - Excellence in Pool Awards

LOCATION: Denistone East

CLIENT: Royal Life Saving Australia & NSW Department of Education

ARCHITECT: Gibbon Hamor

PROJECT VALUE: \$6M



KENSINGTON STUDENT ACCOMMODATION

Decode has been engaged by Accord Property to design and construct the \$30M purpose-built student accommodation located at 4-18 Doncaster Avenue, Kensington. The four level development will have 259 beds, with room configurations including single studio rooms, twin shares and cluster accommodation with shared living areas.

The development will foster an enriching student based community through various communal areas and shared facilities including collaborative study areas and meeting spaces, recreational lounge rooms, games areas, a gym, outdoor terrace and barbecue space.

Other features include a reception area, basement parking and communal kitchens and laundry.

This purpose-built facility will provide modern, quality and vibrant community based accommodation for UNSW students.

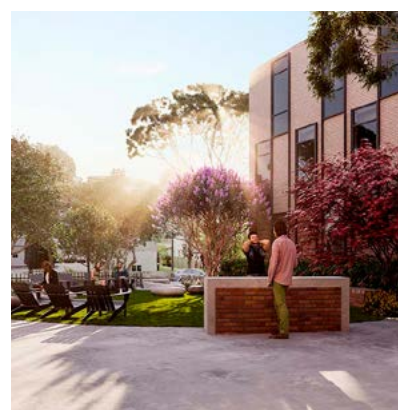
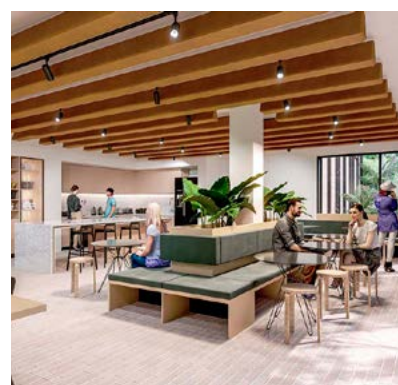
LOCATION: Kensington

PROGRESS: In construction

CLIENT: Accord Property

ARCHITECT: Hayball

PROJECT VALUE: \$30M



A modern kitchen interior with a red overlay. The scene features a long, light-colored countertop with a curved edge and a stainless steel faucet. A wooden island with a vase of tulips and a small bottle sits on the counter. In the background, there are wooden cabinets, a dining table with chairs, and large windows looking out onto a garden. The ceiling has several cylindrical pendant lights.

5

CORPORATE SOCIAL RESPONSIBILITY

DIVERSITY AND INCLUSION

DIVERSITY

At Decode Group, we pride in having 23 nationalities within our workplace. We believe Cultural Diversity has always been one of our greatest strength. We consider workplace diversity to drive organisational metrics like financial performance, creativity, innovation, decision-making, employee satisfaction and engagement, collaboration and safety.

FLEXIBLE WORK CULTURE

It is known that creating a flexible working culture that has leadership support and robust internal infrastructure is key to retaining talent, increasing employee tenure, and positioning your organisation as an employer-of-choice.

At Decode, a flexible working culture is one that caters to consider various perspectives and requirements of team members that are diverse in nature. By valuing diversity, people are more likely to speak-up, contribute, and participate. This diversity of thought helps to bring an array of perspectives to the table, enhancing innovation, creativity and problem-solving.

INCLUSION

Decode is a Diversity & Inclusion (D&I) Committee Member at the Property Council of Australia. Along with its peers in the industry, we do our bit in driving a healthy mindset across initiatives such as Cultural, Ability, Gender, Age, LGBTQ, Reconciliation and Sexual Harassment.

Inclusive leadership is the backbone in delivering a successful D&I Culture at Decode. We characterise "inclusive leadership" by treating everyone fairly, regardless of their differences, accepting and embracing people who are different from you, being aware of your own biases and inclinations, making a conscious effort to consider and leverage the unique thinking of diverse individuals, leading to more robust decision-making.

It is these leadership behaviours that ultimately create a psychologically safe workplace. By embodying the traits of inclusive leadership individuals can operate even more effectively within diverse markets, form better relationships with diverse customers, enhance decision-making, and generate more varied and unique ideas.

ECOLOGICAL SUSTAINABLE DEVELOPMENT

OUR APPROACH TOWARDS SUSTAINABILITY

Decode fully embraces sustainable design and seeks to reduce negative impacts on the environment and the health and comfort of building occupants, thereby improving building performance. The basic objectives of sustainability are to reduce consumption of non-renewable resources, minimise waste and create healthy, productive environments.

Sustainable design principles include the ability to:

- Optimise site potential
- Minimise non-renewable energy consumption
- Use environmentally preferable products
- Protect and conserve water
- Enhance indoor environmental quality
- Optimise operational and maintenance practices

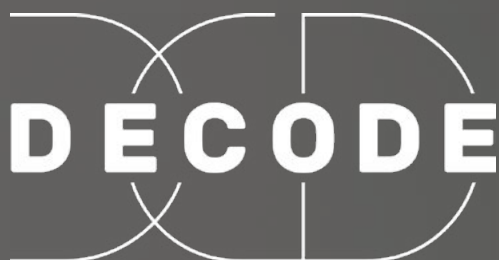
Utilising a sustainable design philosophy encourages decisions at each phase of the design process that will reduce negative impacts on the environment and the health of the occupants, without compromising the bottom line. This is an integrated, holistic approach that encourages both compromise and trade-offs.

Such an integrated approach aims to positively impact all phases of a building's life-cycle, including design, construction, operation and decommissioning.

CORPORATE GOVERNANCE

Decode is committed to the highest standards of corporate governance and ethical conduct, recognising it is an essential part of our responsibility to our stakeholders.

Through our commitment to these standards, Decode has developed a robust framework to ensure all our objectives are met, risks are monitored, assessed and managed, and performance is optimised.



DECODE

+61 2 9695 1778
info@decodegroup.com.au
Level 8, 52 Alfred Street
Milsons Point NSW 2061