

**Aldar Properties PJSC –
Diversity & Inclusion Policy**



PURPOSE

Aldar's purpose is to create a business culture where diversity and inclusion (D&I) is at the center of everything we do, and where the concept of diversity and inclusion drives the way we operate, collaborate, innovate, and grow. Diversity and inclusion is bringing together a range of human dimensions and harnessing this variety to create a human-centric environment in which every individual feels engaged, valued, and encouraged. Our human capital is the most valuable asset we have.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and the talent that our employees bring to their work represents a significant part of not only our culture, but our reputation and the company's achievement, as well.

We embrace and encourage diversity in age, ethnicity, family or marital status, gender, language, country of origin, physical and mental ability, race, religion, socio-economic status, and other characteristics that render our stakeholders varied and robust. We have recognized that having diverse and inclusive teams within the organisation can drive better decisions, innovation, profitability, and has a positive impact on the performance of the organisation. Such a culture permits to be better positioned to address the evolving needs of the market and changing demands of customers, thus, impacting the organisation's ability to successfully engage and compete on a global scale. This is not just about compliance with law, it is about creating a truly diverse working environment and workforce.

This Policy has been written to set the governing principles for all stakeholders at Aldar to practice diversity and inclusion in compliance with the applicable regulations, international standards, and best practices.

COMMITMENTS

AWARENESS

- Aldar is committed to requiring all employees to attend and complete an annual diversity and inclusion awareness training.
- Aldar is committed to running periodic diversity and inclusion campaigns.
- Aldar is committed to communicating diversity and inclusion strategy, including initiatives, actions, and results with internal and external stakeholders.

TALENT

- Aldar is committed to including diversity and inclusion practices in recruitment and selection, compensation and benefits, professional development and training, transfers, social and recreational programmes.
- Aldar is committed to creating and implementing professional development agendas, as well as retention strategies of under-represented talent (career planning, mentoring, sponsoring and an Emiratisation development programme).
- Aldar is committed to advocating the work-life balance through flexible working schedules to accommodate employees' varying needs.

BUSINESS

- Aldar is committed to building a culture in which all employees feel they can freely express themselves within the workplace in a respectful manner.

- Aldar is committed to implementing robust policies and programmes that support and embrace diversity and inclusion across all divisions of the organization.
- Aldar is committed to maintaining and enhancing present plans to engage leaders in leveraging the value of implementing diversity and inclusion strategies into their operations.
- Aldar is committed to embedding diversity and inclusion aspects in the design and management of our assets.
- Aldar is committed to conducting internal surveys to get deeper insights on staff's perception of diversity and inclusion. These insights assist in proposing recommendations to the diversity and inclusion strategy and framework.

MARKET

- Aldar is committed to promoting respectful communication and cooperation internally and externally.
- Aldar is committed to embedding diversity and inclusion aspects in the marketing and advertising of our products.
- Aldar is committed to fostering a sense of community and belonging by building connections with diverse individuals and supporting resource groups.
- Aldar is committed to operating a successful Emiratisation strategy that is underpinned by evolving values to enhance local representation and equip local talent.

OWNERSHIP

The Management Committee at Aldar is responsible for the implementation of this policy. Operationally, the ownership of this policy lies with the People, Culture & Performance team at Aldar Group (including Corporate, Segments and Subsidiaries).