

**Aldar Properties PJSC –
Sustainability Policy**



PURPOSE

Aldar is a leading real estate developer and manager in the United Arab Emirates. Our sustainability goal is to create a business culture where sustainability is at the heart of everything we do, and where the concept of sustainability informs the way we operate, collaborate, innovate, and grow.

Our vision is to operate and manage our company in a way that enables positive environmental and societal outcomes whilst continuing to generate business growth and deliver value to all our stakeholders. At Aldar, sustainability is about creating shared value for all stakeholders in the long-term. We hold ourselves accountable to operate responsibly and efficiently and play a leading role in implementing sustainability practices across our value chain. Our sustainability commitment is aligned with United Arab Emirates priorities and strategies for sustainability as well as with the global Sustainable Development Goals (SDGs).

To ensure Aldar's sustainability ambitions are met, Aldar has identified the following 4 pillars that will support the delivery of its sustainability goals.

- **Economy** - Aldar endeavours to contribute to a thriving economy through stable, responsible, and diversified growth. This is enabled by applying the highest standards of governance, ethics, and accountability – and supported by optimised, innovative operations.
- **Community** - We believe Aldar is one member of a wider community and we put the priorities of the other community stakeholders at the heart of our decision making. Our heritage is rooted in trusted government and community partnerships that support sustainable, healthy, and inclusive communities.
- **People** - We work to attract and retain the best talent through a culture of inclusion, growth and empowerment. We are dedicated to offering safe, healthy, and fair working conditions for all employees and contract workers in line with international best practice.
- **Environment** - We practice proactive and responsible environmental stewardship throughout the lifecycle of our assets, including in the supply chain. Operating in a climate-sensitive region, carbon reduction is a key priority, and we aspire to be Net-Zero.

In respect of each identified pillar, Aldar will define the most critical business and stakeholder issues, measure its performance in relation to each and document the findings within Aldar's annual sustainability report.

This Policy has been written to set the governing principles for how Aldar sustainability activities are to be considered.

COMMITMENTS

- Aldar is committed to engaging with internal and external stakeholders to address their priorities and create shared value.
- Aldar is committed to defining the governance structure for sustainability management within Aldar and its subsidiaries.
- Aldar is committed to understanding, measuring, and managing the positive and negative environmental, social, and economic impacts that the business has on the society.
- Aldar is committed to ensuring the health, safety, wellbeing, and development of our people, while promoting diversity and equal opportunities.
- Aldar is committed to managing climate change impacts through sustainable initiatives.

- Aldar is committed to managing the supply chain responsibly.
- Aldar is committed to contributing to the sustainable development of the communities in which we operate.
- Aldar is committed to promoting transparency in reporting on impacts, achievements, and progress against our sustainability targets.

OWNERSHIP

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