

**Aldar Properties PJSC –
Human Capital
Development Policy**



PURPOSE

Aldar's Human Capital Development Policy encapsulates Aldar's commitment to ensure that Aldar employees are granted appropriate rights and privileges to properly empower them and facilitate the organisation's smooth and productive operation. Through this policy, Aldar aims to increase employee satisfaction and improve productivity. Furthermore, Aldar extends its commitment to continuing to seek and acquire talented professionals by providing appropriate incentives to foster employee loyalty and retention.

COMMITMENTS

- Aldar is committed to implementing a recruitment strategy based on qualifications, experience and competency to avoid any discrimination.
- Aldar is committed to offering training programmes for People of Determination to enable them to develop the necessary skills required to perform their duties.
- Aldar is committed to implementing induction programmes for all new recruits along with wider departmental inductions, as necessary.
- Aldar is committed to providing 'on-the-job' and 'off-the-job' training for employees to augment their professional skills, leading to improved productivity of the organisation.
- Aldar is committed to increasing the learning opportunities available to every employee, by offering skill development and technical training for all.
- Aldar is committed to offering graduate programmes for UAE nationals.
- Aldar is committed to conducting periodic internal employee engagement surveys to evaluate employee experiences and to ensure Aldar can attract, retain, and develop employees and identify area of improvement.
- Aldar is committed to evaluating employee performance through an objective and transparent performance management system, where employees set smart objectives. Upon the achievement of the set objects, Aldar offers top performers rewards and further incentives.
- Aldar is committed to implementing a remuneration system consisting of a compensation structure developed by benchmarking against local and international peers.
- Aldar is committed to providing benefits to its employees, such as medical insurance to staff and their dependents, annual performance bonuses, end of service benefits for expatriates, retirement provisions for nationals, parental leave, disability and invalidity coverage, life insurance, 30 working days annual leave and education allowance for staff.
- Aldar is committed to retaining talented professionals by offering career progression and succession plans. Aldar provides its employees with an interactive digital experience where employees can enhance their chosen skillsets.
- Aldar is committed to incentivising employees participate in innovative initiatives across the organisation. Incentives offered with regards to innovation are described in Aldar's Innovation Management Policy. Aldar also promotes non-monetary incentives such as monthly announcements relating to outstanding performers across different divisions; non-monetary incentives are also linked to the performance management system.

- Aldar is committed to operating a Long-Term Incentive Plan (LTIP) to align the interest of its C-level, Executive Directors, and other selective Directors, with the company's overall performance.
- Aldar is committed to ensuring employee confidentiality in accordance with UAE laws and regulations.
- Aldar is committed to offering necessary support to its employees through a grievance mechanism that addresses the various concerns of employees. Additionally, Aldar has also developed a whistleblowing policy and ensures that this option can be accessed by any employee regardless of their position at the organisation.

OWNERSHIP

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