



Aldar Properties PJSC

Board Diversity Policy



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INTRODUCTION:

A diverse board permits access to a varied set of competencies and experiences that can be drawn upon in addressing a company's challenges, opportunities, and risks. Adhering to principles governing the fair nomination and selection of Board Members, Composition of the Board of Directors and Responsibilities, is Aldar Properties PJSC's Board Diversity Policy's foremost intent.

OBJECTIVES:

Aldar Properties PJSC is committed to facilitating a Board of Directors that is diverse in gender, age, cultural and educational background, ethnicity, nationality, professional experience, skills, knowledge, length of service, and the legitimate interests of the Company's principal shareholders.

SCOPE:

The Board Diversity Policy applies to Aldar Properties PJSC and its subsidiaries. Aldar Properties PJSC encourages its business partners to uphold the principles in this Policy and to adopt similar policies within their businesses to ensure the smooth functioning of their workplace.

POLICY COMMITMENT:

To fulfill the requirements of the Board Diversity Policy, Aldar Properties PJSC pledges to follow International and National regulations to be able to achieve the organization's sustainable goals and objectives. alluding

- Aldar Properties PJSC ensures that their board nomination process is inclusive of factors such as gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and length of service.
- In identifying suitable candidates for appointment to the Board, Aldar Properties PJSC will consider candidates based on necessary skills, knowledge, and experience against objective criteria. The ultimate decision will be based on merit with due regard for the benefits of diversity on the Board.
- Aldar Properties PJSC ensures that its Board of Directors is composed of a diverse group who work in unison.
- Aldar Properties PJSC is committed to promoting a gender diverse board. Aldar Properties PJSC is currently compliant with the requirement of the United Arab Emirates Securities and Commodities Authority (SCA) which stipulates that all companies listed on the Abu Dhabi Securities Exchange (ADX) need to appoint at least one woman to the Board of Directors.
- Aldar Properties PJSC acts in accordance with the Commercial Companies Law, UAE Federal Law No. 2/2015 which stipulates the condition that the Chairman and majority of the Board Members have to be UAE nationals.
- Aldar Properties PJSC is committed to reviewing the Board Diversity Policy from time to time as deemed necessary. Aldar Properties PJSC will reference all international best practices and local legislation to ensure compliance in this regard.



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OWNERSHIP:

The Nomination and Remuneration Committee (NRC) of Aldar Properties PJSC will implement this policy on behalf of the board and will be responsible for ensuring the Board has the right balance of skills, experience, and knowledge. The NRC subscribes to the importance of retaining a representative Board of Directors and aligns its corporate governance systems with global best practices and the related compliance with local regulations

MONITORING AND COMPLIANCE:

Aldar Properties PJSC encourages transparent and accountable procedures in implementing the Board Diversity Policy. By establishing standards and frameworks Aldar Properties PJSC ensures that this policy is upheld by the organization. Aldar Properties PJSC's culture also ensures that the entity works closely with the relevant stakeholders to comply with the commitments of the Board Diversity Policy, while at the same time assist Aldar Properties PJSC to achieve its sustainability objectives and targets. Aldar Properties PJSC is committed to complying with all applicable laws and international conventions that the company is a signatory.