

**Aldar Properties PJSC –
Board Diversity Policy**



PURPOSE

A diverse board facilitates access to a varied set of competencies and experiences that can be drawn upon in addressing a company's challenges, opportunities, and risks. Research has demonstrated that when board members come from a wide range of backgrounds, each brings their own unique perspectives that shape and influence ways to be innovative and solve problems. This Policy has been written to enshrine the governing principles for fair nomination, selection, and composition of the Board Members, and to define their responsibilities.

COMMITMENTS

- Aldar is committed to facilitating a Board of Directors that is diverse in gender, age, cultural and educational background, professional experience, skills, knowledge, length of service, and the legitimate interests of the Company's principal shareholders.
- Aldar's Nomination and Remuneration Committee will assess candidates based on necessary skills, knowledge, and experience against objective criteria. The criteria in terms of selecting Board members will be based on merit with due regard paid to the benefits of achieving diversity on the Board. Selection will be made by the Shareholders during the Annual General Meeting.
- Aldar is committed to remaining compliant with the requirements 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 is committed to acting 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 must be UAE nationals.
- Aldar is committed to following international best practice and national regulations to be able to achieve the sustainable goals and objectives of the Company.
- Aldar is committed to complying with all applicable laws and international conventions for which Aldar is a signatory.
- Aldar is committed to having transparent and accountable procedures in implementing the Board Diversity Policy.
- Aldar is committed to developing a culture that ensures that the entity works closely with the relevant stakeholders to comply with the commitments of this Policy, while at the same time assist Aldar to achieve its sustainability objectives and targets.

OWNERSHIP

The Nomination and Remuneration Committee (NRC) at Aldar is responsible and owner for the implementation of this policy on behalf of the Board and will ensure that the Board has the right balance of skills, experience, and knowledge. The NRC will uphold the importance of retaining a representative Board and will align its corporate governance systems with global best practices and compliance to applicable regulations.