



Aldar Properties PJSC

Sustainability Policy



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Our sustainability purpose 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.**

INTRODUCTION:

Aldar is a leading real estate developer and manager in the United Arab Emirates. 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 our customers and shareholders.

Our sustainability commitment is aligned with United Arab Emirates priorities and strategies for sustainability as well as with the global Sustainable Development Goals (SDGs).

This policy establishes the guidelines for how Aldar sustainability activities are to be considered. This policy statement applies to all Aldar employees, subsidiaries, suppliers, and other key business partners.

Championing sustainability is an individual responsibility for all of us, at every level within our organization.

POLICY STATEMENT:

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 commitment to sustainability is based on a comprehensive understanding of the expectations of our stakeholders and considering the impacts of our business.

To ensure Aldar's sustainability ambitions are met, Aldar remains committed to the following **pillars**:

- **Economy** - Aldar endeavors 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 a member of a wider community and we put the priorities of these stakeholders at the heart of our decision making. Our heritage is



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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 the international leading practices.
- **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 carbon neutral over the longer term.

OUR COMMITMENT:

- Outline the sustainability pillars and define material topics in which Aldar and its subsidiaries shall get involved in.
- Engage with Aldar internal and external stakeholders to address their priorities and create shared value.
- Define governance structure for sustainability management within Aldar and its subsidiaries.
- Understand and measure our positive and negative environmental, social and economic impacts we have on society.
- Ensure the health, safety, wellbeing, and development of our people, while promoting diversity and equal opportunities.
- Manage a long-term profitable business by delivering measurable value to society.
- Manage our climate change impacts through sustainable initiatives.
- Manage Aldar's supply chain responsibly.
- Contribute to the sustainable development of the communities in which we operate.
- We are committed to be transparent. Aldar will report on impact, achievements, and progress against our sustainability targets.

MONITORING AND COMPLIANCE

The Policy shall be implemented and monitored by the members of the Sustainability Council.

The Sustainability Council: The Council is comprised of senior leadership in Aldar and its subsidiaries.



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The responsibilities of the Council include:

- Formulating and recommending to the Management Committee the sustainability Policy and indicating activities to be undertaken
- Recommending the amount of expenditure for the sustainability activities
- Monitoring sustainability and reporting their activities to the Sustainability department in Aldar.

OWNERSHIP

The Sustainability Policy is owned by the Management Committee.

At an operational level, the leadership (including Development Management and Asset Management) is responsible for implementing the policy with the appropriate standards and procedures and is advised by the Chief Financial and Sustainability Officer.

In addition, all Directors, Heads of Departments, and investment and acquisitions team will work with relevant stakeholders to ensure that they will comply with these commitments and achieve the company's sustainable objectives and targets.

The above commitments will provide guidance to the appropriate stakeholders in their relevant departmental procedures.

GOVERNANCE

Transparent governance and business integrity are fundamental to how we deliver on our strategic priorities. Behind our Sustainability Framework is a clear structure of accountability.



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Sustainability framework

VISION Become a leading regional real estate developer and manager that creates memorable experiences and value for our customers and shareholders.	MISSION Place our customers first by embedding sustainability, quality, technology and innovation in everything we do.
SUSTAINABILITY PURPOSE	SHAPE THE FUTURE OF ABU DHABI We aim 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.
GLOBAL GOALS (SDGS)	
CORE SUSTAINABILITY PILLARS	<p>Economy Community People Environment</p>
STAKEHODERS	Our People / Shareholders and Investors / Local Communities / Partners / Rating Agencies and Media / Government and Regulators / Customers / Subsidiaries / Suppliers and Contractors / Banks and Lenders
SUSTAINABILITY GOVERNANCE	Board of Directors / Executive Management / Sustainability Department / Sustainability Council / Sustainability Champions