



ESG DATA PACK 2022

# TOGETHER FOR A BETTER FUTURE

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Category	Metric	Reference												
Corporate Governance	1.1.15: CEO-to Employee Pay Ratio (median)	26:1												
	1.6.1: Contribution & Other Spending	Aldar does not make any contributions to or expenditures to political campaigns or organisations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation.												
	1.6.2: Largest Contribution & Expenditure	Aldar does not make any contributions to or expenditures to political campaigns or organizations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation.												
Social Dimension	3.2.2: Workforce Breakdown: Gender	<table border="1"> <tbody> <tr> <td>Share of women in total workforce (as % of total workforce)</td> <td>46%</td> </tr> <tr> <td>Share of women in all management positions, including junior, middle, and top management (as % of total management positions)</td> <td>32%</td> </tr> <tr> <td>Share of women in junior management positions, i.e., first level of management (as % of total junior management positions)</td> <td>33%</td> </tr> <tr> <td>Share of women in top management positions, i.e., maximum two levels away from the CEO or comparable positions (as % of total top management positions) –</td> <td>20%</td> </tr> <tr> <td>Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)</td> <td>32%</td> </tr> <tr> <td>Share of women in STEM-related positions (as % of total STEM positions)</td> <td>37%</td> </tr> </tbody> </table>	Share of women in total workforce (as % of total workforce)	46%	Share of women in all management positions, including junior, middle, and top management (as % of total management positions)	32%	Share of women in junior management positions, i.e., first level of management (as % of total junior management positions)	33%	Share of women in top management positions, i.e., maximum two levels away from the CEO or comparable positions (as % of total top management positions) –	20%	Share of women in management positions in revenue-generating functions (e.g., sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	32%	Share of women in STEM-related positions (as % of total STEM positions)	37%
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Social Dimension (continued)	3.2.4: Workforce Breakdown: Other Minorities	People with a disability – 0.13%						
	3.5.1: Hiring	<table border="1"> <thead> <tr> <th></th> <th>Percentage of open positions filled by internal candidates (internal hires)</th> <th>Total number of new hires</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>1.00%</td> <td>3,869</td> </tr> </tbody> </table>		Percentage of open positions filled by internal candidates (internal hires)	Total number of new hires	2022	1.00%	3,869
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3.5.4: Type of Individual Performance Appraisal

Management by objectives: systematic use of agreed measurable targets by line superior	Multidimensional performance appraisal (e.g. 360 degree feedback)	Formal comparative ranking of employees within one employee category
100%	100%	100%

3.5.6: Employee Turnover Rate

Total employee turnover rate	
2022	19%

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Social Dimension (continued)	3.7.3 Health and Well-being	<p>Flexible working hours - Flexible working hours are available working either 8-4pm or 9-5pm. Time Management and Self-Management training available to all employees via LinkedIn and recommended to all employees.</p> <p>Paid maternity leave in excess of legally required minimum - Aldar maternity leave of 60 calendar days, whilst the legal requirement is 45 calendar days</p>



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