



ESG policy

**SOBHA**  
REALTY

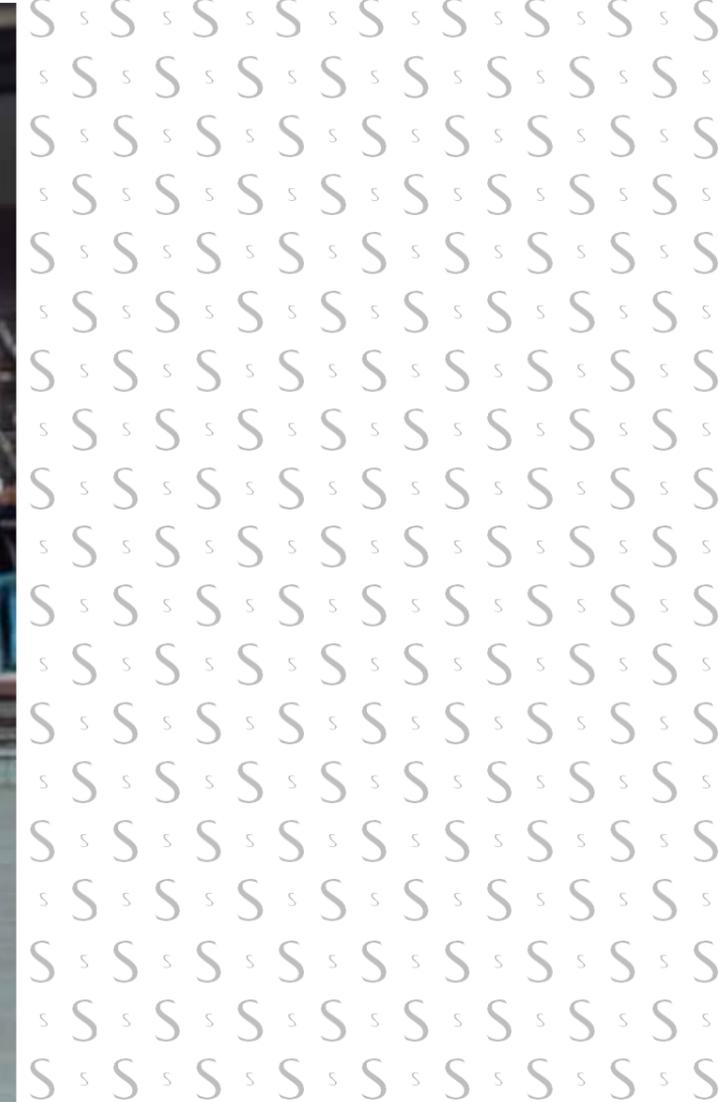
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# ESG Policy

## Our Vision for a Sustainable Future

In an era of unprecedented environmental challenges and societal shifts, the imperative for businesses to act responsibly and with foresight has never been greater. Sobha Realty recognizes that the real estate sector plays a pivotal role in shaping sustainable urban landscapes, enhancing community well-being, and pioneering governance models prioritizing integrity and accountability. We believe that our commitment to ESG principles is not just about mitigating risks or complying with regulations; it's about seizing the opportunity to lead, innovate, and create lasting value for all our stakeholders — including our customers, employees, partners, communities, and the environment.



## Towards a Collaborative Journey

Achieving our ESG objectives requires collaboration, dedication, and continuous learning. We invite all our stakeholders to join us on this journey, sharing insights, challenges, and successes along the way. Together, we can build a legacy of sustainability, prosperity, and integrity that transcends generations.



## Purpose

Define Sobha's commitment to environmental stewardship, social responsibility, and ethical governance.

## Scope

This ESG Policy applies to every aspect of Sobha's operations within the UAE. It covers all employees, contractors, partnerships, and the entire spectrum of our products and operational sites.

## Vision

To lead in sustainable real estate development by integrating ESG principles into all aspects of our business.

## Environmental Commitment

- **Renewable Energy:** Strive to power all projects with a significant percentage of renewable energy by a target year.
- **Climate Resilience:** Assess and adapt infrastructure to be resilient against climate change impacts.
- **Biodiversity Enhancement:** Commit to not only preserving but enhancing the biodiversity of the local environment in new projects.
- **Net-Zero:** Set a long-term goal to achieve net-zero carbon emissions, with interim targets to guide progress.
- **Innovative Technologies:** Invest in innovative technologies that promote environmental sustainability, such as smart buildings and water reclamation systems.
- **Sustainable material:** Commit to using sustainable, recyclable, and low-carbon materials in all construction projects. Set specific targets to increase the use of these materials annually.

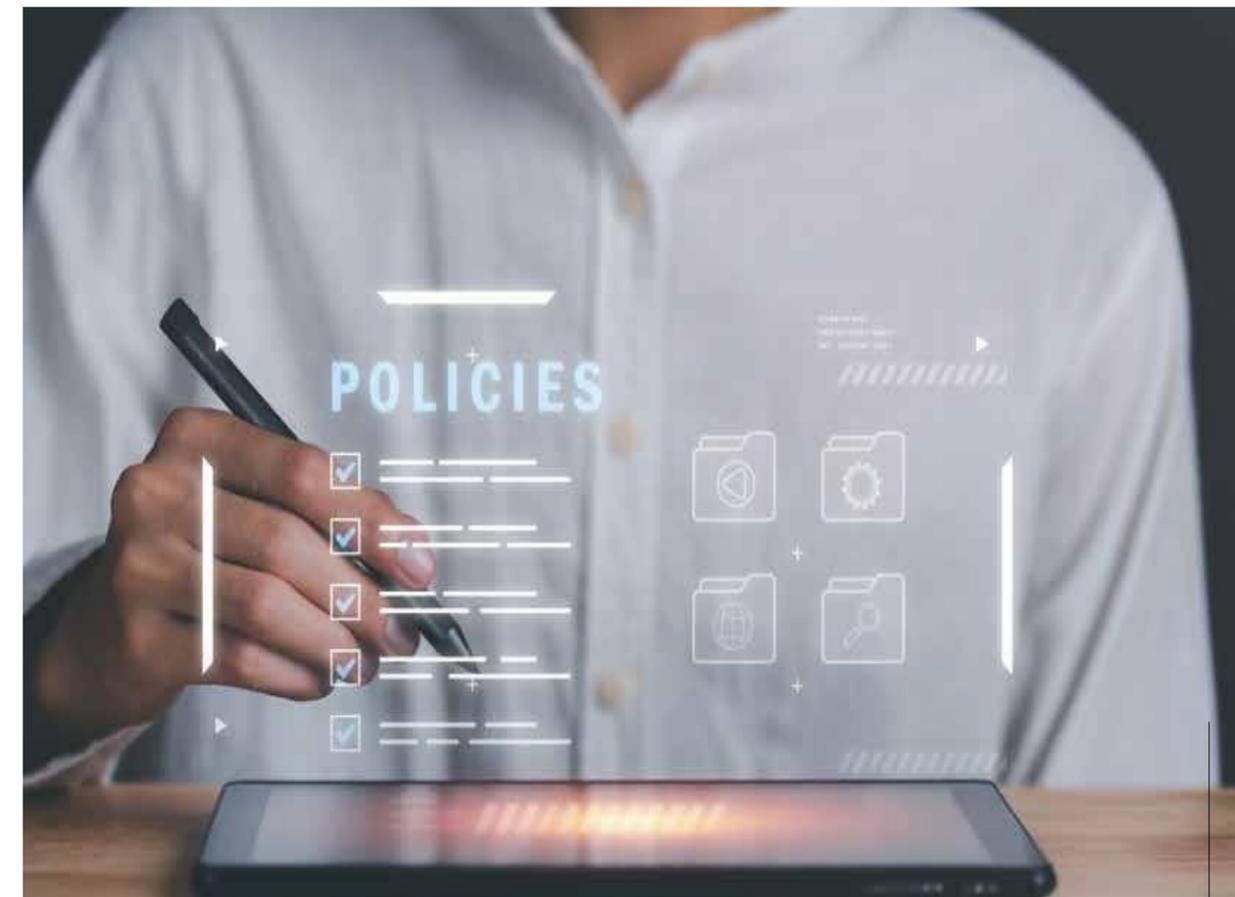


## Robust Governance Structures

- **Board Diversity and Expertise:** Ensure the board of directors reflects diversity in gender, experience, and expertise, including in ESG matters.
- **Ethical Supply Chain Management:** Implement stringent criteria for ethical practices in the supply chain, including labor rights and environmental impact assessments.
- **Data Privacy and Security:** Uphold the highest data privacy and cybersecurity standards to protect stakeholder information.
- **Anti-Corruption Practices:** Strengthen anti-corruption policies and training with zero tolerance for violations.
- **Stakeholder Advisory Panels:** Establish advisory panels comprising stakeholders to provide insights and feedback on the company's ESG strategies and performance.
- **Stakeholder Relations:** Fostering robust relationships with all stakeholders, including investors, customers, employees, and community members. We prioritize transparency, open communication, and responsive feedback mechanisms to address the concerns and expectations of our stakeholders.
- **Fiduciary Duty:** We recognize the trust placed in us by our investors and clients and are committed to discharging our fiduciary responsibilities with the utmost care and diligence.

## Social Impact

- **Affordable Housing:** Develop and implement strategies for including affordable housing units in residential projects.
- **Health and Safety Standards:** Adopt international standards for health and safety in construction and operations.
- **Community Development:** Establish funds or programs to support local community development projects and education.
- **Volunteering and Philanthropy:** Encourage and facilitate employee participation in community service and philanthropic activities supported by company resources and policies.
- **Customer Satisfaction:** Commit to high customer service and satisfaction standards, ensuring transparency and fairness in all dealings.
- **Social Enterprise Partnering:** Collaborate with like-minded social enterprises, leveraging resources and expertise to tackle social challenges and improve societal well-being.
- **Child Labor:** Ensure a strict no-tolerance policy towards child labor, adhering to global standards and legal requirements to protect children's rights and well-being.
- **Human Rights:** Uphold and promote human rights across all business practices, ensuring fair treatment, dignity, and respect for all individuals within the supply chain and operations.
- **Employee Remuneration:** Provide fair, equitable, and competitive remuneration to employees, aligning compensation with industry standards and ensuring financial security for all staff.





## Review and Revision

This policy will be reviewed and updated regularly to reflect our evolving ESG priorities and the changing landscape in which we operate.

