





TABLE OF CONTENT

LEADERSHIP PERSPECTIVE

ABOUT THIS REPORT	C	
COMPANY PROFILE AND PURPOSES	1	
Project Portfolio	,	
Integrated Real Estate Services	:	
Asset Management Strategy	2	
Fostering Customer Loyalty	2	
Excellence and Recognition	2	
SUSTAINABILITY STRATEGY	3	
MATERIAL MATTERS	3	
VISION INTO ACTION	4	
>> Human Capital	4	
Employee Profile	2	
Equal Opportunity	4	
Learning and Development	4	
Benefits and Welfare	4	
Compensation and Career Development	5	
>> Social Impact	į	
Community Wellbeing Initiatives	!	
Local Talent Development	5	
Social Outreach	5	
>> Environmental Responsibility	5	
Energy Efficiency	5	
Water Management	(
Circular Economy	(
Climate and Emissions	6	
>> Governance at Alandalus	6	
Organizational Structure	6	
Proactive Risk Management	7	
Sustainability Policies	7	





CHAIRMAN'S STATEMENT

It is my pleasure to present to you Alandalus Property Company's third Environmental, Social, and Governance (ESG) Report for the year 2024, which has been prepared in accordance with the Global Reporting Initiative (GRI) Standards – 2021 edition. This report reflects our deep commitment to transparency, corporate responsibility, and alignment with international best practices.

This year has demonstrated a growing maturity in how Alandalus approaches sustainability. The Company has broadened its stakeholder engagement by facilitating dialogues with partners, customers, and the wider community. This engagement has strengthened our understanding of their expectations and allowed Alandalus to integrate their perspectives into its strategic planning.

Alandalus has also taken steps forward to refine asset management and project portfolio governance, ensuring that environmental and social factors are accounted for. These efforts are supported by a comprehensive set of policies and frameworks that guide our work and help maintain a consistent approach across the Company, which are detailed in this report.

Ongoing recognition from external organizations in governance, property development, and sustainability confirms Alandalus's direction and motivates us for continuous improvement. Meanwhile, the Company remains focused on long-term value creation and developing sustainable urban spaces that enhance quality of life and preserve natural resources.

Alandalus Property continues to maintain a range of social initiatives across its malls and facilities, contributing to community cohesion and wellbeing. These ongoing efforts complement the Company's environmental programs, reflecting a holistic view of sustainability that balances economic, social, and ecological priorities.

Finally, I extend my gratitude to the employees, and partners whose efforts have been significant to this progress. Together, we will maintain a steady course toward a resilient and sustainable future that supports both Alandalus Property's growth and the broader objectives of the Kingdom's Vision 2030.

Chairman of the Board of Directors

Mr. Abdulsalam bin Abdulrahman Al-Ageel





CEO STATEMENT

This year, Alandalus Property continues to implement its sustainability strategy with greater clarity and consistency across operations. The strategy continues to guide the Company's efforts in aligning ESG priorities with business objectives, focusing on areas such as environmental performance, economic contribution, diversity and development, health and safety, and governance. Progress toward these pillars is reflected at the Company's operational choices, investment approach, and community initiatives, each increasing Alandalus's role in supporting a more resilient and local economy.

As part of this direction, Alandalus has strengthened its approach to identifying and managing material sustainability issues through a more proactive risk management framework. Notably, the Company has expanded its disclosures this year, offering more detailed insights into how sustainability is embedded across business functions. This includes the reporting of quantitative key performance indicators across ESG dimensions, as detailed throughout this report.

Policies covering key ESG topics, performance updates, and stakeholder engagement mechanisms have been published to enhance transparency and strengthen investor dialogue. The Company has also improved accessibility to relevant information through various presentations and enhanced communication channels, supporting long-term trust with shareholders and partners.

Looking ahead, Alandalus Property remains focused on making sustainability a driver of resilience and differentiation. As ESG priorities continue to evolve, we remain firmly committed to operationalizing these considerations through consistent governance, data-backed decision-making, and integration into investment and development planning.

I extend my sincere appreciation to our dedicated employees, valued partners, and all stakeholders who continue to support Alandalus Property's journey toward sustainable growth. I respectfully invite our shareholders and stakeholders to explore the details of this report, which reflects our ongoing efforts and evolving aspirations across all dimensions of sustainability.

Chief Executive Officer Eng. Faisal Bin Abdulrahman Al-Nasser



ABOUT THIS REPORT

The Alandalus Sustainability Report provides an overview of the Company's focus on integrating sustainable practices throughout its operations. It highlights the progress achieved in 2024, as well as the initiatives undertaken to maintain and expand environmental responsibility, social contribution, and economic resilience. This report also aims to foster an open dialogue with stakeholders, increasing transparency and creating lasting value while positively contributing to the communities the Company serves.

Scope and Boundaries

This report covers our activities and performance from January 1, 2024, to December 31, 2024. It includes all Alandalus's operations, including its assets across the regions of the Kingdom of Saudi Arabia. The report is published on an annual basis to demonstrate the ongoing sustainability efforts.

Reporting Standards

Alandalus prepares this report following the GRI Sustainability Reporting Standards, ensuring transparency and consistency in sustainability disclosures. The report also aligns with the United Nations Sustainable Development Goals (UN SDGs) and supports the objectives of the Kingdom of Saudi Arabia Vision 2030.

Data Collection and Verification

The data presented in this report has been collected from various internal and publicly available sources. The Company has employed thorough data verification processes, supported by an external sustainability consultancy to ensure the accuracy and reliability of the information provided.

Stakeholder Engagement

Alandalus recognizes the importance of maintaining constructive relationships with stakeholders by understanding their expectations and perspectives. Ongoing engagement with employees, customers, partners, investors, and communities supports transparency and strengthens the quality of sustainability reporting.















Alandalus Property Company is a Tadawul-listed Saudi Arabian real estate company involved in the investment, development and operation of income-generating commercial properties across the Kingdom of Saudi Arabia.

Alandalus develops vibrant consumer destinations that attract highly engaged visitors, delivering experiences that build loyalty, increase visit frequency, and enhance long-term value. The goal is to be recognized as the preferred third destination after home and work. While retail remains the core commercial focus, the company selectively expands into complementary consumer-oriented sectors where strategic alignment exists.

Alandalus operates across multiple business segments including retail centers, commercial property management, offices, hospitality, and healthcare. The property portfolio spans major cities across Saudi Arabia and includes a substantial volume of commercial space, consistently achieving high occupancy levels. The business is structured to manage enterprise risk effectively while ensuring stable and sustainable financial returns.

The Company is recognized by investors for its diversified, income-generating asset base, growth-oriented strategy, and experienced leadership. As the first Saudi mall investor, developer, and operator to be publicly listed, Alandalus demonstrates a strong foundation in corporate governance, transparency, and ethical conduct.

What sets Alandalus apart is a focus on the needs of each property's surrounding community. The approach prioritizes consumer experience over traditional retail models, favors engagement over transactions, and encourages tenant flexibility over fixed leasing structures. Strategic partnerships and growing digital capabilities reinforce this model, resulting in more meaningful and enjoyable experiences for visitors.

Driving this progress is a dedicated and skilled team. Alandalus invests in employee development through internal programs and external training centers, while offering competitive benefits that support both individuals and their families.

Alandalus Vision is to become the most prominent real estate developer specializing in creating exceptional projects, destinations, and landmarks by leading the transformation from shopping and business-focused destinations to spaces that enhance interaction and connectivity among individuals in the Kingdom of Saudi Arabia.



VISION, MISSION, AND VALUES



Vision

To become the most prominent real estate developer specializing in creating exceptional projects, destinations, and landmarks by leading the transformation from shopping and business-focused destinations to spaces that enhance interaction and connectivity among individuals across the Kingdom of Saudi Arabia.



Mission

To develop and operate a portfolio of unique and distinguished destinations that enhance guest, customer, and community interaction through experiences that foster loyalty, increase visitation rates, and deliver sustainable value, ultimately achieving unparalleled growth.



Values

Ambition: Alandalus seeks to expand its investments to meet the aspirations of its shareholders and enhance the positive image that the Company has established in the minds of its customers through its current projects and future plan.

Passion: The successive accomplishments made by Alandalus inspire us to achieve more such achievements, equipped with expertise, experience and high-quality delivery.

Determination: Alandalus continues delivering with determination to achieve its objectives, enhance and maintain its leading position in accordance with the highest quality standards.

Confidence: The constant advancement of Alandalus has enabled it to take on larger projects and more opportunities, leading it to gain a distinguished position in the industry.

Participation: Alandalus believes that participation and team spirit are of vital importance for its progress and delivery of its projects.



Strategic Objectives



- Creating continuous improvement of operational performance and developing, managing and leasing the company's commercial centers, to achieve the highest levels of occupancy and reach the optimal mix of tenants.
- Developing new commercial center projects, hospitality. Offices and Health Care sector projects, in addition to mixed-use projects.
- Acquiring completely or partially, other existing similar projects with outstanding performance, or projects that the company believes will enable it to achieve outstanding performance.
- Building strategic partnerships with other investors to implement projects in the areas in which the company is targeting.

PROJECT PORTFOLIO

Alandalus maintains a diversified real estate portfolio across key cities in Saudi Arabia, supporting its long-term growth and sustainability strategy. The portfolio includes retail centers, hospitality assets, and office developments that contribute to vibrant urban environments and serve a broad range of community needs.



Alandalus Mall

Located at the intersection of King Abdullah and Prince Majed Streets in Jeddah, the mall features a high occupancy rate, a diverse tenant mix including international brands, and continues to attract significant footfall. Its strategic location and strong community integration position as a key contributor to local economic activity and sustainable urban development.



Hayat Mall

Hayat Mall, located in Riyadh, is one of the Group's flagship destinations, offering a broad selection of retail and dining experiences supported by high-profile tenants. Its location along a major city corridor ensures continued footfall and relevance within the capital's urban landscape.



Dareen Mall

Dareen Mall in Dammam supports the Group's geographic diversification and regional presence. Jointly owned by a strategic partner, it features a balanced mix of retail offerings that serve both residents and visitors along the city's coastal area.



The Village Mall

Opened in the first half of 2023, The Village Mall is located in northern Jeddah near Al Jawhara Stadium, spanning over 200,000 m² of land with 80,000 m² of leasable space. The mall integrates advanced technologies, including a smart building management system, adaptive temperature control, and interactive fountains synchronized with sound and lighting. It is designed with sustainability in mind, featuring solar panels generating 1,000 kW, a greywater recycling system, and natural skylights to reduce energy consumption. Natural landscaping is used throughout to minimize carbon emissions.



Alsahafah Center

Located in northern Riyadh, Alsahafah Center contributes to the neighborhood retail segment by supporting local commerce and ensuring access to essential services and retail options in a rapidly developing district.



Tilal Center

Tilal Center in the Almalqa district of Riyadh enhances community retail access through a mix of commercial units in a growing urban area. Its development supports the Company's presence in emerging neighborhoods.



Yarmouk Center

Yarmouk Center, located in northeastern Riyadh, features a mix of anchor tenants and community-focused retail outlets. Its high occupancy rate reflects strong integration into the local urban fabric and consistent demand.



Head Office

Alandalus Property Company Building In 2012, Alandalus Property Company successfully acquired a distinguished building located in Al-Wadi District in Riyadh, on the Northern Ring Road. The land area spans 1,090 square meters, and this building serves as the headquarters of Alandalus Property Company.



Salama Office Tower

Salama Office Tower, also in Jeddah, offers commercial office space in a well-connected location near key transportation routes. It supports business activities and provides flexible working environments for a range of tenants.



Qbic Plaza Office Complex

Qbic Plaza in Riyadh is a modern, multi-use office complex located near the King Abdullah Financial District. It caters to evolving commercial needs and supports innovation and connectivity within the capital's business ecosystem.



Yasmin Alandalus Tower

The building is located in a prime location in the Al-Yasmin District in Riyadh, on Al-Olaya Road, parallel to King Fahd Road, near the intersection of King Salman Road. It is approximately 12 km from the King Abdullah Financial District (KAFD) and 24 km from King Khalid International Airport. The building consists of 14 floors, with a leasable area of 9,838 square meters and a total built-up area of 25,006 square meters, including 380 parking spaces.



Alandalus Mall Hotel

Alandalus Mall Hotel in Jeddah marks the Company's entry into hospitality. Positioned adjacent to Alandalus Mall, the hotel provides integrated accommodation and services, enriching the mixed-use environment and offering added value to guests and mall visitors.



Dr. Sulaiman Al-Habib Medical Services Hospital - Al-Fayha Hospital

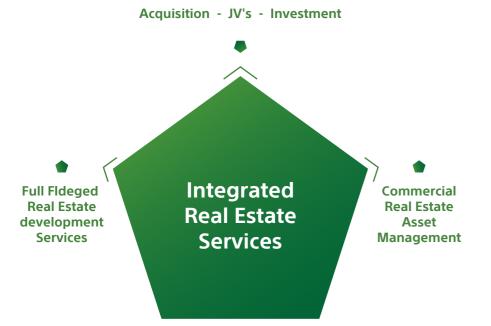
Dr. Sulaiman Al Habib Medical Center - Al Fayhaa Hospital opened in March 2024, becoming one of the newest medical facilities in western Jeddah, providing comprehensive healthcare services in accordance with the highest international medical standards. Strategically located on a major highway, the hospital is easily accessible from various parts of the city and aims to meet the needs of the local population for specialized healthcare. Covering a total area of 30,251 square meters, the hospital includes 350 beds across various departments and medical specialties, in addition to 245 outpatient clinics providing comprehensive medical services in all specialties, making it one of the largest medical centers in Jeddah.

INTEGRATED REAL ESTATE SERVICES

The Company provides integrated real estate services that cover the full lifecycle of property development and asset management. This comprehensive approach ensures effective coordination and control at every stage, from initial project setup to final handover and ongoing operations. Acting on behalf of the owner, the team focuses on maximizing investment returns while maintaining high standards of quality and efficiency.

These services include overseeing all phases of a project, from design and construction to commissioning and handover. Serving as the owner's representative, the Company safeguards financial interests, leads project decision-making, and provides strategic and technical advice to optimize outcomes. The scope also covers developing handover strategies, such as defect liability management and loan close-out procedures, as well as advising on exit strategies including sales or long-term asset management.

Furthermore, Alandalus drives the project's revenue generation through marketing, leasing, and tenant management strategies. This involves setting up pre-leasing activities, coordinating tenant fit outs, and managing tenant relations to maximize occupancy and income. Operational systems are also established to ensure seamless property management, including facilities management, property management, and service charge administration. This integrated approach enables the company to deliver sustainable value across its real estate portfolio.





Real Estate Development Scope of Work

Stage 01: Project Initiation

Includes feasibility study, site selection, and obtaining initial approvals.



Stage 02: Design

Covers preparation of architectural and engineering designs and securing required permits.



Stage 03: Construction

Involves executing construction works as per approved plans and overseeing quality and safety.



Stage 04: Handover

Includes final inspection, rectifying snags, and handing over the project to the owner or operator.



Real Estate Asset Management Scope of Work



Strategy Planning



Operation Maintenance



Marketing & Consumer Experience



Leasing &Tenant Management



Financial Management Collection & Reporting



Fit Out & Renovations



ASSET MANAGEMENT STRATEGY



Alandalus Property's asset management philosophy is rooted in leveraging extensive local expertise and deep understanding of the Saudi market to deliver exceptional results. The approach focuses on the following key areas:

Long Local Expertise:

With decades of experience managing and developing commercial properties across Saudi Arabia, Alandalus brings unparalleled market insights, and a strategic vision tailored specifically to the local context.

Tenant Relations:

Priority is given to strong, proactive relationships with tenants by understanding their needs and ensuring high occupancy rates through a tenant-centric approach. This fosters a collaborative environment where tenants thrive, enhancing overall property value.

Sustainability:

Committed to environmental stewardship, sustainable practices are incorporated across operations, including energy efficiency initiatives, waste reduction, and sustainable landscaping, aligned with global ESG standards.

Technology Integration:

Advanced analytics, digital leasing platforms, and customer engagement tools are deployed to enhance property management and optimize operations, driving innovation.

Reputation and Trust:

Alandalus Property is recognized for reliability, transparency, and excellence in asset management. A proven track record of delivering successful projects positions the company as a trusted partner for managing prime assets.

FOSTERING CUSTOMER LOYALTY

Alandalus Property places strong emphasis on customer satisfaction across its real estate assets, recognizing it as a key driver of long-term loyalty and business success. The Company maintains a responsive and evolving engagement approach that reflects customer expectations and ensures the delivery of a high-quality experience.

To better understand customer preferences, Alandalus Property regularly conducts surveys, monitors feedback across digital platforms and facilitates focus group discussions. These channels provide insights that inform service enhancements, operational improvements, and activation strategies across its malls and centers.

Enhancing Customer Experience

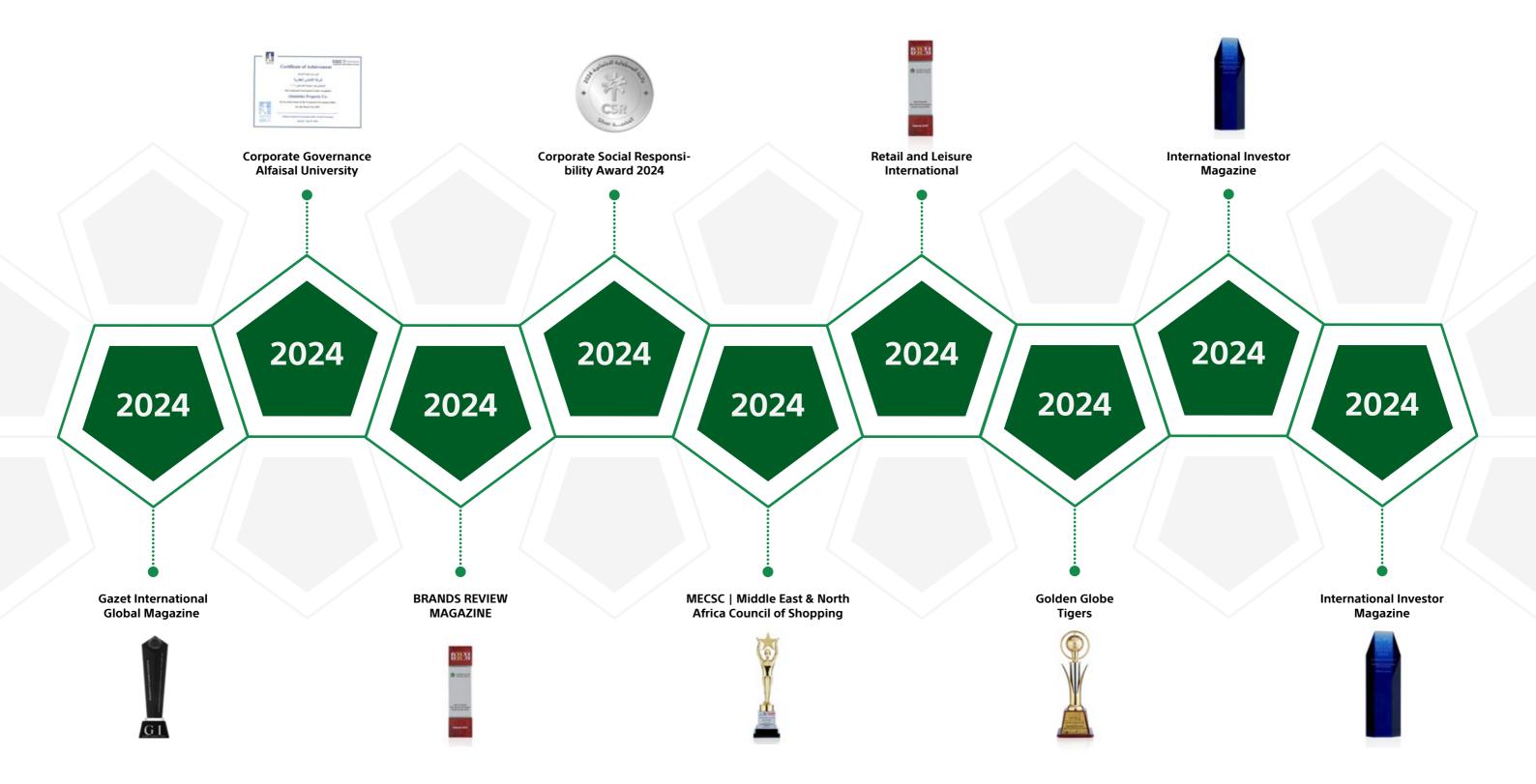
In 2024, a customer satisfaction survey was conducted at Alandalus Mall, involving 90 participants from a wide demographic range. The effort was supported by a team facilitator, aiming to gather honest feedback on mall experiences from both citizens and residents. Overall customer satisfaction has reached 80%.

Findings highlighted positive feedback on service quality while pointing to key areas for enhancement. To further elevate the visitor experience, Alandalus Property is introducing digital enhancements such as visual display screens and interactive mall navigation tools, aligning with its broader goal of creating accessible and engaging destinations.



EXCELLENCE & RECOGNITION

This year, Alandalus continues to build on its legacy of excellence, earning prestigious awards that reflect its ongoing focus on sustainable growth in the real estate sector. This recognition is a reflection the Company's ongoing dedication to delivering outstanding value to its stakeholders and maintaining its position in the real estate sector.





SUSTAINABILITY STRATEGY

Sustainability is firmly embedded within Alandalus's business model, reflecting the Company's alignment with the aspirations of Kingdom of Saudi Arabia Vision 2030 and the national transition toward a more inclusive, diversified, and environmentally conscious economy. The Company recognizes that long-term success is not only measured by financial growth, but by the ability to create shared value for all stakeholders, customers, investors, employees, and the broader community.

Alandalus Sustainability Strategy outlines a structured and actionable approach to advancing sustainability across all aspects of operations. This strategy is designed to ensure that economic growth is pursued in parallel with social contribution and environmental responsibility. It integrates sustainability into the Company's governance, decision-making, and performance monitoring processes, while drawing upon its existing strengths in real estate development, asset management, and community engagement.

Acting on behalf of shareholders and in collaboration with internal and external stakeholders, Alandalus is focused on identifying and pursuing opportunities that reduce environmental impact, foster inclusive growth, and strengthen community ties. The aim is to maintain a resilient, responsible, and forward-looking business that contributes to national and global

Primary Goals

Creating a welcoming environment for the local community



Mitigate Our Impact on the Environment





Ensure the Well-being of Employees



Promote Saudization, Equality, Diversity, and Inclusion

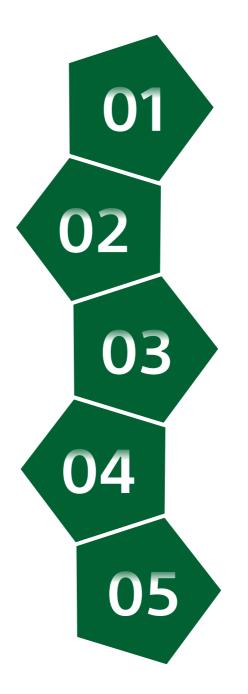




Enhance Resilience through Continuous Compliance



Objectives



Environment

- Reduce environmental impact through sustainable practices in biodiversity, water, and waste management.
- Reduce energy consumption for all facilities.

Economic Contribution

 Contribute to strengthening Saudi Arabia's economic growth, labor market, and community development.

Diversity & Development

- Encourage and lead diversity and employee development regionally.
- Promote female representation in higher positions and board membership.

Health, Safety, & Security

- Ensure a strong HSE system for all employees and visitors.
- Promote a healthy lifestyle and encourage the local community.

Business Sustainability

- Ensure corporate operations and governance are implemented, transparent, and compliant.
- Incorporate risk management into all business activities and planning.



MATERIAL MATTERS

Alandalus has conducted a structured Materiality Assessment to identify and prioritize the ESG topics most relevant to its business model and stakeholders. The process combined peer benchmarking, stakeholder feedback, and internal consultations to ensure a balanced and forward-looking perspective. The outcome highlighted a set of material topics with the highest relevance to Alandalus's operations.

By working closely with stakeholders, the Company ensured alignment between its sustainability priorities and the expectations of its broad stakeholder base. This continuous engagement model strengthens the Company's ability to anticipate risks, respond to emerging ESG trends, and reinforce trust across all touchpoints.



KEY STRATEGIC ACTIONS

ESG Performance Tracking

Alandalus is refining its internal mechanisms to monitor performance across its material topics, including dashboards for energy use, water consumption, tenant satisfaction, and employee engagement. These tools are intended to improve data transparency and support timely, informed decision-making.

Periodic Materiality Reviews

The Company plans to revisit its materiality assessment systematically or in response to significant changes in its operating environment. This iterative approach ensures that the ESG strategy remains dynamic and aligned with evolving stakeholder interests and regulatory developments.

Widened Stakeholder Integration

In 2024, Alandalus expanded its stakeholder engagement to include external parties. This broader outreach provided deeper insights into the Company's socioeconomic and environmental impact, while also discovering new opportunities to create shared value across its operations.

Accountability and Ownership

Alandalus is assigning topic-level ownership across departments for each material area. This approach ensures accountability, encourages department-led action, and facilitates measurable progress across the ESG spectrum.

Benchmarking and Peer Alignment

Benchmarking against industry peers supports continuous improvement, supports the Company identifying the best practices, and staying ahead of ESG market expectations in the real estate and retail sectors.

GHG Emissions Labor Management Governance & Business Ethics Occupational Health & Safety **Energy Management** Regulatory Compliance Water Management Diversity & Inclusion Anti-Competitive Behavior **Economic Performance** Waste Management **Human Capital Develoment** Local Community Involvement Anti-Corruption **Human Rights Assessment** Responsible Investment **Products & Services** Risk Management **Customer Satisfaction Digital Transformation** Data & Customer Privacy



IMPACT TO INTERNAL STAKEHOLDERS



>> HUMAN CAPITAL

Employee Profile

Alandalus Property maintains a stable and structured employment model. As of 2024, the Company employed a total of 118 individuals, comprising 90 males and 28 females, with no temporary or part-time staff. This consistent structure reinforces long-term workforce stability and talent retention.

118

23.73%



The workforce is well balanced across age groups, reflecting both continuity and renewal. Employees aged 18-30 accounted for 28.75% of the total headcount (118 employees), indicating a solid base of early-career professionals. The majority of staff (76 employees) fell within the 31-50 age bracket, bringing with them industry knowledge and operational strength. A further 08 employees were aged 51 and above, contributing senior-level expertise and leadership continuity.

Well-rounded **Age Profile**



During 2024, Alandalus welcomed 32 new employees, with an overall turnover rate of 5.7%. Internal mobility remained a key pillar of the Company's human capital strategy, with 12.5% of vacancies filled by existing staff, reinforcing career development and long-term engagement.

32 New **Employees**



New hires spanned all age groups, with 40.62% aged between 31 and 50, demonstrating a preference for experienced professionals. Additionally, 19 early-career professionals (aged 18–30) were onboarded, alongside 0 hires aged 51 and above, affirming the Company's inclusive approach to recruitment.



Workforce Nationality Profile

Alandalus Property remains focused on building a strong national workforce aligned with ongoing developments in the real estate and property sector. Recognizing the significance of Saudization as a priority, the Company actively prioritizes job localization. By investing in qualified Saudi professionals who align with current labor market needs, Alandalus supports the advancement of the national economy.

This focus is reflected in the Company's attainment of the "platinum level" Saudization classification. As of 2024, Saudi nationals made up 68 employees out of a total of 118, resulting in a Saudization rate of 57.81%. Female employees represented 23.73% of the workforce, and the Company maintained a "high green" Nitagat classification. Notably, all employees were within the 30-50 age range, ensuring operational continuity through a professionally mature workforce.

Platinum Level Saudization Classification

57.81%



Saudization

57% Senior Management from **Local Community**





Managerial Composition

Alandalus Property's management structure is currently composed of 90 male employees with a percentage of 76%. As of 2024, the senior management team comprises 14 individuals, while the middle management tier includes 76 employees. This composition reflects an area of opportunity for Alandalus to strengthen gender diversity in leadership roles as part of its ongoing efforts to advance inclusive human capital development.



Equal Opportunity

Alandalus Property places strong emphasis on the value of its workforce as a significant driver of organizational success and sustainable growth. Employees are regarded as a core component of the operational framework, and the Company actively cultivates a supportive environment where talent can thrive. By enabling employees to perform at their best, Alandalus aims to enhance the efficiency, quality, and overall effectiveness of its operations.

Training and development are integral to this approach. Alandalus follows a structured methodology to identify and meet both organizational and individual development needs, ensuring that all employees have access to relevant training delivered by qualified providers. Equal opportunity is central to this process, reinforcing a workplace culture that supports continuous learning and professional advancement for all.

Employee well-being is another priority. Through partnerships with reputable insurance providers in the Kingdom, Alandalus ensures access to high-quality healthcare services for employees and their families, reflecting the Company's commitment to employee care and security.

The Company's leadership culture is shaped by inclusiveness and representation. Leaders from diverse backgrounds play a proactive role in mentoring future talent, helping to shape the next generation of managers. Alandalus continues to expand representation in leadership, recognizing that diverse perspectives and experiences are essential to strengthening team performance, creativity, and decision-making.

Talent Pipeline Development

A development path is included within the Company employee handbook that aims to identify and nurture high-potential employees. It emphasizes career path planning, and development programs, ensuring a steady supply of future leaders across the organization.

Learning and Development

Alandalus Property continues to invest in workforce development to strengthen operational capability, promote innovation, and align with evolving market demands. In 2024, a total of 45 training courses were delivered across the Company with a corresponding 1,074 training hours. Alandalus follows a structured training approach that encompasses technical, digital, and soft skills development. All employees were trained using revisions and updates on implementing commitments, policies, and code of conduct.

1,074
Total Training Hours



Male employees accounted for 32 training hours, while female employees participated in 839 hours of training. On average, each female employee received 235 training hours, compared to 13 for male employees, reflecting Alandalus's support for inclusive professional development. The overall average training per employee reached 1,074 hours during the year. 51,11% of Saudi Nationals were trained in 2024, with a further focus on Saudization.

Support for Higher Education and Certifications

Alandalus offers support for employees pursuing higher education and professional certifications. This program is governed by a formal policy that outlines the possibility of taking days off during exams as well as financial assistance.

Academic Partnerships for Training Initiatives

Strategic partnerships have been established with educational institutions to co-develop and deliver training programs tailored to the Company's workforce needs. These collaborations enrich internal learning opportunities, introduce industry's best practices, and strengthen the Company's long-term human capital development goals.



Benefits and Welfare

Alandalus continues to enhance its employee value proposition by offering a comprehensive suite of benefits and initiatives designed to support well-being, motivation, and professional fulfillment. These include competitive monthly allowances aligned with market benchmarks, full social insurance coverage based on salary, and additional support mechanisms aimed at sustaining long-term engagement.

Alandalus also promotes education through a tuition fee allowance provided to the children of employees. Recognition and reward programs remain central to reinforcing performance and loyalty, with high-performing staff receiving awards such as Excellence Awards, Moral Appreciation Certificates, and financial bonuses that may reach up to three basic salaries. These efforts are complemented by a broad set of leave policies that go beyond legal requirements, including Pilgrimage Leave, parental leave for new parents, Iddah Vacation for Muslim female employees, and maternity leave for all female employees.

In 2024, Alandalus implemented a formal employee feedback survey to capture insights on workplace satisfaction and areas for improvement. Additionally, 118 employees received structured performance and development reviews during the reporting year, reinforcing a culture of continuous growth and accountability.

The Company continues to apply equitable leave policies in accordance with Saudi labor law. In 2024, a total of 4 employees were entitled to parental leave, including 4 males and 0 females. Of these, 4 male employees and 0 female employees utilized parental leave. Upon completion, 100% of employees returned to work and remained with the Company for at least 12 months.

Compensation and Career Development

Alandalus Property continuously strives to promote fair and equitable compensation across its workforce. In 2024, the average salary ratio between male and female employees stood at 1.2, reflecting efforts to maintain balanced pay practices across genders. Entry-level wages at Alandalus exceed the local minimum wage by a factor of 1.88, demonstrating the Company's commitment to providing competitive starting salaries. Additionally, 49% of employees participated in a structured career development program, underscoring the focus on nurturing talent and supporting professional growth throughout the organization.

I.∠ Male to Female Salary Ratio



Entry-Level Wage Exceeds Local Minimum Wage



Performance Appraisal and Feedback Process

A formal performance appraisal system is in place, ensuring that all employees receive regular evaluations and constructive feedback. The process is conducted annually and covers 100% of the workforce. Appraisals are linked to individual goals, development plans, and training needs, supporting professional growth and organizational alignment.

Alandalus Property

>> SOCIAL IMPACT

Community Wellbeing Initiatives

Alandalus Property's commercial malls continue to serve as platforms for positive social engagement, reflecting a strong sense of responsibility toward community well-being. These spaces are consistently utilized to host a wide range of awareness, health, and educational campaigns, reinforcing Alandalus Property's role as an enabler of sustainable community development. Many of these initiatives are now recurring programs, delivered in collaboration with government agencies, universities, and health organizations.



Ongoing community campaigns hosted at our malls include:



A polio vaccination campaign in collaboration with the Ministry of Health, contributing to national immunization efforts.



A diabetes awareness campaign with King Abdulaziz University, aimed at promoting healthy lifestyle practices.



A women's health campaign delivered in partnership with Life Doctors, focusing on early detection and preventive care.



An annual breast cancer awareness event, aligned with the International Day for Early Detection, held with the Ministry of Health.



A skin cancer education drive in collaboration with King Abdulaziz University, emphasizing prevention and early screening.



A drug abuse awareness campaign conducted with the "Kafa" Association, targeting youth and families.



An oral and dental health campaign with the Saudi Dental Association, offering educational sessions and basic checkups.



The "Dawauak" campaign in collaboration with the Riyadh Health Assembly, promoting safe medication practices.



An epilepsy awareness campaign run with King Saud University, aimed at reducing stigma and increasing public understanding.



A community program on asthma prevention, held on the International Day for Asthma with King Saud University.



A joint pain awareness event in partnership with Imam Mohammed bin Saud University, offering preventative insights and consultations.



A liver health campaign on the International Day for Fatty Liver Awareness, with support from King Saud University.



A hernia awareness drive in collaboration with Imam Mohammed bin Saud University, educating visitors on symptoms and treatment.

These initiatives are a key part of Alandalus Property's efforts to improve quality of life, foster public health literacy, and maintain strong ties with the local community.

Local Talent Development

Alandalus Property continues to uphold its role in community development through a focused and practical approach to social responsibility. This approach is embedded across operations and facilitated through partnerships with government entities, charitable organizations, and awareness-focused associations. The goal is to deliver tangible value to society through meaningful initiatives that reflect the company's sense of duty toward the local community.

A key pillar of this approach is the engagement of university students in real work environments as part of Alandalus Property's contribution to workforce development. This initiative aligns with the Company's broader social responsibility strategy by supporting skill-building and career readiness among local youth, while also enriching internal projects with fresh academic insight. In 2024, Alandalus Property onboarded two students for internship opportunities and hired two students from local universities for project-based roles. This reflects an ongoing effort to strengthen community ties and invest in the next generation of talent.

Social Outreach

In addition to Alandalus Property's sustained efforts in health awareness, the Company remains actively involved in a wide range of community enrichment initiatives. These efforts extend to educational, humanitarian, and recreational activities that improve public well-being and strengthen the social fabric across its mall properties. Alandalus Property's strategy centers on making its commercial centers accessible platforms for social value creation.

New Initiatives in 2024

In 2024, new collaborations and campaigns further expanded the company's impact. These included:



World Sleep Day awareness booth in collaboration with Nafa Charity Association, Enan Al-Ataa Volunteer Team, and the Ministry of Health



Drug and substance abuse awareness session led by the General Trainer for Drug Control in the Makkah Region



Seasonal influenza vaccination campaign by King Abdulaziz Hospital



Clothing recycling initiative in partnership with Aoun Charity and Ghaith Charity Project



"Sanad" campaign organized by King Saud bin Abdulaziz University for Health Sciences



"Continuing Education Hackathon" in collaboration with the General Administration of Education in Jeddah



Interactive awareness screen setup by Nafa Charity Association in the food court area Eye health awareness campaign by the Saudi Ophthalmology Society



Diabetes awareness activity by the Friends of Diabetic Patients Charity in Jeddah and the Endocrinology Student Club at King Abdulaziz University



International Day of Persons with Disabilities awareness activity by the General Administration of Education – Capacity Development Department



Awareness booth on Epidermolysis Bullosa (EB) by the Farasah Association for Supporting EB Patients

Alandalus Property Alandalus Property 56

Ongoing Initiatives at Alandalus Mall

Alandalus Mall continues to serve as a vibrant venue for recurring social outreach events, including:



The "Dawwirha" campaign, in collaboration with the National Donations Platform, promoting reuse and charitable giving.



Awareness activities on genetic disorders, in collaboration with King Abdulaziz University.



World Diabetes Day, organized jointly with the Ministry of Health.



Seasonal Flu Vaccination Drives, implemented with support from the Ministry of Health.

Ongoing Initiatives at Hayat Mall

Hayat Mall remains a hub for health, awareness, and social engagement, regularly hosting:



International First Aid Day, with participation from King Saud University.



Breast Cancer Awareness Campaigns, in partnership with Al-Mareefa University and King Saud University.



International Antibiotic Awareness Week, hosted with the Riyadh Health Cluster.



Medical Access Campaign, in coordination with Prince Sultan City for Humanitarian Services.



Seasonal Flu Vaccination Drive, with the Saudi Society for Health Administration.



Breastfeeding Awareness Campaign, organized with King Saud University.



No Tobacco International Day, in collaboration with King Fahd Medical City.



Pharmacy Club Educational Campaign, led by King Saud University to promote public health literacy.

These ongoing and new initiatives reflect Alandalus Property's consistent approach to embedding corporate social responsibility within its daily operations and public spaces.

Energy Efficiency

Alandalus Property continues to address its energy consumption by implementing a targeted strategy to reduce electricity use across its properties. Throughout 2024, the Group focused on improving operational efficiency, upgrading systems, and integrating sustainable materials to reduce its energy footprint and support the national transition toward low-carbon development.

Energy Performance in 2024

In 2024, Alandalus Property achieved the following electricity consumption levels across its major assets:

Hayat Mall:

8,279,973 kWh

Alandalus Mall:

14,048,103 kWh

Alandalus Hotel:

382,488,000 kWh

Alandalus Head Office:

6,315,503 kWh



LED Lighting Upgrades

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All conventional lighting fixtures, both interior and exterior, were replaced with high-efficiency This retrofit achieved an estimated 10% reduction in electricity consumption across both malls.

Total Electricity Consumption via Lighting Fixtures and Automation in 2024:

Hayat Mall:

2,041,392 kWh

Alandalus Mall:

3,062,926 kWh

Alandalus Head Office:

76,498 kWh

ETFE Skylight Installation

Skylights made from ETFE (ethylene tetrafluoroethylene) material were installed in main corridors of Hayat and Alandalus Malls. By increasing the availability of natural daylight, the need for artificial lighting was reduced. The ETFE also provides thermal insulation, reducing cooling loads and enhancing overall energy efficiency.

HVAC System Renewal

Existing air conditioning units were replaced with high-efficiency systems that improved cooling distribution while reducing energy usage by approximately 10%. These upgrades enhanced visitor comfort while supporting operational sustainability.

Total Electricity Consumption via HVAC in 2024:

Hayat Mall:

6,238,581kWh

Alandalus Mall:

10,985,176 kWh

Alandalus Head Office:

305,990 kWh

Sustainable Flooring

Hayat Mall's floors were refurbished using porcelain tiles that comply with LEED green building criteria. This durable and low-emission material contributes to thermal regulation, helping to lower cooling demand and support long-term energy savings.

These collective measures reflect Alandalus Property's ongoing effort to embed sustainability into its asset management approach, while aligning with the environmental goals of Kingdom of Saudi Arabia Vision 2030 and national energy efficiency standards.

Water Management

Reducing water consumption is a priority for Alandalus, particularly given the growing national and global concerns around natural resource scarcity. As water plays the most significant role in supporting daily life, economic activity, and environmental sustainability, the Group continues to implement practical solutions that minimize unnecessary usage across its properties.

To curb excess consumption, sensor-based water taps have been installed throughout all malls and facilities. These automated systems ensure that only the required amount of water is dispensed, reducing wastage by up to 60%.

Total Electricity Consumption via HVAC in 2024:

Alandalus Mall:

79,125,000 liters.

Hayat Mall:

65,659,000 liters.

Alandalus Head Office:

940,000 liters.

Circular Economy

Recycling is significant for reducing the environmental impact of waste by conserving natural resources, lowering energy use, and limiting the amount of waste sent to landfills. At Alandalus Property, recycling is an ongoing practice embedded in day-to-day operations across all commercial centers. Dedicated collection points are maintained to ensure proper sorting and transfer of recyclable materials to approved facilities, with a strong focus on reducing cardboard waste generated by tenants and customers alike.

In parallel with recycling efforts, Alandalus Property closely monitors the consumption of materials, particularly paper, to identify reduction opportunities and promote more responsible resource use. Tracking consumption volumes across commercial centers provides insight into operational efficiency and supports broader sustainability goals aimed at minimizing environmental footprint. In 2024, the volume of paper usage in KG was:

Alandalus Mall:

120,000

Hayat Mall:

60,000



Climate and Emissions

Addressing carbon emissions and minimizing environmental impact is integral to Alandalus Property's sustainability approach. In response to the global call for climate action, the company has adopted a structured framework to reduce its carbon footprint across Scope 1, Scope 2, and Scope 3 emissions.

Within Scope



direct emissions are addressed by improving internal operational efficiency. This includes upgrading to energy-efficient technologies, encouraging resource-conscious behavior among employees, and gradually integrating renewable energy solutions where feasible.

For Scope



efforts center on reducing indirect emissions from purchased electricity. This is pursued by optimizing energy use across properties, supporting future clean energy procurement, and enhancing building systems to align with green building standards.

Under Scope 3



Alandalus Property evaluates emissions linked to its broader value chain, including logistics and materials sourcing. This involves working closely with suppliers to promote more sustainable practices and improve environmental performance across shared operations.

The total carbon footprint for 2024 reached 20,709.25 tons of CO₂ equivalent, distributed across the three scopes as follows:

Scope 1:

8,219.25 tons CO₂e

Scope 2:

12,490 tons CO₂e

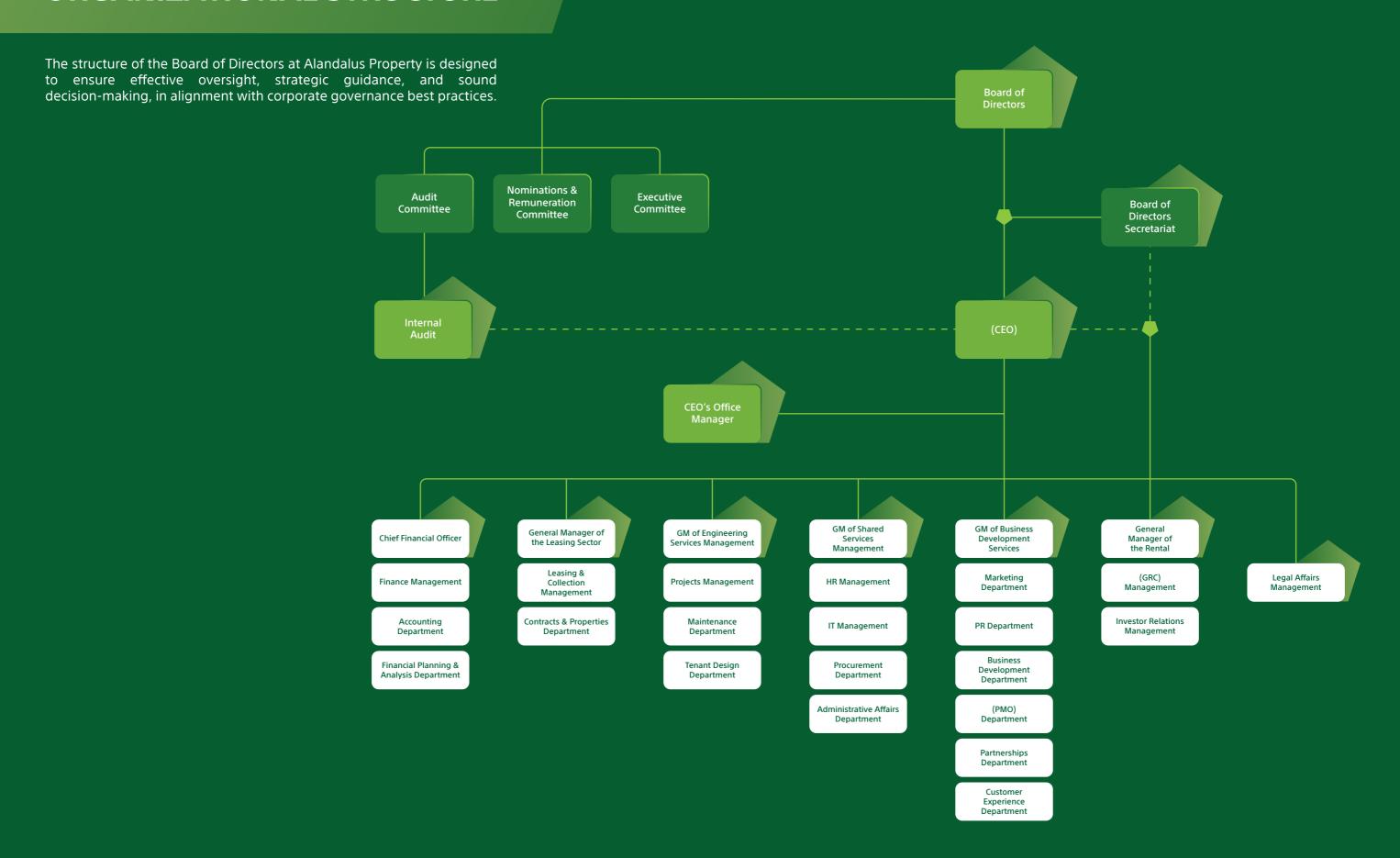
Through these integrated efforts, Alandalus Property continues to move toward a lower-carbon future while contributing to national and global environmental objectives.





ORGANIZATIONAL STRUCTURE

67



9 Alandalus Property Alandalus Property 70

Board of Directors:



Mr. Abdulsalam bin Abdulrahman Al-Aqeel Chairman of the Board Chairman of the Executive Committee Member of the Nominations &

Remuneration Committee



Eng. Saleh bin Mohammed Al Habib Vice Chairman of the Board



Mr. Ahmed bin Abdulrahman Al Mousa Board Member Member of the Executive Committee



Eng. Faisal bin Abdulmohsen Al Zakri Board Member Member of the Executive Committee



Muslim Al Shaman

Board Member

Member of the Executive Committee

Mr. Mishari bin



Eng. Faisal bin Abdulrahman Al Nasser Board Member



Mr. Omar bin Hamad Al Meshal Chairman of the Audit Committee Board Member



Mr. Nawaf bin Abdullah Al Fozan Chairman of the Nominations & Remuneration Committee Board Member



Mr. Tariq bin Saad Al Tuwaijri Board Member



As a reflection of its ongoing commitment to applying robust corporate governance standards, Alandalus Property was honored with the Best Corporate Governance award by International Investor Magazine. This recognition highlights the Company's adherence to global best practices in governance, transparency, and accountability, reinforcing its position as a trusted and well-managed organization.

The Board includes a member with recognized expertise in risk management, providing strategic oversight of the Company's risk framework. This expertise supports the identification, assessment, and mitigation of key risks across operational, financial, and ESG dimensions, aligning the Company's governance practices with international expectations. The Company recognizes the importance of independent oversight at the board level and maintains a defined minimum requirement for independent representation.

Alandalus Property recognizes the importance of comprehensive and proactive risk management in safeguarding assets, maintaining business continuity, and supporting long-term strategic objectives. The Company has adopted a structured approach to identifying, assessing, evaluating, and addressing risks across all operational areas. This framework is built on clear policies and practical methodologies that define acceptable risk levels, assign responsibility to designated personnel, and ensure systematic execution and oversight.

PROACTIVE RISK MANAGEMENT

Alandalus Property's risk management framework is designed to ensure timely and informed decision-making through ongoing risk categorization, monitoring, and reporting. All operations have been assessed for corruption risk, with a 100% evaluation rate. Given the diverse nature of risks, operational, financial, regulatory, and market-related, the Company acknowledges that not all risks are fully visible at present. Some may emerge or gain significance over time.

Key risk areas currently monitored include general real estate market conditions; development project risks; retail sector profitability; uncertainties in leasing activity; increased competition; rising operating and maintenance costs; exposure to legal claims and regulatory penalties; financial liquidity challenges; and high financing costs.

These are mitigated and managed through a combination of preventive measures, structured oversight, and proactive planning. Alandalus Property employs risk-specific controls including market analysis, feasibility assessments for new projects, tenant diversification strategies, and regular lease performance reviews. Cost efficiency is reinforced through budgeting and supplier evaluations, while legal and regulatory risks are addressed through continuous compliance monitoring and access to specialized legal counsel. Financial risks are managed by maintaining prudent cash flow controls, optimizing capital structure, and actively monitoring debt servicing commitments.

Transparent Reporting

Alandalus Property maintains a robust corporate governance framework that supports effective management across all operations. Upholding ethical principles and transparency is embedded in daily practices at every organizational level. Building on a strong foundation of good governance and responsible business conduct, transparent reporting serves as a key instrument to reinforce accountability toward stakeholders.

Board Remuneration Approval

Board remuneration is approved by the General Assembly in line with regulatory requirements, ensuring transparency and alignment with shareholder interests. In addition to fixed components, certain performance-based elements are linked to predefined KPIs, including sustainability-related targets. The achievement of these KPIs is assessed by the Remuneration Committee and forms part of the Board's annual evaluation, reinforcing the integration of ESG considerations into governance and compensation practices.

Shareholder Rights and Board Nomination

Alandalus adopts a formal nomination policy that governs the procedures and criteria for board candidacy, ensuring transparency, objectivity, and alignment with regulatory standards. Voting rights are granted equally to all shareholders, including foreign and non-resident investors, without any discriminatory provisions. Additionally, shareholders holding more than 5% of the Company's shares have the right to request the convening of an Extraordinary General Assembly, in accordance with applicable laws and governance frameworks.



73 Alandalus Property Alandalus Property

SUSTAINABILITY POLICIES

Governance and Compliance

Code of Conduct and Conflict of Interest

Alandalus Property's journey toward fulfilling its ESG responsibilities begins with a firm focus on accountability and transparency throughout the organization. The Company applies a strict zero-tolerance approach to bribery and corruption, which are explicitly prohibited in all corporate activities.

Al Andalus conflict of interest policy aligns with the Companies Law, the Financial Market Law, and their executive regulations. It governs potential conflicts that could impair the effectiveness of the Board, Executive Management, or employees in their duties toward the company and its stakeholders.

The policy applies to all employees, regardless of seniority, covering all business dealings, including contracts and activities regulated by licensing authorities. It establishes clear disclosure requirements for any conflict of interest and includes rules to manage Company competition and board members' voting restrictions in conflicting matters.

Violations of the policy have significant consequences, including the Company's right to seek compensation for damages resulting from breaches.

Audit Policy

Alandalus Property's audit policy ensures compliance with Company policies and legal requirements, safeguards organizational integrity, and identifies potential risks through independent and systematic audit processes. Internal audit operations follow a risk-based methodology, focusing on financial, operational, compliance, and performance aspects to enhance transparency, accountability, and control effectiveness. The Internal Audit Manager leads the audit team in planning, executing, and reporting audits aligned with organizational priorities and risks.

Audit activities involve thorough examination of financial records, internal controls, and business processes, with collaboration across departments to support continuous improvement. External auditors are appointed for annual financial reviews, maintaining independence and avoiding conflicts of interest. Audit assignments are renewed annually with limits on consecutive terms to ensure transparency.

In line with governance requirements, the Audit Committee is composed of qualified members with the necessary competencies to fulfill their oversight responsibilities. As part of its composition criteria, the membership status of the committee chairman should be independent, and at least one member must possess relevant financial expertise to ensure effective review of financial statements, internal controls, and audit processes. This enhances the committee's ability to provide informed oversight and uphold financial integrity.

Compliance

Alandalus Property's compliance policy establishes a robust framework to uphold integrity, ethical conduct, and adherence to all applicable laws and regulations across the Company. The Board of Directors sets the tone by promoting high ethical standards and ensuring accountability at all management levels. Compliance is a shared responsibility, with every employee required to act honestly, respect confidentiality, and report any suspected violations through secure, confidential channels without fear of retaliation.

The policy includes clear procedures for identifying, investigating, and addressing non-compliance, supported by regular risk assessments and ongoing training programs. This comprehensive approach protects the Company's reputation, mitigates legal and operational risks, and reinforces a culture of transparency and accountability aligned with Alandalus Property's commitment to sustainable and responsible

Anti-Bribery and Anti-Corruption

Alandalus Property Company enforces a zero-tolerance approach to bribery, fraud, and corruption. The policy applies to all employees, contractors, and business partners. It prohibits unlawful payments, facilitation payments, extortion, insider trading, and any form of conflict of interest. Fraudulent practices, including embezzlement, falsification of records, abuse of authority, and disclosure of confidential information, are strictly forbidden.

To support implementation, Alandalus has established a governance structure assigning clear responsibilities to executive management, internal audit, legal and compliance teams, and external stakeholders. It operates a confidential whistleblowing mechanism and carries out due diligence on third parties to assess compliance risks.

The policy mandates regular training and awareness campaigns, embeds anti-corruption measures into contracts and agreements, and requires all stakeholders to adhere to relevant Kingdom of Saudi Arabia laws, including those enforced by the National Anti-Corruption Commission (Nazaha). Internal controls, such as audits, expense reviews, and monitoring of procurement processes, are implemented to detect and prevent violations.

100%

of Operations Assessed and Mitigated for Corruption Risk

Whistleblowing

Alandalus Property Company upholds the highest standards of ethical conduct, transparency, and accountability. The Company encourages the proactive reporting of any violations, misconduct, or unethical behavior by employees, contractors, suppliers, and other stakeholders. The policy ensures confidential, impartial investigations and protects whistleblowers from retaliation, supporting anonymous reporting where possible. Alandalus commits to compliance with all applicable laws and fosters a safe and ethical work environment by promoting integrity, honesty, and fairness in all business dealings. The policy is regularly reviewed to maintain its effectiveness and alignment with evolving regulations and Company standards.

Anti-Money Laundering

The Institutional Anti-Fraud Policy ensures the prevention and combating of money laundering in all its forms by implementing strict controls and procedures to detect and monitor suspicious financial activities, thereby enhancing transparency and integrity within the organization in compliance with applicable local and international laws and regulations.





Social Responsibility

Human Resources

Alandalus Property's Human Resources Policy reflects the Company's approach to workforce management, employee rights, and ethical workplace practices. The policy outlines provisions for equitable treatment, non-discrimination, and inclusion, applying to all employees and stakeholders, including suppliers and partners. It establishes clear expectations on employment procedures, performance management, fair compensation, and workplace conduct. The policy emphasizes equal pay for equal work, local hiring, career development, and safe working conditions in compliance with applicable laws.

Additional provisions include maternity and paternity leave, paid time off, gratuity benefits, retirement contributions, and a zero-tolerance approach to workplace violence and harassment. Alandalus ensures confidentiality, responsible use of social media, and professional ethics. The policy is reviewed periodically to remain aligned with evolving regulations and internal requirements, with amendments coordinated through the Human Resources and Governance departments.

Combating Discrimination and Promoting Inclusion

Alandalus Property Company upholds a strict non-discrimination and inclusion policy that ensures equal opportunity and fair treatment for all employees and applicants, regardless of race, gender, disability, or other characteristics. It governs recruitment, workplace environment, training, and complaint resolution, fostering a culture of respect, diversity, and accessibility, including reasonable accommodations for people of determination. A confidential and fair process addresses any incidents of discrimination, harassment, or retaliation. The Company regularly monitors and evaluates its policies and key diversity metrics to ensure continuous improvement toward a supportive and inclusive workplace.

Communications, Consulting & Social Media Policy

This policy governs the responsible use of social media by all employees, contractors, suppliers, and partners of Alandalus Property Company. It applies to all forms of social media, including platforms like Facebook, Instagram, Twitter, LinkedIn, YouTube, and blogs.

The policy emphasizes that all social media activity linked to the Company must adhere to existing Company policies, the Code of Conduct, and applicable laws. Employees are personally responsible for their online content, which should be accurate, respectful, and aligned with the company's values and sustainability goals. When discussing company-related matters, employees must clearly identify their affiliation and distinguish personal opinions from official company statements.

Confidentiality and intellectual property rights must be strictly respected. Sharing proprietary or confidential information is prohibited. The policy encourages employees to engage with official ccompany social media accounts and to contribute thoughtfully to internal content creation by keeping communication clear, purposeful, relevant, and targeted to the audience.



Environmental Care

Environmental Management Policy

Alandalus Property operates with a clear focus on minimizing environmental impact across its activities. The Environmental Policy, outlines the Company's approach to complying with environmental laws, reducing pollution, improving resource efficiency, and embedding environmental awareness into corporate culture.

Alandalus monitors and manages its environmental performance by measuring Scope 1, 2, and 3 GHG emissions, as well as its water, energy, and waste footprints. Targeted efforts include enhancing energy efficiency through optimized consumption and sustainable equipment, reducing water use via conservation technologies, and promoting recycling and responsible waste handling.

To limit single-use plastics, Alandalus Property engages employees, suppliers, and customers through awareness programs and procurement standards that favor recycled or locally sourced alternatives. The Company applies the GHG Protocol and DEFRA standards to calculate emissions and integrates continuous improvement processes by setting measurable environmental objectives, monitoring progress, and promoting innovation.

Environmental considerations are embedded in procurement practices, encouraging suppliers to adopt low-impact materials and production methods. All employees, contractors, and partners are expected to uphold this policy, with channels in place for reporting violations confidentially. The Investor Relations & GRC Management reviews the policy annually to ensure ongoing relevance and effectiveness.

Quality, Health, Safety and Environment

Alandalus Property's QHSE Policy establishes a comprehensive framework for continuous improvement in quality, health, safety, and environmental performance. The policy emphasizes delivering high-quality products and services while safeguarding employee health, operational safety, and environmental protection. It covers all Company operations and stakeholders, integrating risk assessments, training, and compliance with applicable laws.

The Company prioritizes mental health support, workplace safety, and emergency preparedness, alongside efforts to minimize environmental impacts and promote sustainability. Regular monitoring, incident reporting, and employee engagement ensure ongoing evaluation and enhancement of QHSE practices. The policy undergoes periodic review to maintain relevance and effectiveness aligned with evolving regulations and company objectives.

Paper Printing

Alandalus Property Company's Paper Printing Policy aims to reduce paper waste and optimize resource use in line with the Company's recycling goals. The policy applies to all employees, contractors, suppliers, and visitors, emphasizing paper avoidance, responsible printing practices, and recycling of uncollected prints. It encourages digital document management over physical copies and promotes staff awareness on sustainable printing. Oversight is the CEO, with regular policy reviews to ensure effectiveness and alignment with evolving requirements.

Operational Policies

Asset Management Policy

Alandalus Property's Corporate Asset Management Policy establishes a comprehensive framework to ensure sustainable management of the Company's diverse and significant asset portfolio. Covering physical and technological assets, from IT equipment and infrastructure to buildings, vehicles, and utilities, the policy mandates systematic lifecycle management practices to maximize asset value, mitigate risks, and maintain reliable delivery service. It emphasizes a risk-based, integrated approach combining planning, finance, and operations to support long-term sustainability amid evolving environmental, technological, and regulatory challenges.

The Company maintains an up-to-date, detailed inventory of assets with clear ownership and tracking protocols, ensuring accountability and safeguarding sensitive data. Regular audits, monitoring, and enforcement reinforce compliance, while continuous improvement drives innovation in asset management.

Integrated Management System

Alandalus Property's Integrated Management System (IMS) Policy establishes a unified framework for managing the Company's overall ESG responsibilities in alignment with its sustainability goals. The policy applies to all employees and contractors and integrates quality, health and safety, and environmental systems to ensure cohesive and efficient operations. It emphasizes continuous improvement through the setting and monitoring of measurable objectives, stakeholder engagement, and compliance with legal and regulatory requirements.

Key focus areas include:

- 1- Enhancing customer satisfaction
- 2- Maintaining a safe and healthy work environment
- 3- Mitigating environmental impacts, 4- fostering a culture of responsibility and transparency.

The policy is reviewed annually to remain responsive to evolving sustainability expectations and operational needs.

Sustainable Procurement

Alandalus Property's Procurement Policy establishes standards to ensure procurement activities support the company's ESG goals. The policy mandates integrating environmental, social, and ethical considerations in supplier selection and performance evaluation while promoting fairness, transparency, and integrity throughout the procurement process.

Emphasis is placed on reliability, efficiency, and sustainability, including prioritizing suppliers who minimize environmental impact and engage positively with their communities. Local procurement is encouraged to reduce carbon footprint and support the local economy. The policy undergoes regular review to maintain alignment with legal requirements and organizational objectives, with active collaboration across departments to ensure continuous improvement.

Sustainable Procurement Highlights

30%

of contracts are with suppliers having formal environmental and sustainability policies.

86%

of the procurement budget is spent on local suppliers, supporting the local economy and reducing carbon footprint.

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83 Alandalus Property Alandalus Property

GRI CONTENT INDEX

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

STATEMENT OF USE	
GRI 1 USED	

Alandalus Property has reported in accordance with the GRI Standards for the period 1/1/2024 to 31/12/2024.

GRI 1: Foundation 2021



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION		
			Reason	Explanation	
GRI 2:	2-1 Organizational details	Company Profile and Purpose : Pages 15-29			
GENERAL DISCLOSURES 2021	2-2 Entities included in the organization's sustainability reporting	About This Report: Page 11			
	2-3 Reporting period, frequency and contact point	About This Report: Page 11			
	2-4 Restatements of information	No restatements of the reporting year			
	2-5 External assurance	This Report has Not Been Assured by an External Party			
	2-6 Activities, value chain and other business relationships	Company Profile and Purpose : Pages 15-29			
	2-7 Employees	Human Capital: Pages 41-47			
	2-8 Workers who are not employees	No non-employee workers engaged during the reporting period.			
	2-9 Governance structure and composition	Governance at Alandalus; Leadership Structure: Pages 67-71			
	2-10 Nomination and selection of the highest governance body	Governance at Alandalus; Leadership Structure: Pages 67-71			
	2-11 Chair of the highest governance body	Governance at Alandalus; Leadership Structure: Pages 67-71			
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance at Alandalus; Leadership Structure: Pages 67-71			
	2-13 Delegation of responsibility for managing impacts	Governance at Alandalus; Leadership Structure: Pages 67-71			
	2-14 Role of the highest governance body in sustainability reporting	Governance at Alandalus; Leadership Structure: Pages 67-71			
	2-15 Conflicts of interest	Sustainability Policies; Code of Conduct and Conflict of Interest: Page 73			
	2-16 Communication of critical concerns	Governance at Alandalus: Pages 64-81			
	2-17 Collective knowledge of the highest governance body	Governance at Alandalus: Pages 64-81			
	2-18 Evaluation of the performance of the highest governance body	Link to Annual Report			
	2-19 Remuneration policies	Link to Annual Report			
	2-20 Process to determine remuneration	Link to Annual Report			
	2-21 Annual total compensation ratio	Link to Annual Report			
	2-22 Statement on sustainable development strategy	Sustainability Strategy: Page 31			
	2-23 Policy commitments	Sustainability Policies: Pages 73-81			
	2-24 Embedding policy commitments	Sustainability Policies: Pages 73-81			
	2-25 Processes to remediate negative impacts	Proactive Risk Management; Sustainability Policies: Pages 71-81			

GRI STANDARD/	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION	
OTHER SOURCE			Reason	Explanation
GRI 2:	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Policies: Pages 73-81		
GENERAL DISCLOSURES 2021	2-27 Compliance with laws and regulations	Proactive Risk Management; Sustainability Policies: Pages 71-81		
2021	2-28 Membership associations	Excellence and Recognition: Page 29		
	2-29 Approach to stakeholder engagement	Material Matters: Pages 37-38		
	2-30 Collective bargaining agreements	NA	Legal Prohibitions	Due to the nature of our entity and the local legislations as Collective Bargaining is illegal in Saudi
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Material Matters: Pages 37-38		
TOPICS 2021	3-2 List of material topics	Material Matters: Pages 37-38		
GHG EMISSIONS				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38		
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Climate and Emissions: Page 63		
LIMISSIONS 2010	305-2 Energy indirect (Scope 2) GHG emissions	Climate and Emissions: Page 63		
	305-3 Other indirect (Scope 3) GHG emissions	Climate and Emissions: Page 63		
	305-4 GHG emissions intensity	Climate and Emissions: Page 63		
	305-5 Reduction of GHG emissions	Climate and Emissions: Page 63		
	305-6 Emissions of ozone-depleting substances (ODS)	Climate and Emissions: Page 63		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate and Emissions: Page 63		
ENERGY MANAGEMEN	NT CONTROL OF THE CON			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38		
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Energy Efficiency: Pages 57-59		
LIVERGY 2010	302-2 Energy consumption outside of the organization	Energy Efficiency: Pages 57-59		
	302-3 Energy intensity	Energy Efficiency: Pages 57-59		
	302-4 Reduction of energy consumption	Energy Efficiency: Pages 57-59		
	302-5 Reductions in energy requirements of products and services	Energy Efficiency: Pages 57-59		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION	
			Reason	Explanation
WATER MANAGEMENT				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38		
GRI 303: WATER AND	303-1 Interactions with water as a shared resource	Water Management: Page 61		
EFFLUENTS 2018	303-2 Management of water discharge-related impacts	Water Management: Page 61		
	303-3 Water withdrawal	Water Management: Page 61		
	303-4 Water discharge	Water Management: Page 61		
	303-5 Water consumption	Water Management: Page 61		
WASTE MANAGEMENT				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38		
GRI 306: WASTE 2020	306-2 Management of significant waste-related impacts	Circular Economy: Page 61		
117.15.12.15.15	306-3 Waste generated	Circular Economy: Page 61		
	306-4 Waste diverted from disposal	Circular Economy: Page 61		
	306-5 Waste directed to disposal	Circular Economy: Page 61		
LABOR MANAGEMENT	LABOR MANAGEMENT			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38		
GRI 402: LABOR/MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	Human Capital: Pages 41-47		
OCCUPATIONAL HEALT	TH AND SAFETY			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38		
GRI 403: OCCUPATIONAL	403-1 Occupational health and safety management system	Quality, Health, Safety, and Environment: Page 80		
HEALTH AND SAFETY 2018	403-2 Hazard identification, risk assessment, and incident investigation	Human Capital: Pages 41-47; Operational Policies: Page 81		
	403-3 Occupational health services	Human Capital: Pages 41-47; Operational Policies: Page 81		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Human Capital: Pages 41-47; Operational Policies: Page 81		
	403-5 Worker training on occupational health and safety	Human Capital: Pages 41-47; Operational Policies: Page 81		
	403-6 Promotion of worker health	Human Capital: Pages 41-47; Operational Policies: Page 81		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human Capital: Pages 41-47; Operational Policies: Page 81		

GRI STANDARD/	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION	
OTHER SOURCE			Reason	Explanation
GRI 403: OCCUPATIONAL HEALTH AND SAFETY	403-8 Workers covered by an occupational health and safety management system	Human Capital: Pages 41-47; Operational Policies: Page 81		
2018	403-9 Work-related injuries	Human Capital: Pages 41-47; Operational Policies: Page 81		
	403-10 Work-related ill health	Human Capital: Pages 41-47; Operational Policies: Page 81		
DIVERSITY AND INCLU	SION			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38		
GRI 405: DIVERSITY AND EQUAL	405-1 Diversity of governance bodies and employees	Human Capital: Pages 41-47		
OPPORTUNITY 2016	405-2 Ratio of basic salary and remuneration of women to men	NA	Confidentiality Constraints	Due to the sensitivity of individual compensation data and to protect employee privacy, this information is kept confidential, with internal monitoring ensuring pay equity and compliance.
HUMAN CAPITAL DEVI	ELOPMENT			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38		
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Learning and Development: Page 46		
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Development: Page 46		
	404-3 Percentage of employees receiving regular performance and career development reviews	Learning and Development: Page 46		
LOCAL COMMUNITY IN	NVOLVEMENT			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38		
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Impact: Pages 49-53		
	413-2 Operations with significant actual and potential negative impacts on local communities	Social Impact: Pages 49-53		
HUMAN RIGHTS ASSES	SSMENT			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38		
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination during the reporting period		
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Human Capital: Pages 41-47		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital: Pages 41-47		
	401-3 Parental leave	Human Capital: Pages 41-47		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION			
			Reason	Explanation		
PRODUCTS & SERVICE	PRODUCTS & SERVICES; CUSTOMER SATISFACTION					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38				
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1: Assessment of the health and safety impacts of product and service categories	Integrated Real Estate Services: Pages 21-26				
7415 3741 2110	416-2: Incidents of non-compliance concerning the health and safety impacts	No incidents of non-compliance during the reporting period				
GOVERNANCE & BUSI	NESS ETHICS; REGULATORY COMPLIANCE; RESPONSIBLE INV	ESTMENT; RISK MANAGEMENT				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38				
GRI 2: GENERAL DISCLOSURES 2021	2-9 Governance structure and composition	Governance at Alandalus; Leadership Structure: Pages 67-71				
DISCLOSORES 2021	2-10 Nomination and selection of the highest governance body	Governance at Alandalus; Leadership Structure: Pages 67-71				
	2-11 Chair of the highest governance body	Governance at Alandalus; Leadership Structure: Pages 67-71				
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance at Alandalus; Leadership Structure: Pages 67-71				
	2-13 Delegation of responsibility for managing impacts	Governance at Alandalus; Leadership Structure: Pages 67-71				
	2-14 Role of the highest governance body in sustainability reporting	Governance at Alandalus; Leadership Structure: Pages 67-71				
	2-15 Conflicts of interest	Sustainability Policies; Code of Conduct & Conflict of Interest: Page 73				
	2-16 Communication of critical concerns	Governance at Alandalus: Pages 64-81				
	2-17 Collective knowledge of the highest governance body	Governance at Alandalus: Pages 64-81				
	2-18 Evaluation of the performance of the highest governance body	Link to Annual Report				
	2-19 Remuneration policies	Link to Annual Report				
	2-20 Process to determine remuneration	Link to Annual Report				
	2-21 Annual total compensation ratio	Link to Annual Report				
	2-25 Processes to remediate negative impacts	Proactive Risk Management; Sustainability Policies: Pages 71-81				
	2-27 Compliance with laws and regulations	Proactive Risk Management; Sustainability Policies: Pages 71-81				
	2-28 Membership associations	Excellence and Recognition: Page 29				
ANTI-COMPETITIVE BI	ANTI-COMPETITIVE BEHAVIOR					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38				
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Policies; Code of Conduct and Conflict of Interest: Pages 73-76				

GRI STANDARD/	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION			
OTHER SOURCE		EOCATION AND/OR DIRECT ANSWER	Reason	Explanation		
ECONOMIC PERFORMA	ECONOMIC PERFORMANCE					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38				
GRI 201: ECONOMIC PERFORMANCE 2016	201-2 Financial implications and other risks and opportunities due to climate change	Link to Annual Report				
	201-3 Defined benefit plan obligations and other retirement plans	Sustainability Policies; Human Resources: Page 77				
	201-4 Financial assistance received from government	The Company did not receive financial assistance from the government during the reporting period				
ANTI-CORRUPTION						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38				
GRI 205: ANTI- CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	Anti-bribery and Anti-corruption: Page 75				
	205-2 Communication and training about anti-corruption policies and procedures	Anti-bribery and Anti-corruption: Page 75				
	205-3 Confirmed incidents of corruption and actions taken	Anti-bribery and Anti-corruption: Page 75				
DIGITAL TRANSFORMA	DIGITAL TRANSFORMATION; DATA & CUSTOMER PRIVACY					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters: Pages 37-38				
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints during the reporting period				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWER	OMISSION	
	DISCLUSURE		Reason	Explanation
NON-MATERIAL TOPICS	S Comments			
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	NA	Confidentiality Constraints	Due to the confidentiality of wage data and to protect employee privacy, this information is not disclosed publicly, though internal monitoring ensures compliance with local wage regulations.
	202-2 Proportion of senior management hired from the local community	Link to Annual Report		
GRI 203: INDIRECT ECONOMIC	203-1 Infrastructure investments and services supported	Link to Annual Report		
IMPACTS 2016	203-2 Significant indirect economic impacts	Link to Annual Report		
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	Sustainabile Procurement: Page 81		
GRI 207: TAX 2019	207-1 Approach to tax	Link to Annual Report		
	207-2 Tax governance, control, and risk management	Link to Annual Report		
	207-3 Stakeholder engagement and management of concerns related to tax	Link to Annual Report		
	207-4 Country-by-country reporting	Link to Annual Report		
GRI 308: SUPPLIER	308-1 New suppliers that were screened using environmental criteria	Sustainabile Procurement: Page 81		
ENVIRONMENTAL ASSESSMENT 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainabile Procurement: Page 81		
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	NA	Legal Prohibitions	Due to the nature of our entity and the local legislations as Collective Bargaining is illegal in Saudi Arabia

97 Alandalus Property

Alandalus Property remains committed to continuous progress in sustainability, guided by our values, national priorities, and the goals of Saudi Vision 2030. In 2024, we advanced our efforts to reduce environmental impact, enhance social responsibility, and strengthen governance. While proud of the milestones achieved, we recognize that sustainability is an evolving journey. We will continue working closely with our stakeholders to drive innovation, improve performance, and create lasting value for both society and shareholders.

We welcome feedback on this report and dialogue on our sustainability performance.

Please address all feedback to: ir@alandalus.com.sa

