ESG REPORT 2025

Growth Reinforces Sustainability

الأندلس العقارية
Alandalus Property

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His Royal Highness

Prince Mohammed bin Salman bin Abdulaziz Al Saud

Crown Prince and Prime Minister

May Allah protect him

Custodian of the Two Holy Mosques

King Salman bin Abdulaziz Al Saud

May Allah protect him

INTRODUCTION

Since publishing its first Sustainability Report in 2022, Alandalus Property's has continued to integrate sustainability considerations across its operations, asset management activities, and stakeholder engagement efforts. Over the years, the Company has advanced a range of initiatives related to environmental performance, employee wellbeing, customer experience, governance, and community engagement, reflecting a practical and evolving approach to sustainable value creation.

During 2025, Alandalus Property's further expanded ESG integration across its portfolio and operating model. As a leading real estate service provider in Kingdom of Saudi Arabia, the Company continues to adapt to changing market expectations while contributing to the Kingdom's broader sustainability and development ambitions under Saudi Vision 2030.

This report presents Alandalus Property's sustainability progress and performance throughout 2025 and highlights the initiatives and priorities that continue to shape the Company's approach to responsible and resilient growth.

01

ABOUT THIS REPORT

Reporting Period

This report presents Alandalus Property's sustainability performance for the period from 1 January 2025 to 31 December 2025.

Reporting Scope and Boundary

The report covers Alandalus Property's operations and asset management activities within Kingdom of Saudi Arabia, including information related to environmental, social, and governance topics considered material to the Company and its stakeholders during the reporting period.

Material Topics

The content of this report reflects ESG topics identified by Alandalus Property's as most relevant to its operations, stakeholders, and long-term business objectives, including governance, employee wellbeing, customer experience, environmental performance, and community engagement.

Data and Information

The Quantitative and quantitative information included in this report has been collected from internal departments and operational functions across the company. Where applicable, comparative information from previous reporting periods has been included to provide performance context.

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and includes disclosures relevant to Alandalus' business activities and material sustainability topics. The report also considers national priorities under Saudi Vision 2030.

02

STRATEGIC MESSAGE

CHAIRMAN STATEMENT

I am pleased to introduce Alandalus Property Company's fourth consecutive Sustainability Report, covering our progress and performance during 2025. Since our first report in 2022, sustainability reporting has become an important part of how we communicate with our stakeholders and present the way Alandalus manages its business, assets, people, communities, and environmental responsibilities.

During the year, Saudi Arabia's real estate and asset management sector continued to evolve, driven by urban growth, changing consumer expectations, and demand for destinations that offer more than traditional commercial space. Retail, hospitality, office, and mixed-use assets are increasingly evaluated based on occupancy levels, customer experience, operational efficiency, tenant diversity, and adaptability to changing market dynamic. This direction is aligned with Alandalus' model of developing and managing destinations that support long-term value and visitor engagement.

Our sustainability approach is shaped by the ambitions of Saudi Vision 2030 and by the areas where our business can make a practical contribution, including quality of life, economic participation, responsible resource use, customer experience, and community wellbeing. We also continue to align relevant initiatives with the Sustainable Development Goals, using them as a reference point for our environmental, social, and governance priorities.

During 2025, the Company's continued to strengthen the implementation of its sustainability strategy through its strategic pillars focused on sound governance, environmental management, human capital development, and the enhancement of community value. This strategy provides a unified framework for guiding priorities, measuring performance, and supporting decision-making in alignment with the Company's objectives and Saudi Vision 2030.

Stakeholder dialogue remains central to this approach. Engagement with investors, shareholders, tenants, customers, employees, regulators, partners, and communities helps us understand expectations and reflect them in our decisions. This dialogue supports better governance, more responsive asset management, and a clearer view of the topics that matter most to Alandalus and its stakeholders.

As Alandalus Property's continues to grow its portfolio and develop integrated destinations across the Kingdom of Saudi Arabia, we remain focused on building assets and experiences that are aligned with the future of Saudi Arabia's urban, economic, and social transformation. We invite you to explore this report and follow our continued progress toward responsible growth, operational excellence, and long-term value creation.

On behalf of the Board of Directors, I would like to extend my sincere thanks to our employees, shareholders, investors, tenants, partners, and stakeholders for their continued trust and support.

Chairman of Board of Directors
Mr. Abdulsalam bin Abdulrahman Al-Aqeel

CEO STATEMENT

In its fourth year of sustainability reporting, Alandalus Property's presents a clearer view of how ESG priorities are reflected across its business, assets, and stakeholder relationships. The 2025 report builds on the Company's reporting journey since 2022 and brings together the key areas shaping its sustainability agenda, from customer experience and human capital to environmental performance, governance, community contribution, and responsible asset management.

As sustainability expectations and reporting practices continue to evolve, Alandalus Property's updated its assessment of the ESG topics most relevant to the business and its stakeholders in 2025. The process considered stakeholder engagement outcomes, operational priorities, sector developments, and emerging sustainability considerations relevant to the real estate and asset management sector. In light of the outcomes of this assessment, Alandalus continued implementing its sustainability strategy, which provides an integrated framework for defining environmental, social, and governance priorities and linking them to the Company's strategic objectives. The strategy also helps guide initiatives, develop performance indicators, and strengthen accountability, supporting the creation of long-term sustainable value.

The implications and insights of this process continued to shape the Company's environmental priorities across its assets and operations. Focus areas included energy optimization, emissions monitoring, water management, and recycling practices across retail and commercial properties. HVAC optimization initiatives across Alandalus Mall and Hayat Mall accounted for 20.3 million kWh of managed energy consumption, The Company also continued to measure and manage greenhouse gas emissions across the two malls as part of its environmental management system, alongside implementing waste management initiatives and ongoing monitoring of resource consumption across the portfolio, supporting more efficient property operations and enhanced environmental performance. Human capital development and workplace wellbeing also remain important operational priorities for the Company. In 2025, Alandalus delivered 1,074 training hours across technical, operational, administrative, and professional development areas, while continuing employee engagement, performance appraisal, and wellbeing programs across its operations.

Community engagement and social value also are still closely connected to the Company's sustainability approach. Across Alandalus Mall and Hayat Mall, Alandalus delivered 34 community initiatives, reaching more than 20,000 beneficiaries through health awareness campaigns, educational initiatives, financial literacy programs, and social inclusion activities that supported broader community wellbeing across the cities in which the Company operates.

Looking ahead, Alandalus Property's will continue integrating sustainability considerations into the practical management of its business and assets. As Saudi Arabia's real estate sector continues to evolve, Alandalus Property's remains focused on developing destinations that respond to changing market expectations and contribute to the Kingdom of Saudi Arabia wider economic and urban transformation.

I would like to thank our employees, shareholders, investors, tenants, partners, and stakeholders for their continued trust and support. I invite you to read this report and learn more about Alandalus' progress, priorities, and direction for the years ahead.

Board Member and Chief Executive Office
Eng. Faisal bin Abdulrahman Al-Nasser

03

HIGHLIGHTS OF ACHIEVEMENTS IN SUSTAINABILITY

Highlights of Achievements in Sustainability

Environmental Highlights

20.3M kWh HVAC
Improving the Energy Efficiency of Heating, Ventilation, and Air Conditioning (HVAC) Systems

99.8%
Paper Recycling Rate

213M Litres
Water Consumption Monitored

23,186 tCO_2e
Total Emissions (Scope 1, 2)

Social Highlights

124 Employees
Total Workforce

61%
Saudization Workforce Representation

1,074 Hours
Employee Training Delivered

20,000+
Beneficiaries Community Impact Reached

0
Occupational Hazards Recorded

64 Community Initiatives
Benefiting more than 20,000 people

21%
Percentage of women out of the total workforce

Governance Highlights

0
Incidents of Corruption or Misconduct

100%
Compliance with Regulatory Requirements

95%
Local Spend Procurement Allocation

0
Data Breaches Customer Privacy Incidents

04

ABOUT ALANDALUS PROPERTY CO.

ABOUT ALANDALUS PROPERTY CO.

Alandalus Property Company is a Saudi joint stock company established under Commercial Registration No. (1010224110) dated 17/09/1427H (corresponding to 10/10/2006) and Ministerial Resolution No. (2509) dated 03/09/1427H (corresponding to 26/09/2006). The Company was founded as a Saudi closed joint stock company with a capital of SAR (238,900,000), divided into (23,890,000) ordinary shares with a nominal value of SAR (10) per share, fully paid.

At the Extraordinary General Assembly meeting held on 15/10/1428H (corresponding to 27/10/2007), the shareholders resolved to increase the Company's capital from SAR (238,900,000) to SAR (343,000,000), divided into (34,300,000) ordinary shares. The increase of SAR (104,100,000) was covered through the issuance of new shares paid in cash by the shareholders.

At the Extraordinary General Assembly meeting held on 19/05/1436H (corresponding to 10/03/2015), the shareholders resolved to increase the Company's capital again from SAR (343,000,000) to SAR (700,000,000), divided into (70,000,000) ordinary shares. The capital increase of SAR (357,000,000) was covered through the retained earnings account. In December 2015, following the approval of the Capital Market Authority, the Company offered (30%) of its shares for public subscription, with (21,000,000) ordinary shares offered at a fully paid nominal value of SAR (10) per share.

At the Extraordinary General Assembly meeting held on 17/01/1442H (corresponding to 25/08/2021), the shareholders resolved to increase the Company's capital from SAR (700,000,000) to SAR (933,333,330), divided into (93,333,333) ordinary shares. The capital increase of SAR (233,333,330) was covered through the statutory reserve and retained earnings, by granting one bonus share for every three shares held by the Company's shareholders.

The Company's current capital amounts to SAR (933,333,330), divided into (93,333,333) shares.

Main Purposes of the Company

The Company's current principal activity is centered on real estate development and investment. In accordance with its Bylaws, the Company's main purposes are as follows:

1. Establishing, owning, and managing commercial and residential centers and complexes.
2. General contracting for residential and commercial buildings, educational, entertainment, and healthcare facilities, roads, dams, water and sewage projects, and electrical and mechanical works.
3. Maintaining and operating real estate facilities and commercial buildings.
4. Owning, developing, and investing in land and real estate for the benefit of the Company within the limits of its purposes.
5. Establishing, owning, investing in, maintaining, and operating medical, hotel, tourism, and entertainment centers and complexes.
6. Importing materials, devices, furniture, tools, and equipment for use in its projects.
7. Investing the Company's funds in shares and other securities in accordance with Sharia and regulatory controls. The Company conducts its activities after obtaining the necessary licenses from the competent authorities, where applicable.

Vision

To be the most prominent real estate developer in Saudi Arabia in creating distinctive destinations, projects, and landmarks, by leading the transformation from developing shopping and business-focused destinations to vibrant destinations that enhance interaction and connectivity among individuals and enrich the community experience.

Mission

To develop and operate unique and innovative destinations that enhance guest, customer, and community interaction through exceptional experiences that establish loyalty, increase visitation rates, and achieve sustainable value, supporting the Company's journey toward accelerated and impactful growth.

Values

The Company distinguished by corporate values through which it strives to achieve its goals, as follows:

- Passion
- Ambition
- Trust
- Determination
- Participation

ACTIVITIES AND INVESTMENTS

First: Retail Real Estate Sector

Commercial Centers:

Alandalus Mall:

Jeddah | 68.73% through AlAhli REIT Fund (1)

Hayat Mall:

Riyadh | 25%

Dareen Mall:

Dammam | 50%

The Village Mall:

Jeddah | 25%

Retail Real Estate – Neighborhood Shopping Centers

Strip Malls:

Al Sahafa District, Riyadh

Tilal Center:

Al Malqa District, Riyadh

Yarmouk Center:

Al Yarmouk District, Riyad

Second: Offices Sector

Alandalus Property Company Building:

Riyadh | 100%

Salama Office Tower:

Jeddah | 68.73% through AlAhli REIT Fund (1)

Qubic Commercial Building:

Riyadh | 68.73% through AlAhli REIT Fund (1)

Yasmin Alandalus Office Tower:

Riyadh | 100%

Third: Hospitality Sector

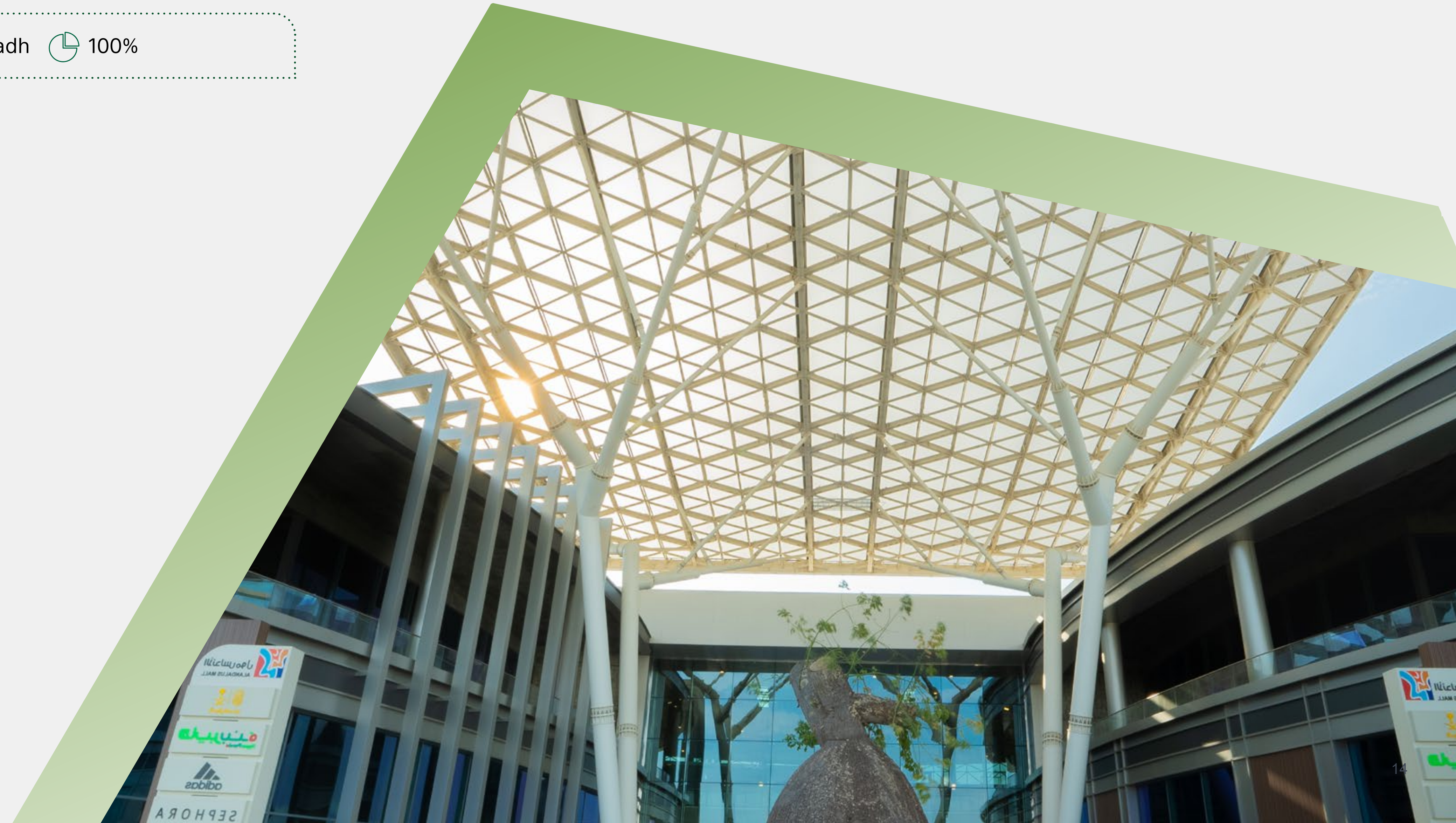
DoubleTree by Hilton Alandalus Mall Hotel:

Jeddah | 68.73% through AlAhli REIT Fund (1)

Forth: Health Care Sector

Dr. Sulaiman Al Habib Al Fayhaa Hospital:

Jeddah | 50%



COMPREHENSIVE PROPERTY SERVICES

Alandalus Property Co. provides an integrated range of real estate services across the property lifecycle, supporting operational efficiency, tenant experience, and long-term asset value creation. The Company's service model combines development expertise, operational management, and customer-focused solutions across its portfolio in the Kingdom of Saudi Arabia. Key services include:

Property and Asset Management

Management of commercial and mixed-use assets through structured operational oversight focused on occupancy, asset performance, tenant retention, and long-term value optimization, including:

- Leasing and tenant relationship management.
- Asset performance monitoring and reporting.
- Operational budgeting and cost control.
- Maintenance and facility coordination.

Hospitality and Healthcare Assets

Management and operation support for hospitality and healthcare-related assets within the Company's portfolio, aligned with sector-specific operational and customer requirements, including:

- Hospitality asset oversight and coordination.
- Healthcare facility operational support.
- Service quality and operational standards monitoring.
- Strategic partnership management.

Retail and Commercial Operations

Operation of retail and commercial destinations designed to enhance visitor engagement and support tenant performance through integrated operational management, including:

- Mall and destination management.
- Customer experience enhancement initiatives.
- Marketing campaigns and footfall activation.
- Retail performance and occupancy management.

Integrated Tenant and Visitor Experience

Alandalus focuses on creating destinations that extend beyond traditional real estate offerings by integrating services and experiences that encourage engagement, connectivity, and repeat visitation, including:

- Digital and customer engagement solutions.
- Community-oriented destination experiences.
- Flexible commercial and leasing models.
- Strategic partnerships with operators and service providers.

Development and Project Management

End-to-end project management services covering planning, development, delivery, and operational readiness of real estate projects, including:

- Feasibility and market studies.
- Design and construction coordination.
- Cost and timeline management.
- Leasing and operational transition support.

SUSTAINABLE BUSINESS MODEL

01 Our Vision for Value Creation

Alandalus Property Company seeks to achieve sustainable growth through the development and operation of high-quality real estate assets across the retail, office, hospitality, and healthcare sectors, in line with evolving market expectations and delivering added value for shareholders and stakeholders. Our business model is built on innovation, operational efficiency, and sustainability, with a focus on enhancing customer experience and achieving rewarding returns for investors.

02 Key Pillars of the Business Model

Real Estate Asset Development:

» Designing and delivering high-quality projects in strategic locations, including shopping centers, offices, hotels, and healthcare facilities.

Effective Operations and Management:

» Managing assets to achieve the highest occupancy rates and returns while enhancing customer experience.

Strategic Expansion:

» Investing in new projects that support sustainable growth and respond to market needs.

Commitment to Governance and Sustainability:

» Applying leading environmental and social practices in line with Saudi Vision 2030.

03 Creating Sustainable Value

Our business model is based on three core elements:

Inputs:

» Capital, expertise, partnerships, and technology.

Activities:

» Asset development, operations, marketing, and relationship management.

Outputs:

» Financial returns, enhanced customer experience, and support for sustainable development.

04 Key Stakeholders

Shareholders:

» Achieving returns and sustainable growth.

Visitors and Tenants:

» Providing a distinctive shopping and hospitality experience in a safe and modern environment.

Local Community:

» Contributing to urban development and improving quality of life.

Employees:

» Providing a motivating work environment that supports innovation and professional growth.

Partners and Suppliers:

» Building strategic relationships based on trust and transparency.

PORTFOLIO OVERVIEW

Alandalus Property's and healthcare assets located across major cities in the Kingdom of Saudi Arabia. The portfolio is designed to generate recurring income, support long-term asset value, and deliver integrated customer and tenant experiences.

Through strategic locations, diversified tenant mixes, and active asset management, Alandalus continues to strengthen the operational performance and resilience of its properties.

OUR INVESTMENT PORTFOLIO

Retail

Super Regional Malls

الأندلس مول ALANDALUS MALL

حياة مول HAYAT MALL

ذا فيلج THE VILLAGE

Regional Malls

دارين مول Dareen Mall

Strip Malls

سنتر الصحافة sahafa centre

سنتر اليرموك Yarmouk Centre

سنتر تلال TILAL CENTER

Al-Huda Park

Office

Al Andalus Real Estate Building

Salama Tower

QUBIC Plaza

برج ياسمين الأندلس Yasmin Alandalus Tower

ملقا الأندلس MALQA ALANDALUS

Hospitality

DoubleTree by Hilton Alandalus Mall Hotel

Operated by

Hilton

Healthcare

Al-Fayha Hospital

Operated by

د سليمان الحبيب DR SULAIMAN AL HABIB medical group المجموعة الطبية

Alandalus Mall | Jeddah

Alandalus Mall is one of the Company's flagship retail destinations in Jeddah, strategically located on King Abdullah Road in the New City Center area.

Since opening in 2007, the mall has evolved into an integrated shopping and entertainment destination featuring international retail brands, restaurants, entertainment facilities, and cinema experiences. During 2025, the mall continued to attract strong visitor traffic and leasing demand, supported by the launch and expansion of the Boulevard area, which introduced additional dining and lifestyle offerings.

Key Sustainability Initiatives

Paper recycling rate:
99.8%

Electricity consumption:
17,336,172
kWh

Environmental initiatives: HVAC system optimization, installation of ETFE skylight domes for natural lighting in mall corridors, and implementation of a paper recycling program.

Water consumtion:
101,149,000
litres

Hayat Mall | Riyadh

Located on King Abdulaziz Road in Riyadh, Hayat Mall remains one of the capital's prominent retail destinations. The mall benefits from strong accessibility, a diversified tenant mix, and a wide range of retail, dining, and entertainment offerings. During 2025, several enhancements were introduced to improve operational efficiency and visitor experience, including solar energy integration, landscaping improvements, and electric vehicle charging spaces.

Key Sustainability Initiatives

Water consumption:
64,690,000
litres

Electricity consumption:
8,618,711
kWh

Environmental initiatives: solar energy integration, landscaping improvements, electric vehicle charging spaces, and HVAC system optimization.

Paper recycling rate:
99.8%

The Village Mall | Jeddah

The Village Mall represents Alandalus Property's modern retail destination concept, combining advanced building technologies with contemporary retail and entertainment experiences. Located in northern Jeddah near Al Jawhara Stadium, the mall incorporates sustainability-focused features such as solar energy systems, greywater recycling, natural lighting, and smart building management technologies. The destination continues to position itself as a premium lifestyle and family-oriented destination in the city.

Key Sustainability Initiatives

Environmental initiatives: Implementation of solar energy systems, greywater recycling, natural lighting, and smart building management technologies.

Qubic Commercial Building | Riyadh

Located in the Al Ghadeer district of Riyadh near King Abdullah Financial District (KAFD), Qubic Commercial Building is a modern office complex fully leased to the Ministry of Municipalities and Housing. The property reflects the Company's focus on stable long-term leasing arrangements and institutional-grade office assets.

Salama Office Tower | Jeddah

Salama Office Tower is a multi-use commercial office tower located in the Al Salamah district of Jeddah. The tower hosts a range of prominent corporate tenants and benefits from a strategic location near King Abdulaziz International Airport and major commercial corridors in the city.

Dareen Mall | Dammam

Dareen Mall is strategically located on the Dammam Corniche and serves as a well-established retail and entertainment destination in the Eastern Province. The mall includes a mix of retail stores, restaurants, entertainment facilities, and international brands, benefiting from strong visitor traffic and its waterfront location.

Al Fayhaa Hospital | Jeddah

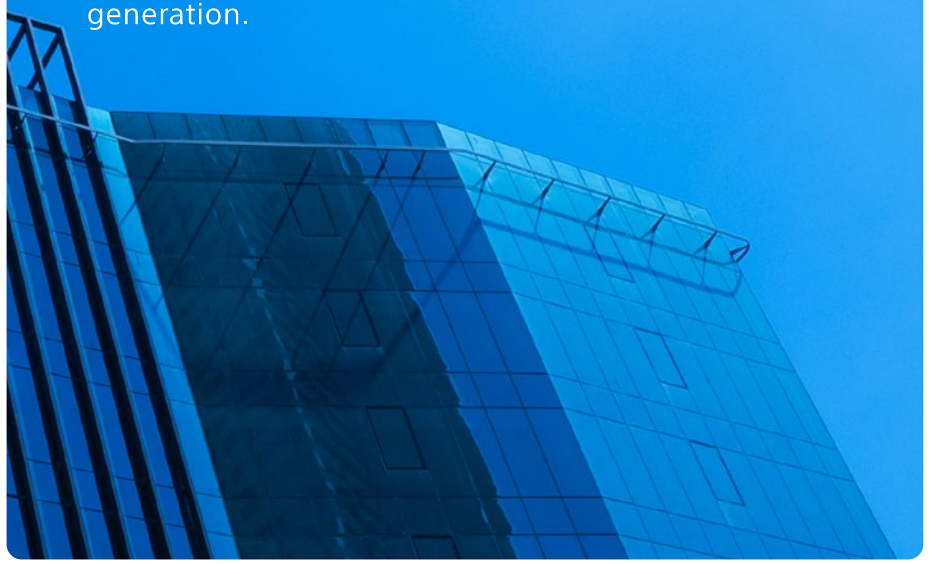
Operated under Dr. Sulaiman Al Habib Medical Group (HMG), Al Fayhaa Hospital is one of the advanced healthcare facilities in West Jeddah. The hospital provides integrated healthcare services supported by advanced medical technologies, digital systems, and specialized healthcare facilities.

DoubleTree by Hilton Alandalus Mall Hotel | Jeddah

DoubleTree by Hilton Alandalus Mall Hotel is located adjacent to Alandalus Mall and next to Dr. Sulaiman Al Habib Al Fayhaa Hospital, supporting the Company's hospitality diversification strategy. Operated by Hilton Worldwide Group, the hotel includes hospitality, meeting, and recreational facilities that complement the wider integrated retail destination experience.

Yasmin Alandalus Office Tower | Riyadh

Yasmin Alandalus Office Tower is a premium office development located in Al Yasmin district in Riyadh. The tower has been leased to the Government Expenditure and Project Efficiency Authority (EXPRO) under a long-term agreement, supporting stable recurring income generation.



Yarmouk Center | Riyadh

Yarmouk Center is one of the commercial centers managed by Alandalus Property's, featuring a balanced mix of stores and services that meet the needs of the local community. The center supports commercial activity in the area by attracting a diverse range of brands and services, while maintaining high occupancy rates that reflect its attractiveness and sustained demand, reinforcing its position as a shopping and services destination serving visitors and residents alike.

Tilal Center | Riyadh

Tilal Center is a commercial destination serving residents in northern Riyadh, offering a diverse mix of stores and services that meet visitors' daily needs. The center reflects Alandalus Property's strategy of developing real estate assets with sustainable value in promising areas, providing an integrated commercial environment that contributes to enhancing quality of life and supporting urban and economic growth in the area.

Sahafa Center | Riyadh

Sahafa Center is one of Alandalus Property's commercial centers, serving residential neighborhoods in northern Riyadh by offering a diverse range of retail outlets and daily services. The center benefits from easy accessibility and a location within a rapidly growing urban area, strengthening its role in meeting residents' needs and supporting local commercial activity, while providing a convenient shopping experience suited to the surrounding community.

ALANDALUS PROPERTY'S ESG JOURNEY

Alandalus Property's began its journey by aligning its corporate practices with regulatory directions and recognized standards. The Company has worked to strengthen disclosure and transparency, apply sound governance principles, and integrate sustainability concepts into its investment and operational decisions, supporting business sustainability and enhancing added value for stakeholders. Alandalus Property's issued its first sustainability report in 2022 and has continued to issue sustainability reports in each subsequent year, affirming its commitment to continuous development and alignment with best practices in sustainability.

In 2018, the Saudi Exchange (Tadawul) announced its support for the United Nations Sustainable Stock Exchanges (SSE) initiative, which aims to raise awareness of environmental, social, and governance (ESG) principles and practices and to encourage sustainable investment in cooperation with investors and issuers. As a responsible real estate developer, Alandalus› Board of Directors adopted these initiatives as a commitment to achieving sustainable development and creating added value for its shareholders, the community, and the environment, in line with the Saudi Exchange›s initiatives to promote sustainability practices and ESG disclosure, and in parallel with the targets of Saudi Vision 2030.

2018
Saudi Tadawul announced its support for the United Nations Sustainable Stock Exchanges initiative (ESG).

2019
Alandalus Property's Board of Directors approved the Company's environmental, social, and governance (ESG) policies.

2019
Alandalus Property's was ranked among the top 20 companies in applying governance principles.

2020
Alandalus Property's was ranked among the top 30 companies in the Kingdom.

2021
Saudi Tadawul issued the ESG Disclosure Guidelines, encouraging listed companies to prepare ESG reports in accordance with international best practices, enhancing transparency and accountability in the Saudi financial markets.

2022
Alandalus Property's issued its first sustainability report.

2023
Alandalus Property's Board of Directors approved the Company's environmental, social, and governance (ESG) policies.

2023
Alandalus Property's issued its second sustainability report in accordance with global best practices for reporting (GRI).

2023
Alandalus Property's received a (B) rating in the MSCI ESG Rating index.

2023
Alandalus Property's received a rating of 39/100 from ESG Invest by Sustainability Excellence, specialized in assessing listed companies in sustainability.

2024
Alandalus Property's received the Tadawul Award for the Best Sustainable Program.

2024
Alandalus Property's issued its third sustainability report in accordance with the best global practices for reporting (GRI).

2024
Alandalus Property's received the Best Corporate Governance award from International Investor magazine.

2024
Alandalus Property's was ranked among the top twenty companies applying governance principles by the Governance Center at Alfaisal University.

2025
Alandalus Property's received a rating of 50/100 from ESG Invest by Sustainability Excellence, specializing in assessing listed companies in sustainability.

2025
Alandalus Property's received the highest rating of 73/100 from the King Khalid Sustainability Initiative.

2025
Alandalus Property's received the King Khalid Foundation award for Sustainability Standards Pioneers, the highest rating among small and medium-sized enterprises in sustainability.

RECOGNITIONS AND AWARDS

01

Tadawul Award for Best Sustainable Program

02

Investor Relations Team Award for Most Innovative Real Estate Company in 2024

03

Social Responsibility Award Silver Category

04

Hayat Mall won the Excellence in Marketing Award

05

ISO 9001 Quality Management Systems

06

ISO 26000 Social Responsibility

07

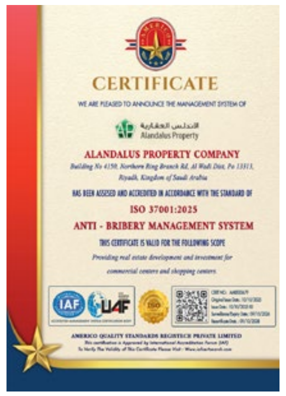
ISO 31000 Risk Management

08

ISO 37000 Organizational Governance

09

ISO 37001 Anti-Bribery Management Systems



10

ISO 37301 Compliance Management Systems

11

ISO 45001 Occupational Safety and Health Management Certificate Alandalus Mall

12

EUAC Excellence Organizational Accreditation

13

King Khalid Award for Sustainability Standards Pioneers

14

Participation and recognition at the Future Real Estate Forum

EXTERNAL RATINGS AND ASSESSMENTS

Alandalus Property Company is subject to assessment and coverage by a number of global rating and financial data agencies, most notably MSCI, Bloomberg, and ESG Invest, along with other rating agencies. This reflects the Company's commitment to the highest standards of transparency, disclosure, governance, and corporate sustainability practices.

ESG Invest By SUSTAINABILITY EXCELLENCE | Bloomberg | MSCI ESG RATINGS

05

SUSTAINABILITY STRATEGY

SUSTAINABILITY STRATEGY

The Company's Sustainability Strategy was developed through a comprehensive approach aligned with its long-term vision and strategic direction, while ensuring alignment with the United Nations Sustainable Development Goals and the priorities of Saudi Vision 2030. The development process included a series of workshops and engagement sessions with various departments to identify environmental, social, and governance priorities, understand key challenges and opportunities, and integrate sustainability into operational processes and decision making. These engagements also supported the identification of strategic initiatives and the development of clear, measurable objectives and key performance indicators to monitor progress, strengthen accountability, and drive continuous improvement. The Sustainability Strategy is governed by the Board of Directors, which oversees its implementation and periodically reviews progress to ensure alignment with the Company's strategic objectives and long-term value creation.

Alignment and Ambitions

Saudi Vision 2030

Alandalus Property's aligns its business strategy and sustainability approach with the objectives of Saudi Vision 2030, particularly those related to economic diversification, private sector growth, quality of life, tourism, and urban development. Through the development and operation of integrated retail, hospitality, office, and mixed-use destinations, the Company contributes to creating vibrant urban environments that support economic activity, employment opportunities, and enhanced customer experiences across the Kingdom. Alandalus also continues to support Vision's goals through investments in modern infrastructure, operational efficiency, digital transformation, and community-focused destinations.

Saudi Green Initiative

Alandalus Property's supports the ambitions of the Saudi Green Initiative through efforts aimed at improving environmental performance and promoting more sustainable operational practices across its portfolio. The Company continues to integrate energy efficiency measures, landscaping enhancements, natural lighting solutions, and resource management initiatives within selected assets and developments. Sustainability-focused design features implemented across projects, including solar energy systems, EV charging infrastructure, and water recycling initiatives, reflect the Company's evolving approach toward supporting national environmental priorities and reducing operational environmental impacts.

United Nations Sustainable Development Goals (SDGs)

Alandalus Property's recognizes the importance of the United Nations Sustainable Development Goals (SDGs) as a global framework for sustainable development and continues to align relevant business activities and ESG initiatives with these goals. Through its operations and developments, the Company contributes to areas including sustainable cities and communities, decent work and economic growth, responsible consumption, industry innovation, good health and wellbeing, and climate-related action. This alignment supports Alandalus' broader objective of creating long-term economic, social, and environmental value for stakeholders and communities across the Kingdom.

STAKEHOLDERS ENGAGEMENT

Alandalus Property's engages with a diverse range of stakeholders to better understand expectations, strengthen relationships, and support informed decision-making across its operations and developments. Stakeholder engagement activities are conducted through ongoing communication channels, operational interactions, surveys, meetings, and feedback mechanisms that help the Company identify material topics, improve service quality, and support long-term value creation.

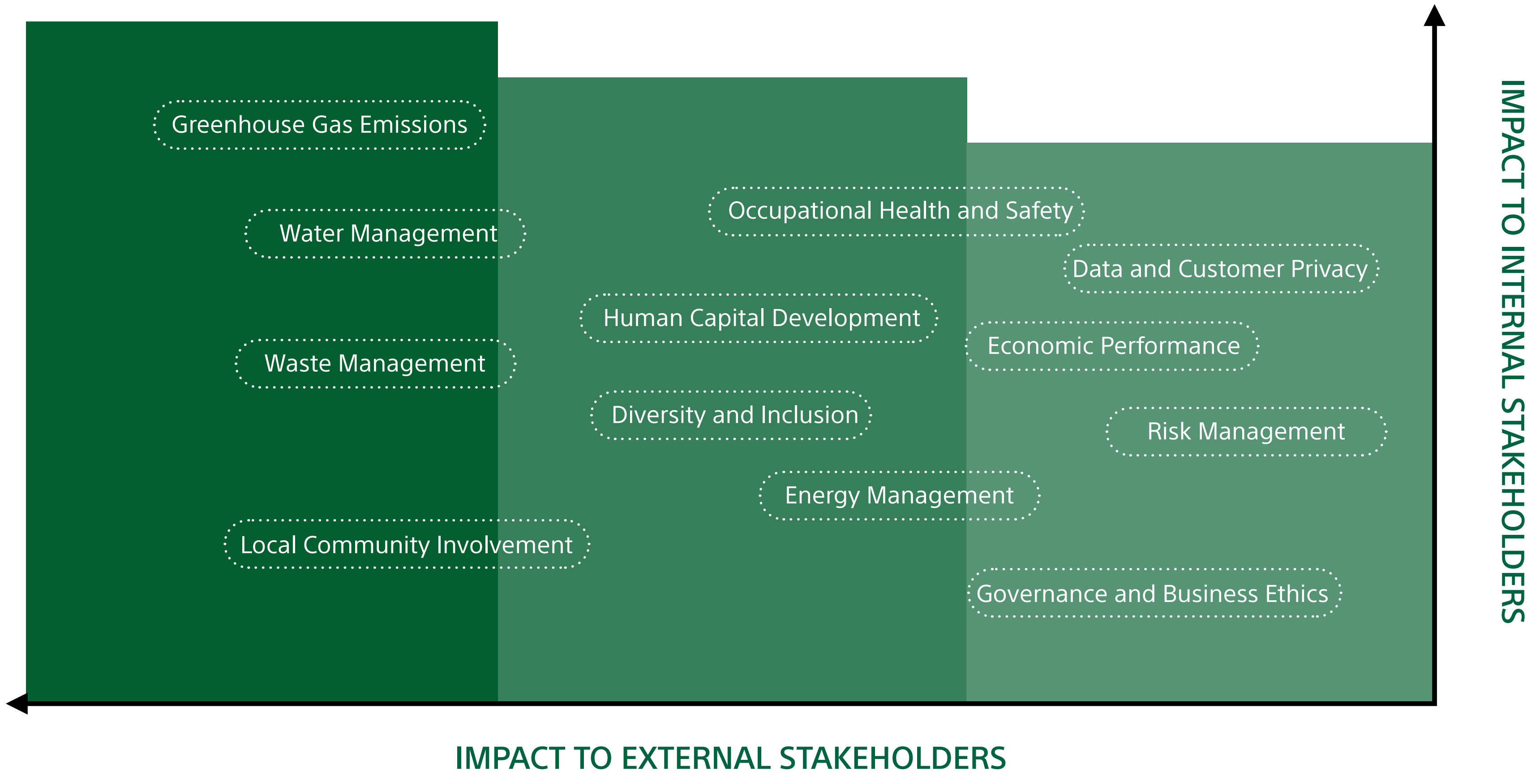
Stakeholder Group	Key Areas of Interest	Engagement Methods
Shareholders and Investors	Financial performance, governance, growth strategy, ESG performance	Annual General Meetings, investor relations meetings, disclosures, annual and sustainability reports
Customers and Visitors	Service quality, customer experience, safety, accessibility	Customer surveys, feedback channels, social media, customer service interactions
Tenants and Business Partners	Leasing performance, operational support, footfall, commercial opportunities	Regular meetings, operational coordination, leasing discussions, marketing initiatives
Employees	Career development, wellbeing, work environment, training	Employee engagement activities, internal communication, training programs, performance reviews
Government and Regulators	Compliance, governance, economic contribution, sustainability alignment	Regulatory reporting, official meetings, compliance submissions
Suppliers and Contractors	Procurement processes, project delivery, operational requirements	Supplier meetings, contract management, project coordination
Communities	Community impact, social initiatives, urban development	Community initiatives, awareness campaigns, partnerships, public engagement activities

MATERIALITY MATTERS

Through ongoing engagement with stakeholders, Alandalus Property's gains insights into the topics and priorities that are most relevant to its business and the communities it serves. Feedback collected through investor communication, customer and tenant interactions, employee engagement activities, operational coordination, and regulatory engagement helps the Company better understand stakeholder expectations and emerging ESG considerations.

Building on these engagement efforts, Alandalus Property's identified and evaluated a range of sustainability-related topics based on their relevance to stakeholders and their potential impact on the Company's operations, long-term growth, and business resilience. The materiality matrix below presents the ESG topics considered most significant during the reporting period, and which continue to guide the Company's sustainability priorities, reporting approach, and related initiatives.

Materiality Matrix



SUSTAINABILITY TARGETS

Material Topic	Sustainability Target / Focus Area	Relevant SDGs
Economic Performance	Sustain portfolio occupancy levels, enhance recurring revenue streams, and support long-term asset value growth	08 Decent Work and Economic Growth
Governance and Business Ethics	Strengthen governance oversight, compliance monitoring, and ethical business practices across operations	16 Peace, Justice and Strong Institutions
Risk Management	Enhance enterprise risk management processes to improve operational resilience and business continuity	16 Peace, Justice and Strong Institutions
Data and Customer Privacy	Improve cybersecurity controls and protect customers, tenants, and operational data privacy	09 Industry, Innovation and Infrastructure
Occupational Health and Safety	Maintain safe and healthy environments across assets through safety procedures, awareness, and compliance practices	03 Good Health and Well-Being
Energy Management	Improve energy efficiency through smart systems, optimized consumption, and energy-saving initiatives across assets	03 Good Health and Well-Being; 07 Affordable and Clean Energy
GHG Emissions	Reduce operational carbon emissions through energy efficiency measures, sustainable design features, and operational improvements	13 Climate Action
Water Management	Enhance water efficiency through conservation measures, monitoring practices, and water recycling initiatives where applicable	06 Clean Water and Sanitation
Waste Management	Improve waste segregation, recycling practices, and responsible waste disposal across operational assets	12 Responsible Consumption and Production
Human Capital Development	Expand employee training, leadership development, and professional capability-building programs	08 Decent Work and Economic Growth
Diversity and Inclusion	Promote equal opportunities, workforce diversity, and an inclusive working environment	05 Gender Equality; 10 Reduced Inequalities
Local Community Involvement	Support community-focused initiatives, awareness campaigns, and partnerships that contribute to social wellbeing and quality of life	11 Sustainable Cities and Communities

06

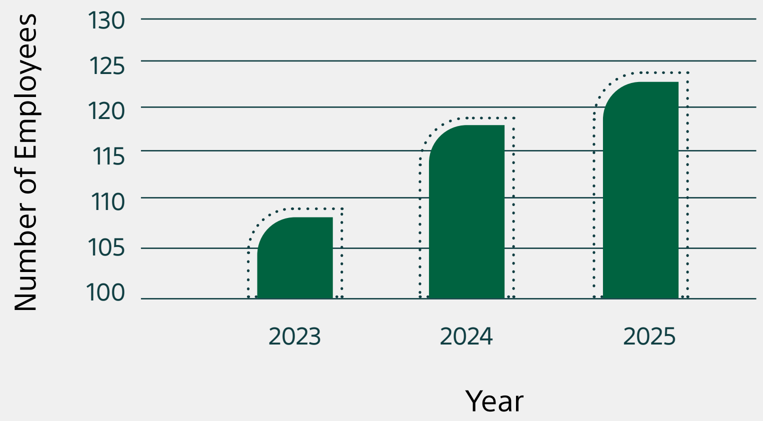
HUMAN CAPITAL

HUMAN CAPITAL

Alandalus Property's continues to invest in building a capable and engaged workforce that supports the Company's operational performance and long-term growth. The Company's human capital approach focuses on employee development, workplace wellbeing, equal opportunity, and maintaining a professional work environment supported by formal human resources policies and procedures.

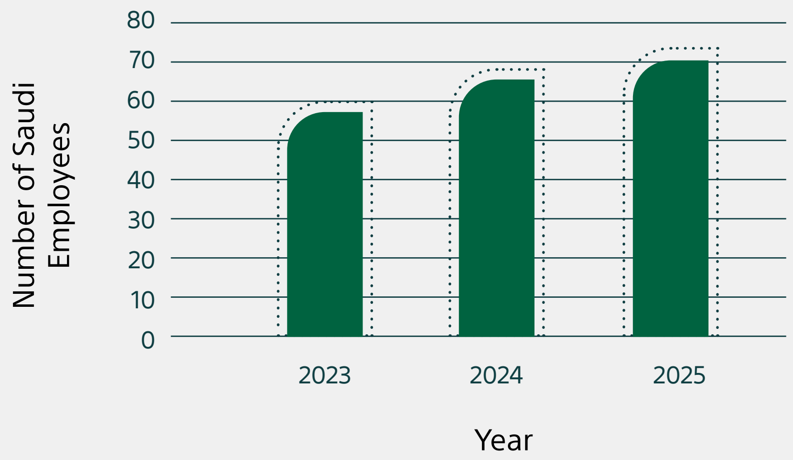
Workforce Profile

Total Workforce



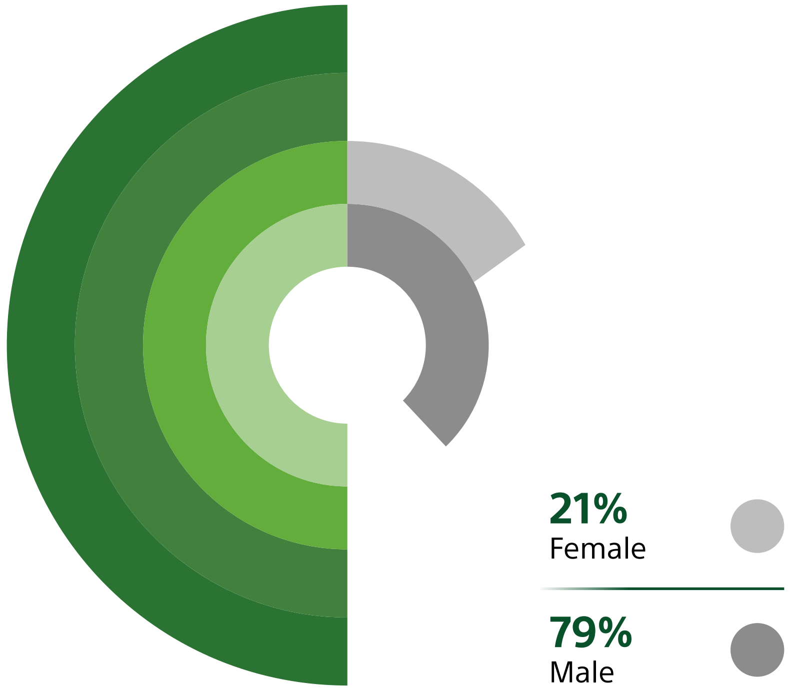
Alandalus Property's maintained a workforce aligned with the operational needs during 2025. Employees across operational, administrative, leasing, finance, and facility management functions supported the day-to-day management of the Company's retail portfolio, offices, hospitality assets, and corporate operations. In 2025, the total workforce reached 124 employees.

Saudi Employees



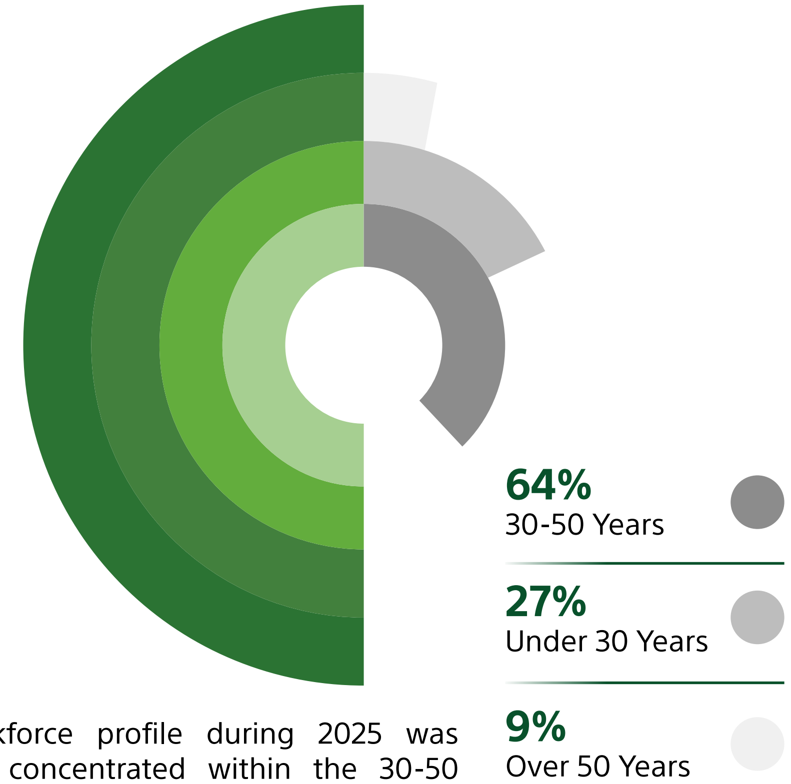
Saudi employees continued to represent a significant share of Alandalus' workforce across operational and corporate functions. The Company continued to recruit and employ national talent across management, administrative, technical, and operational roles during the reporting period. In 2025, Alandalus employed 72 Saudi employees, representing 61% of the total workforce.

Employees By Gender



Female employees represented 21% of the workforce in 2025, reflecting participation across several corporate and support functions within the Company's operations.

Employees By Age Group



The workforce profile during 2025 was primarily concentrated within the 30-50 age category, reflecting the operational and management structure across the Company's activities.

Employees By Category

55%
Middle Management

30%
Staff

15%
Senior Management

The workforce structure during 2025 included employees across senior management, middle management, and staff-level positions, supporting both corporate functions and operational activities across the Company's portfolio.

12%

Employee Turnover Rate in 2025

Employment and Employee Turnover

52%
Under 30 Years

39%
30-50 Years

9%
Over 50 Years

During 2025, Alandalus Property's hired 22 new employees across its operations while 20 employees exited the Company during the reporting period. Workforce movement reflected operational requirements and organizational changes across different functions, while the Company continued to focus on employee engagement, talent development, and workforce stability initiatives.

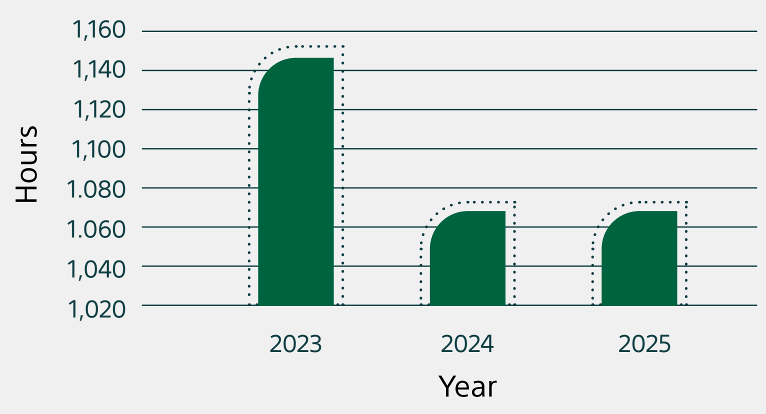
LEARNING AND DEVELOPMENT

Alandalus Property's continues to support employee learning and professional development through training programs aligned with operational requirements, employee responsibilities, and organizational needs. Training activities during 2025 covered technical, administrative, compliance, and professional development topics across different functions within the Company.

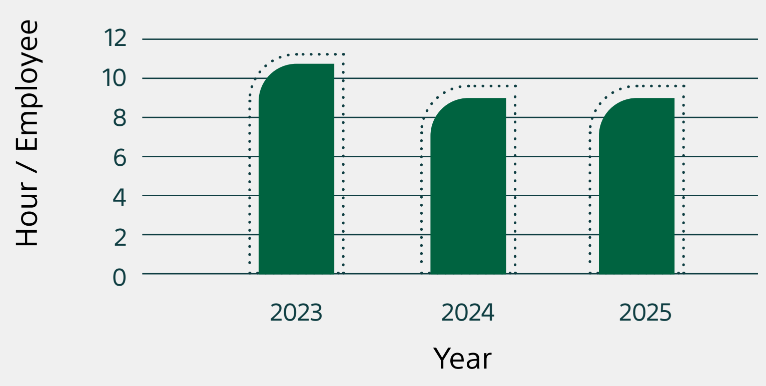
As part of strengthening corporate capabilities and embedding a culture of compliance and operational excellence, employees participated in specialized training programs covering the requirements and applications of a number of International Organization for Standardization (ISO) standards, including Quality Management Systems (ISO 9001:2015), Anti-Bribery Management Systems (ISO 37001:2016), Organizational Governance (ISO 37000:2021), Compliance Management Systems (ISO 37301:2021), Risk Management (ISO 31000:2018), and Social Responsibility (ISO 26000:2010). These programs focused on the practical application of these standards within the work environment, including the development of policies and procedures, risk assessment and controls, strengthening corporate compliance, improving process quality, and embedding the principles of governance, integrity, and transparency, supporting continuous improvement and raising the efficiency of corporate performance across the Company's activities.

Training needs are identified through a structured process that considers performance evaluations, competency requirements, operational priorities, regulatory requirements, management input, and employee development needs. The outcomes are used to develop annual training plans aligned with employee development objectives, business objectives, and the Company's strategic objectives.

Total Training Hours



Average Training Hours



26000

46 Training Programs Delivered in 2025, including:

32 technical programs, 10 soft skills programs, and 4 administrative or leadership programs

BENEFITS AND WELFARE

Alandalus Property's continues to provide employee benefits and workplace programs designed to support employee wellbeing, engagement, and retention across its operations. The Company's employee benefits framework includes health coverage, social insurance, leave entitlements, training opportunities, performance-based recognition, and workplace engagement initiatives aligned with operational requirements and employee needs.

Health and Employee Benefits

Employees are provided with medical insurance coverage and social insurance benefits in accordance with applicable regulations and Company policies. Alandalus also provides a range of additional employee support initiatives and allowances aimed at supporting employee wellbeing and work-life balance.

The Company applies leave policies in accordance with the applicable regulations of the Ministry of Human Resources and Social Development, including annual leave, parental leave, maternity leave, and other applicable employee entitlements.

Employee Engagement and Workplace Environment

Alandalus Property's continues to maintain a professional workplace environment supported by employee communication channels, engagement activities, and feedback mechanisms. Employee surveys and workplace engagement initiatives are conducted to better understand employee experience, identify areas for improvement, and support employee satisfaction across the organization.

The Company also organizes employee initiatives and events throughout the year aimed at promoting engagement, recognition, and employee interaction across different departments and operational functions.

Performance Appraisal and Development

A formal performance appraisal process is implemented across the Company to support employee evaluation, performance management, and development planning. Performance reviews are linked to employee objectives, operational requirements, and training needs to support professional development and organizational alignment.

100% of Employees Received Performance Appraisal in 2025

Compensation and Pay Practices

Alandalus Property's continues to apply compensation practices aligned with internal policies and the applicable regulations of the Ministry of Human Resources and Social Development. The Company maintains structured salary and compensation frameworks across employee categories and functions.

1.12 : 1.0 Male-to-Female Pay Ratio

Maternity Leave

Alandalus Property's applies maternity leave practices in line with Saudi labor law and applicable internal policies. During 2025, employees eligible for maternity leave returned to work following the completion of their leave period, with a retention rate of 100% recorded during the reporting period.

100% Retention Rate Post-Maternity Leave

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety forms part of Alandalus Property's broader operational and environmental management approach across its retail and commercial assets. Through its QHSE Policy, the Company seeks to provide safe and healthy working environments for employees, contractors, tenants, and visitors by promoting compliance with applicable health and safety requirements, operational controls, risk prevention measures, and emergency preparedness practices.

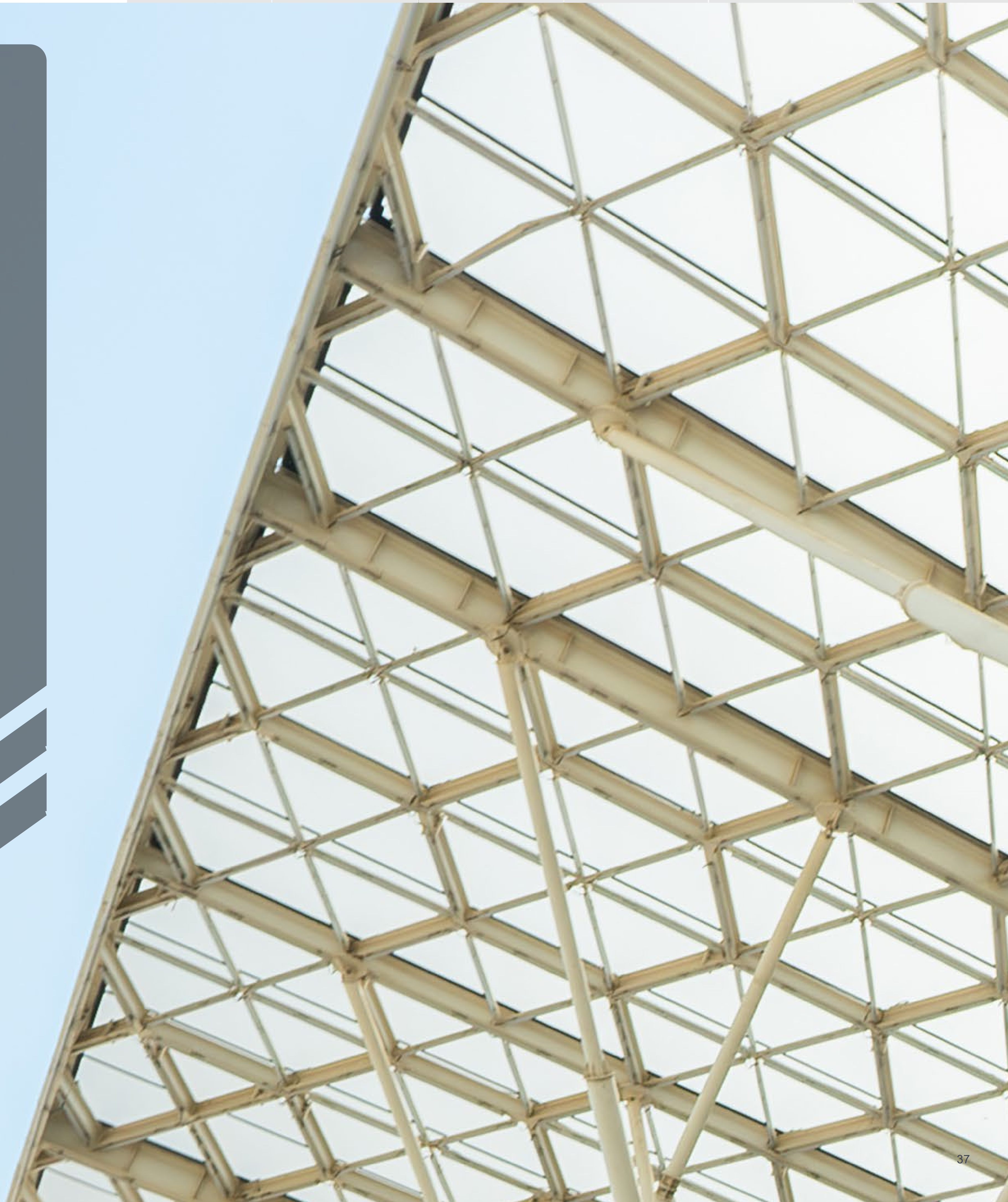
Health and safety considerations are integrated into operational activities through regular monitoring, awareness initiatives, preventive maintenance, and incident response procedures aimed at reducing workplace risks and supporting safe operations across the Company's properties.

ZERO

Occupational Hazards in 2025

QUALITY MANAGEMENT SYSTEM ISO

45001



SOCIAL POLICIES

Policy	Key Outputs and Impact	Relevant SDGs
Human Resources Policy	A fair and attractive work environment that supports attracting, developing, and retaining talent.	08 Decent Work and Economic Growth
Human Rights Policy	Respecting human rights across operations and the supply chain and preventing forced labor.	08 Decent Work and Economic Growth; 10 Reduced Inequalities
Non-Discrimination and Inclusion Policy	Equal opportunity and the promotion of diversity and inclusion across all employment practices.	05 Gender Equality; 10 Reduced Inequalities
Behavioral Misconduct Policy	Preventing harassment and inappropriate behaviors and establishing a safe and respectful work environment.	05 Gender Equality; 16 Peace, Justice and Strong Institutions
Communications, Consultation and Social Media Policy	Responsible, transparent, and disciplined communication with stakeholders across various channels.	17 Partnerships for the Goals
Quality, Health, Safety and Environmental (QHSE) Policy	Protecting the health and safety of employees and customers and ensuring service quality.	03 Good Health and Well-Being; 08 Decent Work and Economic Growth
Integrated Management System Policy	Unifying quality, environment, and safety systems in accordance with recognized international standards.	09 Industry, Innovation and Infrastructure; 12 Responsible Consumption and Production
Social Responsibility Policy	Community and development programs and impactful partnerships that enhance positive social impact.	01 No Poverty; 04 Quality Education; 11 Sustainable Cities and Communities; 17 Partnerships for the Goals

07

CORPORATE SOCIAL VALUE

CORPORATE SOCIAL VALUE

Alandalus Property's uses its retail destinations as public-facing platforms for community awareness, health education, social engagement, and visitor wellbeing. During 2025, Alandalus Mall and Hayat Mall hosted a combined 64 CSR initiatives, reaching more than 20,000 beneficiaries. These initiatives were delivered in collaboration with government entities, healthcare providers, universities, charities, and community organizations.

20,000+

Beneficiaries from CSR Initiatives in 2025

Strategic Community Priorities

Community Impact Pillar	Key 2025 Community Initiatives	Contributed SDGs
Health and Wellbeing	Vaccination campaigns, blood donation, diabetes awareness, kidney health, oral health, breast cancer awareness	03 GOOD HEALTH AND WELL-BEING
Education and Awareness	Literacy campaigns, university-led awareness programs, child-focused education initiatives	04 QUALITY EDUCATION
Social Inclusion	Autism awareness, child wellbeing, community support campaigns	10 REDUCED INEQUALITIES; 11 SUSTAINABLE CITIES AND COMMUNITIES
Financial and Digital Awareness	Financial literacy and digital safety awareness initiatives	08 DECENT WORK AND ECONOMIC GROWTH; 09 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Active Lifestyle and Prevention	Walking campaigns, weight awareness, preventive health education	03 GOOD HEALTH AND WELL-BEING; 11 SUSTAINABLE CITIES AND COMMUNITIES

COMMUNITY INITIATIVES

In 2025, the Company's shopping malls hosted 64 corporate social responsibility (CSR) initiatives in collaboration with a number of strategic partners, benefiting more than 20,000 individuals. These initiatives covered a wide range of areas, including health awareness, education, financial literacy, digital safety, and tourism engagement, in addition to healthy lifestyle awareness campaigns. Together, these efforts reflect the Company's commitment to supporting local communities and enhancing quality of life.

Hayat Mall Community Initiatives

In 2025, Hayat Mall hosted 31 CSR initiatives, reaching more than 15,000 beneficiaries. The mall's initiatives covered health awareness, education, financial literacy, digital safety, tourism engagement, and active lifestyle campaigns.

04 QUALITY EDUCATION

Health and Preventive Awareness Campaigns

Hayat Mall hosted a wide range of health-related campaigns, including World Kidney Day, healthy fasting, GERD awareness, gum health, home healthcare awareness, and preventive health education. These campaigns were delivered to medical cities, universities, healthcare societies, and health clusters. The initiative focused on making health information visible and accessible to mall visitors.

08 DECENT WORK AND ECONOMIC GROWTH

Breast Cancer Awareness

During October, Hayat Mall hosted a breast cancer awareness campaign in collaboration with King Fahad Medical City and Riyadh Second Health Cluster. The campaign supported early awareness and public education on one of the most important health topics affecting women and families. The extended campaign period allowed the message to remain visible to visitors throughout the month.

03 GOOD HEALTH AND WELL-BEING

Financial and Digital Literacy

Hayat Mall hosted financial and digital awareness initiatives, including the "Malee" initiative with Saudi National Bank and "Learn to Be Safe" campaigns with Riyadh Elm University. These activities addressed practical topics such as financial awareness, digital safety, and responsible online behavior. The campaigns targeted everyday visitors with messages relevant to modern consumer life.

08 DECENT WORK AND ECONOMIC GROWTH

09 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Autism and Social Awareness

The mall hosted autism awareness activities in collaboration with Prince Sultan Military Medical City. The campaign helped raise public understanding of autism and encouraged more inclusive social awareness among visitors. Such initiatives are important in creating community spaces that are more informed and welcoming.

03 GOOD HEALTH AND WELL-BEING

10 REDUCED INEQUALITIES

Active Lifestyle and Wellbeing

The mall hosted wellbeing initiatives such as "Count Your Steps" with the Ministry of Sport and weight-related health awareness with Riyadh Elm University. These activities promoted movement, prevention, and healthier lifestyle choices. By placing these campaigns in a high-footfall destination, Hayat Mall helped connect wellbeing messages with daily public activity.

03 GOOD HEALTH AND WELL-BEING

11 SUSTAINABLE CITIES AND COMMUNITIES

ALANDALUS MALL COMMUNITY INITIATIVES

Alandalus Mall hosted more than 33 health campaigns in partnership with Jeddah First Health Cluster, Al Thaghr Hospital, East Jeddah Hospital, and other health entities. These included polio vaccination, seasonal influenza vaccination, and broader health awareness activities. The campaigns leveraged the mall's visitor traffic to provide accessible health guidance and preventive care messaging to the public.

Public Health and Vaccination Campaigns

Alandalus Mall hosted several health campaigns in partnership with Jeddah First Health Cluster, Al Thaghr Hospital, East Jeddah Hospital, and other healthcare entities. These included polio vaccination, seasonal influenza vaccination, and broader health awareness activities. The campaigns used the mall's visitor traffic to provide accessible health guidance and preventive care messaging to the public.

Blood Donation Campaigns

03 GOOD HEALTH AND WELL-BEING

Blood donation was one of the recurring community themes during the year. The mall hosted campaigns with Jeddah First Health Cluster, the Supporting Blood Bank, and the Blood Banks Department. These initiatives supported urgent blood supply needs and encouraged visitors to participate in community health support.

Chronic Disease Awareness

Alandalus Mall hosted awareness campaigns on diabetes, thalassemia, and sickle cell anemia in collaboration with specialized associations and healthcare partners. The campaigns focused on early awareness, public education, and encouraging visitors to understand risk factors and preventive practices. These activities helped bring health education into an accessible public setting.

Children and Family-Focused Initiatives

03 GOOD HEALTH AND WELL-BEING
04 QUALITY EDUCATION
11 SUSTAINABLE CITIES AND COMMUNITIES

The mall supported child-focused initiatives including World Children's Day and early childhood awareness activities. These initiatives connected families and visitors with educational and wellbeing messages relevant to children's development. The mall setting allowed the campaigns to reach families in a natural community environment.

University-Led Awareness Campaigns

03 GOOD HEALTH AND WELL-BEING
04 QUALITY EDUCATION
17 PARTNERSHIPS FOR THE GOALS

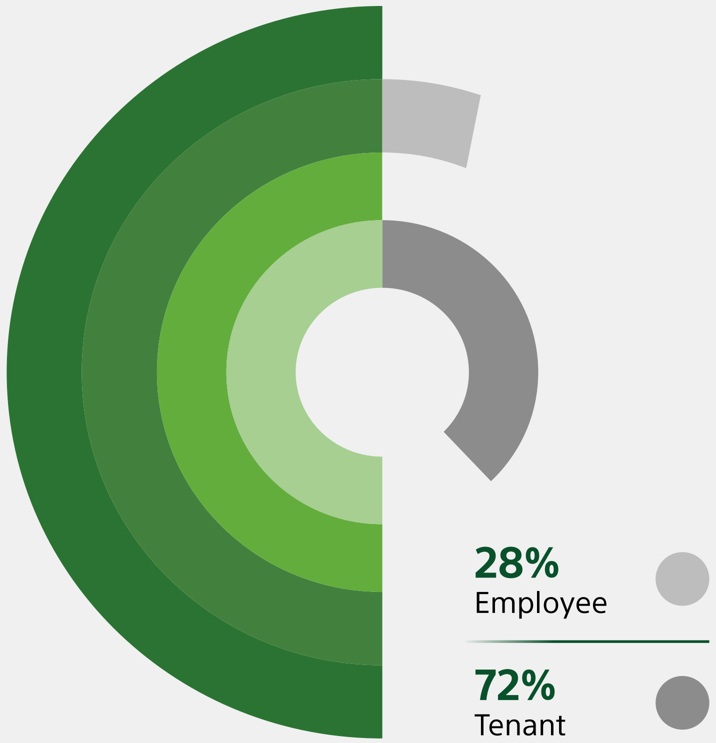
Several campaigns were delivered in collaboration with universities including King Abdulaziz University and King Saud bin Abdulaziz University for Health Sciences. Initiatives such as "Adelha," "Aroma," "Fisal," "Ebsar," and "Damgh" covered different awareness themes. These campaigns created space for student and academic participation while engaging visitors with targeted social and health campaigns.

CUSTOMER EXPERIENCE

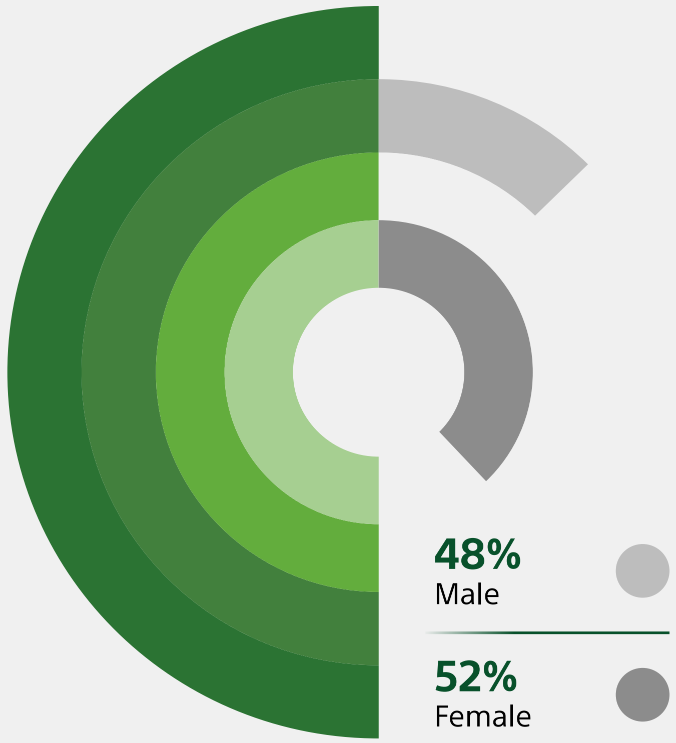
Enhancing customer and visitor experience remains a key focus across Alandalus' destinations and operational activities. During 2025, the Company's continued to engage with visitors, tenants, and customers through satisfaction surveys and feedback channels aimed at evaluating service quality, operational responsiveness, and overall destination experience.

A total of 313 customer and visitor responses were collected at Alandalus Mall during the reporting period. The results reflected positive satisfaction levels across customer service, service completion efficiency, overall visitor experience, and likelihood of recommendation.

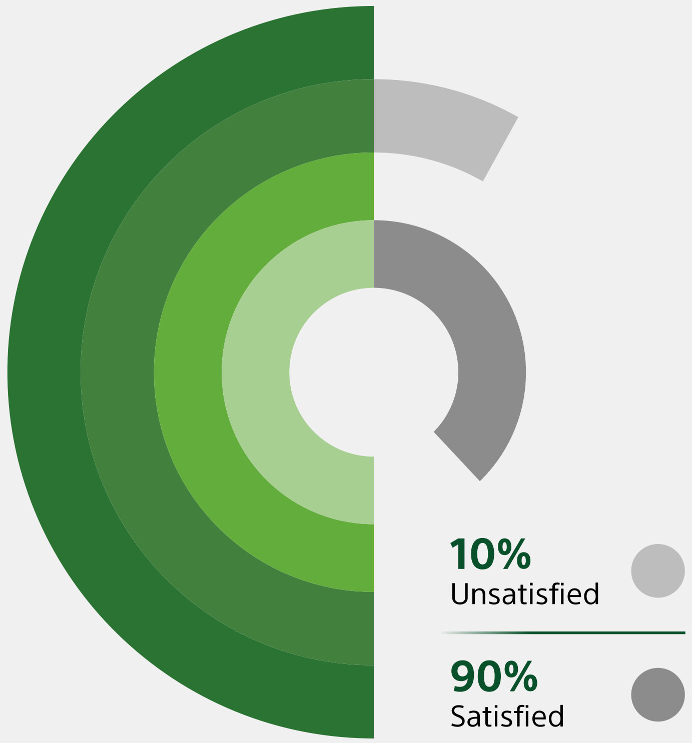
Visitor By Category



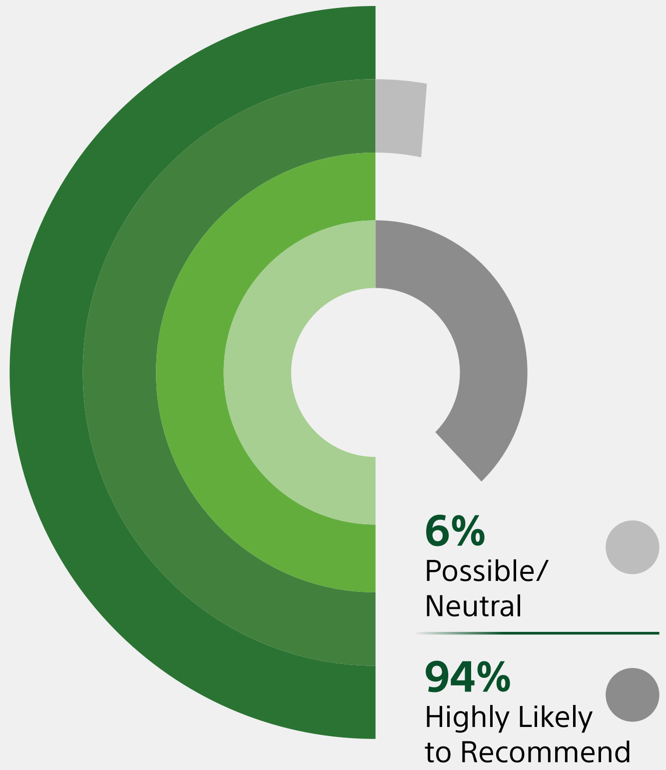
Visitor By Gender



Visitor Satisfaction Rate



Recommendation Likelihood



08

ENVIRONMENTAL PERFORMANCE

ENVIRONMENTAL PERFORMANCE

Alandalus Property's approaches environmental management through a combination of operational controls, responsible investment practices, and property-level initiatives aimed at improving resource efficiency and reducing environmental impacts across its portfolio. Environmental considerations are integrated into asset management, project planning, procurement practices, and day-to-day.

The Company's environmental approach focuses on energy efficiency, emissions management, responsible water use, waste reduction, and environmental compliance across its commercial assets. Alandalus also extends its efforts to incorporate environmental considerations into investment evaluation and asset management decisions, including the assessment of environmental risks, operational efficiency opportunities, and long-term asset resilience.

These efforts are supported through a set of environmental and operational policies that guide resource management practices, environmental compliance, responsible development, and sustainability considerations across the Company's operations and investment activities.

ENVIRONMENTAL POLICES

Policy / Framework	Contribution to Vision 2030	Strategic Value Created	Contributed SDGs
Environmental Policy	Supports the Saudi Green Initiative and Vision 2030 environmental sustainability objectives	Improves operational efficiency, reduces environmental footprint, and enhances resource management practices	06 Clean Water and Sanitation; 07 Affordable and Clean Energy; 12 Responsible Consumption and Production; 13 Climate Action
QHSE Policy	Supports quality of life and sustainable business operations under Vision ٢٠٣٠	Strengthens operational resilience, safety culture, and environmental compliance across assets	03 Good Health and Well-Being; 08 Decent Work and Economic Growth; 10 Reduced Inequalities
Responsible Property Investment Policy	Supports sustainable urban development and responsible investment practices	Enhances long-term asset value, risk management, and investment resilience	09 Industry, Innovation and Infrastructure; 11 Sustainable Cities and Communities; 12 Responsible Consumption and Production
No Conversion or Degradation Policy	Supports environmental preservation and sustainable land management priorities	Reduces environmental and regulatory risks associated with land development activities	13 Climate Action; 15 Life on Land
Sustainable Procurement Policy	Supports local content development and sustainable economic growth	Encourages environmentally responsible supply chain practices and supplier accountability	08 Decent Work and Economic Growth; 12 Responsible Consumption and Production
GHG Reduction Policy	Supports national climate action ambitions and emissions reduction pathways	Improves emissions management and supports transition toward lower-carbon operations	07 Affordable and Clean Energy; 13 Climate Action
Responsible Water Policy	Supports efficient natural resource utilization under Vision 2030	Enhances water efficiency and supports responsible consumption practices	06 Clean Water and Sanitation; 12 Responsible Consumption and Production
Biodiversity Policy	Supports environmental conservation and ecological sustainability objectives	Promotes responsible environmental stewardship across operations and developments	14 Life Below Water; 15 Life on Land

ENERGY AND EMISSIONS

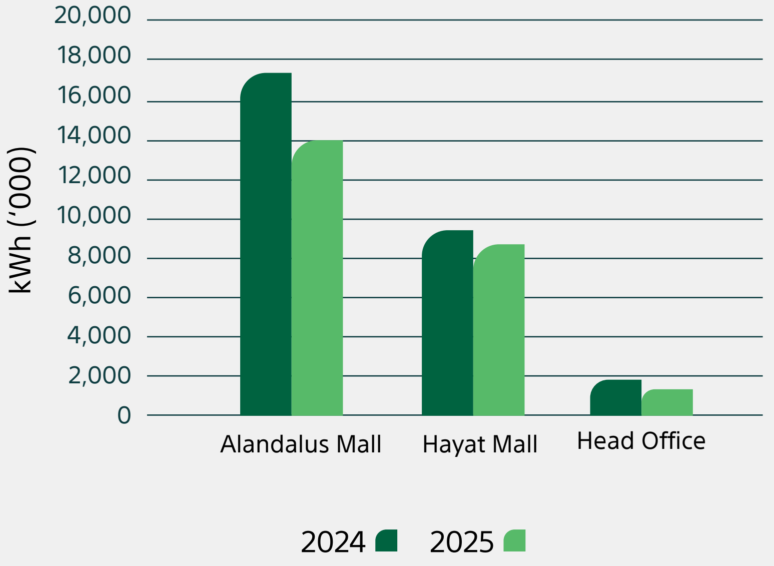
The Company's continued to monitor electricity consumption across its operational assets during 2025, with energy usage primarily associated with HVAC systems, lighting, common areas, and day-to-day property operations. Alandalus Mall and Hayat Mall represented the largest share of electricity consumption due to their scale, visitor traffic, and operational requirements as major retail destinations within the Company's portfolio.

20,332,971 kWh
from Reducing Energy Consumption through the Optimization of Heating, Ventilation, and Air Conditioning (HVAC) Systems

Energy Efficiency Initiatives

During 2025, Alandalus Property's continued implementing energy efficiency initiatives across selected assets, focusing on lighting systems, and operational controls. These initiatives included the use of high-efficiency lighting fixtures, automation systems, and equipment upgrades aimed at improving energy performance across mall operations and common areas.

Electricity Consumption by Entity



Electricity Consumption by Asset - 2025

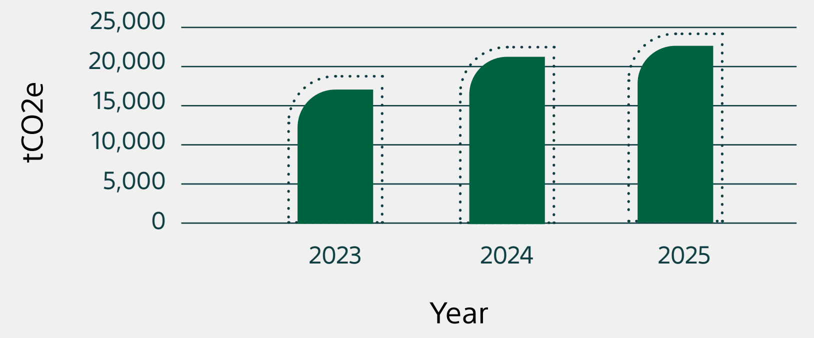
Asset	Electricity Consumption (kWh)
Yarmouk Center	61,317
Sahafa Center	147,744
Tilal Center	73,345

The Company's also continued applying asset-level efficiency measures designed to reduce operational energy demand, including the use of ETFE skylight systems in selected mall corridors to increase natural daylight availability and reduce reliance on artificial lighting. These measures form part of the Company's broader operational approach toward improving resource efficiency across its portfolio.

Greenhouse Gas Emissions Management

Alandalus Property's maintains a greenhouse gas emissions inventory covering Scope 1 and Scope 2 emissions and reports on these emissions annually as part of its environmental performance monitoring. Tracking emissions supports the Company's understanding of operational environmental impacts and helps inform resource efficiency and environmental management initiatives across its portfolio.

Total Carbon Footprint (Scope 1 & 2)



ENERGY AND EMISSIONS TARGETS

The Company's seeks to continue improving energy consumption efficiency through the development of lighting, heating, ventilation, and air conditioning systems. It aims for a gradual, limited reduction in electricity consumption and emissions intensity while expanding high-efficiency solutions.

Area	Overall Objective	Target Range for 2026
Electricity consumption efficiency	Gradual reduction in energy consumption through the optimization of operational systems	Reduction of approximately 3% - 5%
Carbon footprint intensity (Scope 1 (and 2	Containing emissions growth and gradually reducing emissions intensity	Reduction of approximately 2% - 4%
High-efficiency solutions	Gradual expansion of high-efficiency lighting systems (LED/ETFE) in common areas	Coverage of 80% - 90%

CIRCULAR ECONOMY

Alandalus Property's incorporates resource efficiency and waste reduction considerations into its operational practices across commercial assets and retail destinations. The Company's environmental approach promotes responsible consumption practices, recycling initiatives, and the reduction of material waste across day-to-day operations. These efforts are supported through internal environmental and procurement practices that encourage more efficient use of materials and improved waste management practices across operational facilities.

Across its malls and operational assets, Alandalus continues to implement measures aimed at reducing material consumption and promoting recycling practices where applicable. Operational initiatives include paper recycling, monitoring of consumable materials, awareness efforts related to responsible resource use, and operational controls intended to support more efficient material management within retail and administrative operations.

99.8%

Paper Recycling Rate at Alandalus and Hayat Malls

The Company's works to embed responsible consumption, recycling, and waste reduction practices. The targets are centered on maintaining high paper recycling rates and gradually expanding the scope of application of these initiatives.

Circular Economy Targets

Area	Overall Objective	Target Range for 2026
Paper recycling	Maintaining current high rates and expanding the scope of application	Maintain ≥ 95% - 99%
Responsible procurement	Strengthening practices and controls that support more efficient resource use	Gradual improvement and application of best sustainable procurement practices

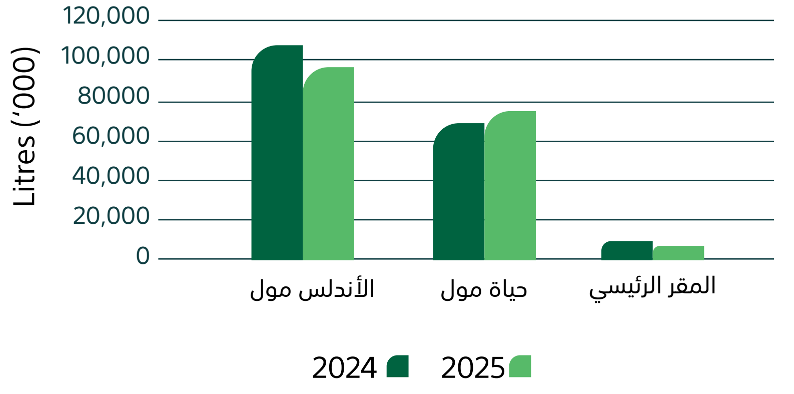
WATER MANAGEMENT

Water consumption is associated with several operational aspects across Alandalus' retail and commercial assets, including general property operations. Given the scale and visitor activity of the Company's malls and commercial destinations, monitoring water use remains an important component of environmental performance management. Water management efforts include consumption monitoring, preventive maintenance, and operational controls aimed at optimizing water consumption and supporting more efficient use of resources across facilities and common areas.

Water Consumption by Asset - 2025

Asset	Water Consumption (Litres)
Yarmouk Center	15,600,000
Sahafa Center	23,430,000
Tilal Center	7,154,900

Water Consumption By Entity



WATER MANAGEMENT TARGETS

The Company's continues to enhance water use efficiency through consumption monitoring, preventive maintenance, and leak detection. It aims to gradually optimize consumption while maintaining the quality of services provided to visitors.

Area	Overall Objective	Target Range for 2026
Water consumption optimization	Gradual reduction in consumption and usage intensity	Reduction of approximately 2% - 4%
Preventive maintenance and leak detection	Strengthening preventive maintenance programs across operational assets	Coverage of 90% - 100%

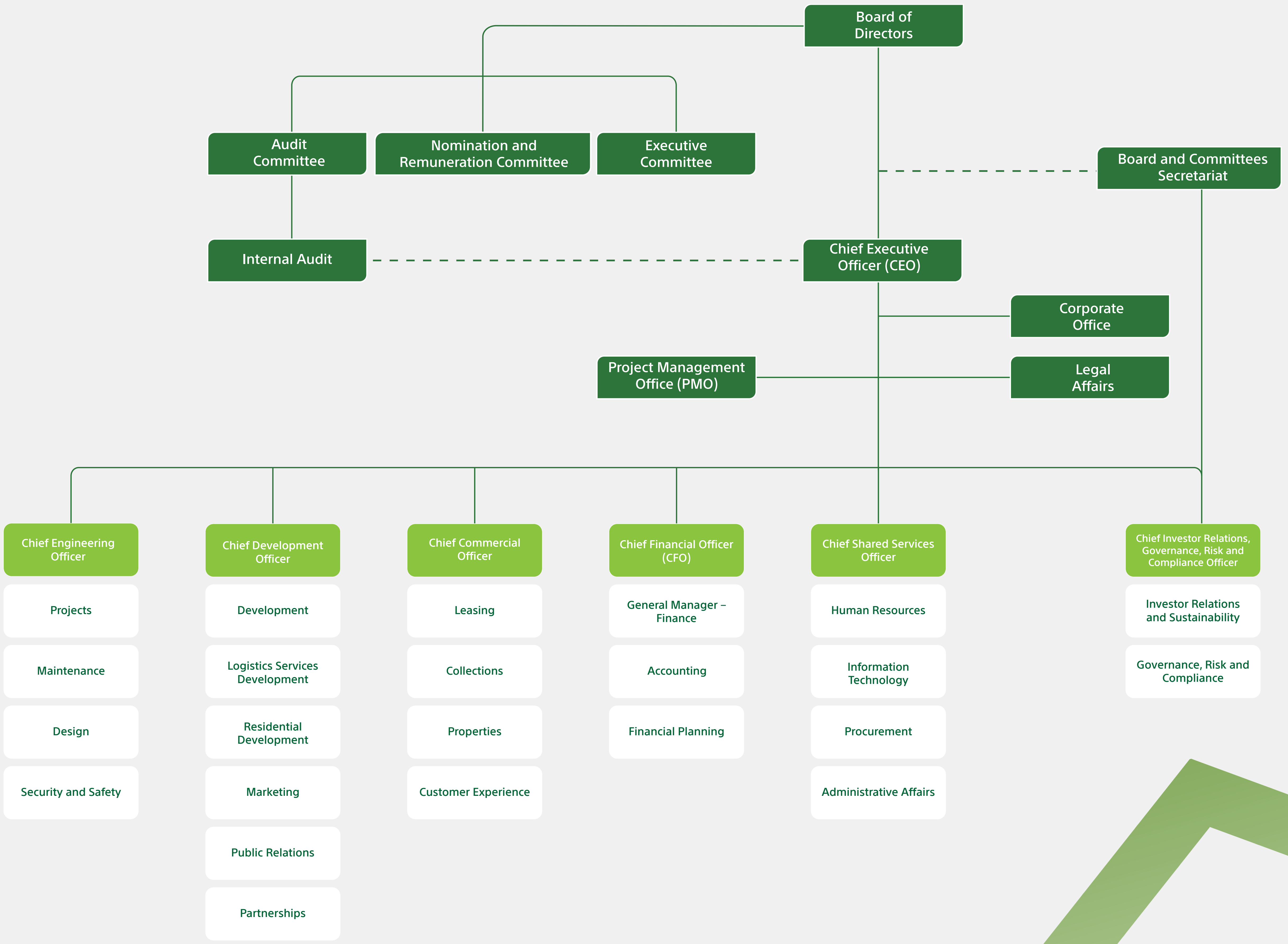
09

CORPORATE GOVERNANCE

CORPORATE GOVERNANCE

Alandalus Property's maintains a corporate governance framework that supports accountability, transparency, regulatory compliance, and effective oversight across its operations and investment activities. Governance practices are guided by the Board of Directors and its committees, with defined responsibilities covering strategic oversight, risk management, internal controls, compliance, and stakeholder interests.

ORGANIZATIONAL STRUCTURE



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

Eng. Faisal bin Abdulrahman Al Nasser

Board Member
CEO

Mr. Omar bin Hamad Al Meshal

Chairman of the Audit Committee
Board Member

Mr. Nawaf bin Abdullah Al-Fawzan

Chairman of the Nominations & Remuneration Committee
Board Member

Mr. Mishari bin Muslim Al-Shaman

Board Member
Member of the Executive Committee

Mr. Tariq bin Saad Al-Tuwaijri

Board Member
*Membership term ended on 28/09/2025

Dr. Abdullah bin Abdulmohsen Al-Abdulkarim

Board Member
*Membership term Started on 29/09/2025

Alandalus Property's Board of Directors provides strategic direction and oversight across the Company's operations, governance practices, and long-term growth priorities. The Board brings together extensive experience concerning real estate, investment, finance, governance, and business management, supporting informed decision-making and effective oversight of the Company's activities.

Executive Committee

Mr. Abdulsalam bin Abdulrahman Al-Aqeel

Chairman of the Board
Chairman of the Executive Committee
Member of the Nominations & Remuneration Committee

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

Mr. Mishari bin Muslim Al-Shaman

Board Member
Member of the Executive Committee

Mr. Faisal bin Abdullah Al-Jedaie

Non-Board Member

The Executive Committee supports the Board of Directors in overseeing strategic and operational matters related to the Company's activities and growth plans. The Committee reviews investment opportunities, business plans, operational performance, and major development initiatives, while providing recommendations that support effective decision-making, operational efficiency, and long-term value creation.

Nominations and Remuneration Committee

Mr. Nawaf bin Abdullah Al-Fawzan

Chairman of the Nominations and Remuneration Committee
Board Member

Mr. Abdulsalam bin Abdulrahman Al-Aqeel

Chairman of the Board
Chairman of the Executive Committee
Member of the Nominations and Remuneration Committee

Dr. Yousef bin Ibrahim Al-Namlah

Non-Board Member

The Nominations and Remuneration Committee supports the development of effective governance and leadership practices across the Company. The Committee oversees matters related to Board composition, executive management nominations, performance evaluation, succession planning, and remuneration practices, helping ensure alignment with governance requirements and the Company's strategic objectives.

Audit Committee

Mr. Omar bin Hamad Al Meshal

Chairman of Audit
Board Member

Mr. Saleh bin Abdullah Al-Yahya

Non-Board Member

Mr. Fahd bin Ahmed Al-Humaidi

Non-Board Member

The Audit Committee oversees financial reporting, internal controls, risk management, compliance, and audit activities across the Company. The Committee supports the integrity and transparency of financial and operational reporting through the review of audit findings, internal control systems, and the performance of internal and external audit functions.

RISK MANAGEMENT

Risk management is integrated into Alandalus Property's governance and operational framework as part of the Company's approach to protecting long-term value, maintaining operational resilience, and supporting sustainable growth. The Company applies structured processes to identify, assess, monitor, and mitigate risks that may affect its operations, assets, projects, stakeholders, or strategic objectives.

The framework is aligned with internationally recognized practices, including ISO 31000 Risk Management principles, and is designed to support informed decision-making, strengthen internal controls, and enhance preparedness across the organization. Risk considerations are embedded across business activities, investment decisions, development projects, operational management, compliance processes, and technology systems.

RISK MANAGEMENT APPROACH

Governance and Oversight

Risk management responsibilities are distributed across the Board of Directors, executive management, and relevant operational functions to support accountability and effective oversight. Regular reporting and review processes support monitoring of material risks and mitigation actions.

Risk Identification and Assessment

Risks are identified through operational, project, stakeholder, compliance, and business continuity reviews, and assessed based on likelihood and potential operational, financial, strategic, reputational, and sustainability impacts.

Risk Mitigation and Monitoring

Mitigation measures are developed to reduce potential impacts and improve operational resilience. The Company continuously monitors identified risks and updates response measures were required to address changing business and market conditions.

Business Continuity and Resilience

Operational continuity measures, internal controls, cybersecurity practices, and emergency response procedures are implemented to support business resilience and safeguard the Company's operations, assets, and stakeholders.

KEY RISK AREAS

Risk Category	Description	Mitigation Approach
Market and Economic Risks	Risks related to changing market conditions, tenant demand, consumer behavior, and economic performance that may affect occupancy levels and revenues	Diversified portfolio, active leasing strategies, market monitoring, and tenant mix optimization
Real Estate Development Risks	Risks associated with project execution, regulatory approvals, construction timelines, and cost management	Feasibility assessments, project monitoring, contractor oversight, and structured project governance
Operational Risks	Risks affecting day-to-day operations, asset management, customer experience, and business continuity	Standard operating procedures, operational controls, maintenance programs, and performance monitoring
Financial Risks	Risks related to liquidity, financing costs, operational expenditures, and financial sustainability	Financial planning, cash flow monitoring, cost management, and diversified revenue streams
Legal and Compliance Risks	Risks associated with regulatory compliance, contractual obligations, and legal disputes	Compliance monitoring, legal reviews, governance controls, and internal policies
Technology and Cybersecurity Risks	Risks related to cybersecurity threats, digital systems, data privacy, and operational technology disruptions	Cybersecurity controls, system monitoring, data protection measures, and technology upgrades
Health and Safety Risks	Risks impacting employee, visitor, contractor, and tenant health and safety across assets and operations	Health and safety procedures, training programs, inspections, and emergency preparedness measures
ESG and Environmental Risks	Risks related to environmental performance, resource management, climate-related impacts, and evolving ESG expectations	Energy efficiency initiatives, environmental management practices, ESG integration, and sustainability monitoring

GOVERNANCE POLICIES

Alandalus Property's continues to strengthen its governance and sustainability practices through a range of policies and internal frameworks that support responsible operations, regulatory compliance, environmental management, ethical business conduct, and stakeholder accountability. These policies provide guidance across the Company's operational activities and support the consistent implementation of governance, environmental, social, and risk management practices across the organization.

The Company's policy framework covers areas related to environmental responsibility, compliance, governance, human capital, health and safety, risk management, responsible procurement, and ethical business practices. These policies are periodically reviewed and updated to align with operational requirements, regulatory developments, and the Company's sustainability priorities.

Governance Policies

Policy	Key Outputs and Impact
Company Bylaws	The governing reference for the Company's structure, capital, shareholders' rights, and the powers of the General Assembly.
Corporate Governance Regulation / Policy	An integrated framework defining the roles of the Board and Executive Management, establishing the separation of ownership and management, and reinforcing accountability.
Board Membership Policies, Standards and Procedures	Nomination, competency, and diversity standards for Board members, ensuring the independence of a sufficient number of them.
Nominations and Remuneration Committee Charter	Regulating nomination processes, annual performance evaluation, and succession planning.
Audit Committee Charter / Audit Policy	Overseeing the integrity of financial reporting, the effectiveness of internal controls, and the independence of auditors.
Board, Committees and Executive Management Remuneration Policy	Linking remuneration to sustainable long-term performance with transparent disclosure.
Disclosure and Transparency Policy	Accurate, fair, and timely disclosure for all stakeholders and the market.
Compliance Policy	Adherence to laws, regulations, and the requirements of relevant regulatory authorities.
Risk Management and Compliance Policy	A corporate framework for the ongoing identification, assessment, treatment, and monitoring of risks.
Anti-Competition Behaviour and Conflicts of Interest Policy	Preventing monopolistic practices, managing conflicts of interest, and protecting the integrity of decision-making.
Corporate Fraud Prevention Policy	Preventive and control mechanisms to detect and prevent fraud and corruption in all their forms.
Whistleblowing and Stakeholder Relations Policy	Safe and confidential channels for reporting violations and protecting whistleblowers.
Code of Business Ethics and Conduct	A binding system of values and professional conduct principles for all employees.
Corporate Asset Handling Policy and Procedure	Protecting the Company's assets and ensuring their optimal and responsible use.
Dividend Distribution Policy	A fair and clear dividend distribution policy that balances growth and shareholders' rights.

Relevant Sustainable Development Goals:

05 GENDER EQUALITY

08 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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SUSTAINABLE PROCUREMENT

SUSTAINABLE PROCUREMENT

Alandalus Property's incorporates sustainability considerations into its procurement practices as part of its broader operational and environmental management approach. The Company seeks to promote responsible sourcing practices by considering environmental and operational factors during the selection of products, services, suppliers, and contractors where applicable.

Procurement practices include encouraging the use of environmentally responsible materials and services, supporting resource-efficient operational practices, and promoting responsible packaging and transportation methods across the supply chain. The Company also encourages suppliers and contractors to align with relevant environmental and operational requirements associated with its assets and operations. Local procurement and local content development also form part of the Company's procurement approach. Where feasible, Alandalus prioritizes engagement with local suppliers, contractors, and service providers in support of operational requirements and local economic participation. This approach contributes to supporting local businesses, strengthening supply chain responsiveness, and enhancing operational coordination across the Company's projects and commercial assets.

95% Procurement Spend on Local Suppliers

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CYBERSECURITY AND DATA PROTECTION

CYBERSECURITY AND DATA PROTECTION

Alandalus Property's continues to maintain cybersecurity and data protection practices aimed at supporting the security, confidentiality, and integrity of operational and business information across its activities. The Company applies monitoring and security controls intended to identify potential cybersecurity threats, support system protection, and reduce operational risks associated with digital systems and information management.

During 2025, no substantiated customer data privacy breaches were recorded, and no confirmed cybersecurity incidents with operational impact were identified. Routine monitoring alerts were managed through existing internal monitoring and response procedures.

Cybersecurity awareness also forms part of the Company's information security approach. During the year, Alandalus conducted company-wide and targeted IT security awareness sessions covering topics such as email security, data protection, safe system usage, and cybersecurity risk awareness for employees and relevant personnel.

ZERO
Substantiated Customer Data Privacy Breaches

ZERO
Confirmed Cybersecurity Incidents

Two Cybersecurity Awareness Sessions Conducted in 2025

CLOSING STATEMENT

The 2025 Sustainability Report reflects Alandalus Property's continued focus on integrating environmental, social, and governance considerations across its operations, asset management activities, and stakeholder engagements. Throughout the year, the Company continued to advance its sustainability practices through operational improvements, responsible governance, community initiatives, and employee-focused programs aligned with the evolving expectations of stakeholders and the objectives of Saudi Vision 2030.

As Alandalus Property's continues to grow its portfolio and develop integrated destinations across the Kingdom, sustainability remains closely linked to operational performance, long-term value creation, and responsible business management. The Company will continue building on this approach through ongoing performance monitoring, practical initiatives, and the continued integration of sustainability considerations across its business activities.

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

For more details about Alandalus Property Company, please visit:
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APPENDICES

GRI CONTENT INDEX

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is presented in a way consistent with the requirements for reporting in accordance with the GRI Standards.

GRI | CONTENT INDEX ESSENTIALS SERVICE 2026

STATEMENT OF USE

Alandalus Property Company has reported in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025.

GRI 1 USED

GRI 1: Foundation 2021

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission - Reason	Omission - Explanation
GRI 2: General Disclosures 2021	**2-1** Organizational details	About Alandalus (Pages 13-14)		
	2-2 Entities included in the organization's sustainability reporting	About this Report (Page 6); Activities and Investments (Page 14)		
	2-3 Reporting period, frequency and contact point	About this Report (Page 6); Closing Statement (Page 65)		
	2-4 Restatements of information	About this Report (Page 6)		
	2-5 External assurance	This report has not been externally assured.		
	2-6 Activities, value chain and other business relationships	About Alandalus (Pages 13-16); Comprehensive Property Services (Page 15); Portfolio Overview (Pages 17-23)		
	2-7 Employees	Employee Profile (Pages 33-34)		
	2-8 Workers who are not employees	Omitted	Information unavailable/incomplete	Data on workers who are not employees is not currently tracked; the Company plans to assess the feasibility of this disclosure in future reporting cycles.
	2-9 Governance structure and composition	Corporate Governance (Pages 52-56); Organizational Structure (Page 53)		
	2-10 Nomination and selection of the highest governance body	Nominations and Remuneration Committee (Page 56); Governance Policies (Page 60)		
	2-11 Chair of the highest governance body	Chairman Statement (Page 8); Board of Directors (Page 54)		
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance (Pages 52-58)		
	2-13 Delegation of responsibility for managing impacts	Corporate Governance (Pages 52-58); Organizational Structure (Page 53)		

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission - Reason	Omission - Explanation
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance (Pages 52-56)		
	2-15 Conflicts of interest	Governance Policies (Page 60)		
	2-16 Communication of critical concerns	Risk Management (Pages 57-58); Governance Policies (Page 60)		
	2-17 Collective knowledge of the highest governance body	Board of Directors (Page 54)		
	2-18 Evaluation of the performance of the highest governance body	Nominations and Remuneration Committee (Page 56)		
	2-19 Remuneration policies	Nominations and Remuneration Committee (Page 56); Governance Policies (Page 60)		
	2-20 Process to determine remuneration	Nominations and Remuneration Committee (Page 56)		
	2-21 Annual total compensation ratio	Omitted	Confidentiality constraints	Omitted due to employee privacy and confidentiality of personal compensation data.
	2-22 Statement on sustainable development strategy	Chairman Statement (Page 8); CEO Statement (Page 9)		
	2-23 Policy commitments	Social Policies (Page 38); Environmental Policies (Page 46); Governance Policies (Pages 59-60)		
	2-24 Embedding policy commitments	Sustainability Strategy (Page 28); Governance Policies (Pages 59-60)		
	2-25 Processes to remediate negative impacts	Risk Management (Pages 57-58)		
	2-26 Mechanisms for seeking advice and raising concerns	Governance Policies (Page 60) - Whistleblowing and Stakeholder Relations Policy		
	2-27 Compliance with laws and regulations	Sustainability Highlights (Page 11); Governance Policies (Page 60)		
	2-28 Membership associations	Recognitions and Awards (Page 25); External Assessments and Ratings (Page 26)		
	2-29 Approach to stakeholder engagement	Stakeholders Engagement (Page 29)		
	2-30 Collective bargaining agreements	Omitted	Legal prohibitions	Collective bargaining is not recognized under Saudi labor law.
Material Topics				

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission - Reason	Omission - Explanation
GRI 3: Material Topics 2021	**3-1** Process to determine material topics	Stakeholders Engagement (Page 29); Materiality (Page 30)		
	3-2 List of material topics	Materiality (Page 30); Sustainability Targets (Page 31)		
Economic Performance				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Sustainable Business Model (Page 16); Sustainability Targets (Page 31)		
GRI 201: Economic Performance 2016	**201-1** Direct economic value generated and distributed	Refer to the Company's Annual Report 2025 and financial statements.		
Governance and Business Ethics				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Corporate Governance (Pages 52-60); Governance Policies (Pages 59-60)		
GRI 205: Anti-corruption 2016	**205-2** Communication and training about anti-corruption policies and procedures	Governance Policies (Page 60); Learning and Development (Page 35)		
	205-3 Confirmed incidents of corruption and actions taken	Zero incidents of corruption or misconduct were recorded during 2025 (Page 11)		
GRI 206: Anti-competitive Behavior 2016	**206-1** Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance Policies (Page 60); no legal actions were recorded during the reporting period.		
Risk Management				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Risk Management (Pages 57-58)		
Data and Customer Privacy				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Cybersecurity and Data Protection (Page 64)		
GRI 418: Customer Privacy 2016	**418-1** Substantiated complaints concerning breaches of customer privacy and losses of customer data	Zero substantiated customer data privacy breaches were recorded during 2025 (Page 64)		
Occupational Health and Safety				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Occupational Health and Safety (Page 37)		

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission - Reason	Omission - Explanation
GRI 403: Occupational Health and Safety 2018	**403-1** Occupational health and safety management system	Occupational Health and Safety (Page 37) - QHSE Policy; ISO 45001 certification (Page 25)		
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (Page 37); Risk Management (Pages 57-58)		
	403-5 Worker training on occupational health and safety	Learning and Development (Page 35)		
	403-6 Promotion of worker health	Benefits and Welfare (Page 36)		
	403-9 Work-related injuries	Zero occupational hazards were recorded during 2025 (Pages 11, 37)		
Energy Management				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Energy and Emissions (Pages 47-48); Environmental Policies (Page 46)		
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	Energy and Emissions (Page 47)		
	302-4 Reduction of energy consumption	Energy and Emissions (Pages 47-48); Energy and Emissions Targets (Page 48)		
GHG Emissions				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Energy and Emissions (Pages 47-48)		
GRI 305: Emissions 2016	**305-1** Direct (Scope 1) GHG emissions	Energy and Emissions (Page 47); Sustainability Highlights (Page 11)		
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions (Page 47); Sustainability Highlights (Page 11)		
	305-5 Reduction of GHG emissions	Energy and Emissions Targets (Page 48)		
Water Management				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Water Management (Page 50); Environmental Policies (Page 46)		
GRI 303: Water and Effluents 2018	**303-1** Interactions with water as a shared resource	Water Management (Page 50)		
	303-5 Water consumption	Water Management (Page 50)		
Waste Management				

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission - Reason	Omission - Explanation
GRI 3: Material Topics 2021	**3-3** Management of material topics	Circular Economy (Page 49)		
GRI 306: Waste 2020	**306-1** Waste generation and significant waste-related impacts	Circular Economy (Page 49)		
	306-2 Management of significant waste-related impacts	Circular Economy (Page 49); Circular Economy Targets (Page 49)		
	306-4 Waste diverted from disposal	Circular Economy (Page 49) - 99.8% paper recycling rate at Alandalus Mall and Hayat Mall		
Human Capital Development				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Human Capital (Pages 33-38)		
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover	Hiring and Turnover (Page 34)		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and Welfare (Page 36)		
	401-3 Parental leave	Benefits and Welfare - Maternity Leave (Page 36)		
GRI 404: Training and Education 2016	**404-1** Average hours of training per year per employee	Learning and Development (Page 35)		
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Development (Page 35)		
	404-3 Percentage of employees receiving regular performance and career development reviews	Benefits and Welfare - Performance Appraisal and Development (Page 36); 100% of employees received a performance appraisal in 2025		
Diversity and Inclusion				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Employee Profile (Pages 33-34); Social Policies (Page 38)		
GRI 405: Diversity and Equal Opportunity 2016	**405-1** Diversity of governance bodies and employees	Employee Profile (Pages 33-34); Board of Directors (Page 54)		
	405-2 Ratio of basic salary and remuneration of women to men	Benefits and Welfare - Compensation and Pay Practices (Page 36) - 1.12 : 1.0 male-to-female pay ratio		

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission - Reason	Omission - Explanation
GRI 406: Non-discrimination 2016	**406-1** Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported during the reporting period.		
Local Community Involvement				
GRI 3: Material Topics 2021	**3-3** Management of material topics	Corporate Social Value (Pages 40-43)		
GRI 413: Local Communities 2016	**413-1** Operations with local community engagement, impact assessments, and development programs	Corporate Social Value (Pages 40-43) - 64 community initiatives benefiting more than 20,000 beneficiaries		