

The Social Responsibility Policy of Adeer Real Estate Company.

Preamble

Social responsibility is considered one of the fundamental pillars for the advancement of societies, as it represents the path toward progress at both the individual and social levels. The true value of an individual within their community is reflected in the extent to which they assume responsibility toward themselves and toward others. Social responsibility is also regarded as a continuous commitment by companies and institutions to contribute to economic development and to improve the quality of life for employees, their families, the local community, and society as a whole. It is an ethical commitment aimed at supporting the development and progress of society, as the advancement of societies is measured by the level of social maturity of their members and their awareness of their responsibilities, which are based on cooperation, solidarity, commitment, good conduct, and active participation.

The company's commitment to its social responsibilities contributes to gaining the respect and appreciation of various segments of society, while supporting its developmental mission and encouraging engagement with its goals. The company believes in the importance of its role in serving the community and supporting social development efforts. It adopts a mission aimed at strengthening its community contributions, stemming from its awareness of the rights of society and the duties it holds toward its members and institutions.

Adeer Real Estate Company seeks to strengthen its role in social responsibility in alignment with Saudi Arabia's Vision 2030, through its commitment to transparency in its related practices. The company also discloses the social responsibility objectives it adopts and the implementation plans within its official reports, in order to achieve the highest levels of clarity and credibility.

Article 1: Social Responsibility and Its Importance.

Social responsibility is reflected in the company's contribution to achieving a balance among the various stakeholders related to its activities, including the interests of employees, shareholders, the external environment, and society as a whole. This is achieved through responsible conduct driven by ethical and moral values, with the aim of enhancing the company's competitive position within its field of activity.

Based on this concept, the company is committed to achieving sustainable development for society in general and for its employees in particular. This is pursued through improving the living, social, and economic conditions of the workforce and their families, in addition to contributing to the overall well-being of society. The company also seeks to contribute to reducing unemployment levels and making optimal use of available resources. Accordingly, the company's awareness of the importance of social responsibility and its commitment to high ethical and humanitarian values—such as solidarity, national spirit, and commitment toward all stakeholders associated with the company, whether employees, shareholders, customers, or members of the community—serve as a key factor for its success and sustainable growth. The deeper the company's understanding of and commitment to this responsibility, the greater its opportunities for development and prosperity, which is positively reflected in its profitability and reputation.

Article 2: The goal of the policy

The Company's Corporate Social Responsibility Policy aims to achieve the following:

1. To position the company among the leading contributors to social responsibility toward society.

2. Commitment to approved local standards through the effective implementation of social responsibility as a long-term investment that benefits the company and its stakeholders.
3. To achieve sustainable development for society in general and for employees in particular.
4. To achieve a balance between the company's objectives and the goals pursued by society.
5. To enable the company to attract, hire, develop, and retain its human resources.
6. To increase employee and customer loyalty, especially given the trend of customers preferring companies that prioritize social responsibility.
7. To contribute to the company's long-term vitality by promoting the sustainability of natural resources and environmental services.

Article 3: The General Framework for Social Responsibility.

The Company's Board of Directors has issued directives to the executive management to position the company at the forefront of leading entities in implementing the best practices of corporate social responsibility and to adopt professional and ethical conduct in all its interactions with stakeholders. This is based on the belief that these aspects are an essential part of the company's strategy to enhance its competitiveness, regardless of the fact that social responsibility is also a fundamental element in achieving the company's interests and objectives.

The company's social responsibility policy is based on the following principles:

1. The company's ongoing commitment to act ethically in accordance with applicable laws, regulations, and instructions, while respecting customs and traditions.
2. Providing full support to the programs and initiatives of non-profit organizations in the Kingdom of Saudi Arabia.
3. Building bridges of cooperation and integration with universities and research centers to support educational programs, specialized initiatives, and studies and research aimed at creating added value for both the company and society.
4. Participating in the establishment, support, renovation, and operation of social, charitable, or healthcare centers.
5. Sustainable contribution to achieving economic and social development and environmental preservation through the following:
 - Caring for the company's employees and developing their technical capabilities by implementing training and qualification programs to enhance their skills and expertise.
 - Supporting graduates from the country's youth by providing training and qualification programs to facilitate their access to employment in various national institutions and companies.
 - Protecting the environment by reducing pollution, ensuring optimal and equitable use of natural resources, and raising environmental awareness among segments of society.

Article 4: Scope of Policy

The provisions of this policy apply to all shareholders of Adeer Real Estate Company, including stakeholders and direct beneficiaries of the company's activities, as well as all company employees, customers, suppliers, the local community, and the surrounding environment.

Article 5: Commitment to Social Responsibility

Based on the Company's core values, foremost among them the value of participation, which is founded on three main pillars:

1. Respect and responsibility.
2. Supporting and assisting the community.
3. Protecting the environment.

Therefore, the Company continues its efforts to adopt and implement numerous community service programs that are aligned with the Company's mission, objectives, and values. These programs reflect its full commitment to improving the social and living conditions of the most vulnerable groups and meeting their needs by establishing programs, policies, and a dedicated team for social responsibility activities to assist the largest possible segment of society.

The Company also works to build strong relationships with various segments of society that contribute to advancing comprehensive development in this beloved nation. The motivation behind the Company's adoption of these programs and policies is its continuous endeavor to make a significant difference, not only by providing assistance, but also by encouraging and empowering the sons and daughters of the nation to utilize their skills and expertise in developing their community.

Article 6: The Company's Social Responsibility Toward Stakeholders

1. Providing all individuals and concerned parties with information characterized by accuracy, credibility, and reliability, while taking into consideration the appropriate timing of its disclosure in a manner that does not conflict with applicable regulations and recognized professional standards.
2. Committing to the implementation of all governance practices with integrity and transparency, and working to document them through relevant reports.
3. Working to engage all stakeholders and beneficiary groups—including investors, employees, suppliers, customers, and members of the community—each within the scope of matters related to them, in decisions, work programs, and studies.
4. Clarifying the supervisory regulations and procedures governing the relationship with stakeholders and ensuring compliance with and continuity in the implementation of these regulations and procedures.

5. Operating in accordance with the principle of full transparency, ensuring that the Company respects its commitments and complies with applicable laws and regulations, and adheres to the disclosure of material information to shareholders and stakeholders in accordance with the Company's disclosure policy and the rules and instructions of the CMA.

Article 7: The Company's Social Responsibility Toward Employees

1. Working to provide a safe and motivating work environment for the performance of duties, in a manner that contributes to improving the health and well-being of employees and their families, without compromising their obligations toward their families.
2. Encouraging the freedom to express ideas and opinions in accordance with recognized codes of conduct, and listening to them with full respect and appreciation.
3. Encouraging all employees, without discrimination, to participate in training and development programs that contribute to enhancing their professional and personal skills and capabilities.
4. Working to build relationships with employees on the basis of responsibility and shared success.
5. Adhering to the principle of fairness among all employees and avoiding discrimination on racial or personal grounds.
6. Encouraging all employees and facilitating their participation in activities that contribute to supporting the Company's local community.

Complying with and adhering to all regulations, rules, and laws applicable in the Kingdom of Saudi Arabia.

Article 8: The Company's Social Responsibility Toward the Community

1. The Company is committed to investing in the community in which it operates through projects and initiatives of a developmental nature with a long-term impact, consistent with the nature of the community and based on sustainable foundations.
2. Making every possible effort to provide all forms of direct and indirect support to charitable, social, and developmental institutions in order to improve the living standards of the members of the community in which it operates.
3. Contributing to supporting employment opportunities for members of the community through training programs and courses provided by the Company to the people of this community.
4. Investing in the development of commercial and residential complexes to contribute to improving and enhancing the quality of life of the local community.

Article 9: The Company's Social Responsibility Toward the Environment

1. Working to identify all positive and negative direct and indirect impacts on the local environment resulting from the Company's business activities.
2. Working to achieve future objectives and continuous positive outcomes in line with international environmental standards, documenting them periodically in social responsibility reports and including them in the Company's annual report.
3. Contributing to supporting direct and indirect efforts aimed at developing clean and environmentally friendly methods and practical programs.
4. Conducting continuous evaluation of commercial and development projects to address any negative environmental impacts.

Article 10: The Company's Social Responsibility Toward Customers

1. Providing all rental units, real estate products, and services with high quality and at reasonable prices, with truthful advertising, ensuring that they are environmentally friendly and safe, while committing to the continuous development of real estate products and projects.
2. Establishing a good relationship with customers in a way that achieves mutual benefit for both parties.
3. Exercising due diligence in building communication channels with customers and conducting surveys that contribute to improving the services provided to them.

Article 11: The Company's Responsibility Toward Suppliers

1. To commit, as much as possible, to purchasing from local suppliers in support of the economies of small and medium-sized enterprises (SMEs), based on shared principles of responsibility and success.
2. To work on opening communication channels with all company suppliers in order to improve the level of services provided to consumers.
3. To strive, as much as possible, to require all company suppliers to adhere to social responsibility standards.
4. To provide all forms of awareness and professional support to contribute to the success of social responsibility programs among supplying companies.
5. To maintain continuous communication with suppliers, hold regular meetings with them, and discuss ways of fruitful cooperation for both parties.

Article 12: The Company's Social Responsibility Toward Competitors

1. Commitment to the rules of fair competition.
2. Commitment to refraining from all forms of corruption and bribery aimed at obtaining unlawful preferential advantages when submitting bids or delivering products or real estate projects.

3. Commitment to all applicable local regulations, legislations, and laws regarding company practices, particularly competition law.
4. Commitment to ethics, professional rules, and recognized norms in the field of competition.

Article 13: The Company's Social Responsibility Toward Shareholders

1. Maximizing the value of the share and achieving the highest possible profit.
2. Protecting the company's assets, and the right to obtain adequate information about the company's performance. Fair treatment of shareholders without any discrimination.
3. Receiving and addressing shareholders' complaints. Involving shareholders in major company decisions through the Ordinary General Assembly of Shareholders.
4. Fair and regulated disclosure of material information that concerns shareholders in accordance with the instructions and regulations issued by the CMA.

Article 14: Community Engagement and Charitable Issues

At Alandalus Property, we firmly believe in our ability to be pioneers in social responsibility activities by creating drivers of change within our community to generate a positive social impact. This is achieved by supporting youth and community initiatives and strengthening the company's role in charitable organizations and community initiatives through valuable contributions that support society.

We are committed to conducting our business in an ethical and sustainable manner through:

1. Adhering to the highest standards of integrity and transparency in our dealings and business relationships.
2. Implementing sustainable business practices and reducing our negative impact on the environment.
3. Promoting a culture of diversity, equality, and inclusion in the workplace and across our supply chain.
4. Engaging in community awareness activities and supporting charitable causes.
5. Ensuring the health, safety, and well-being of our employees and stakeholders.
6. Complying with all applicable laws and regulations, in addition to standards related to real estate activities.
7. Cooperating with educational and community institutions to train students, encourage participation in social responsibility initiatives, and highlight their importance and impact on individuals and society.

Article 15: Social Responsibility Team

Based on the company's commitment and national responsibility to contribute to serving and meeting community needs and to effectively support the development process in the Kingdom, the company continues its efforts to adopt and implement numerous social responsibility programs and activities through the Social Responsibility Team. This team is formed annually by a decision of the Board of

Directors to develop plans related to the concept of social responsibility and the company's duties toward society. These plans are aligned with the company's mission and values and reflect its full commitment to improving the social and living conditions of disadvantaged groups and meeting their needs. The Board may delegate whomever it deems appropriate to carry out all necessary actions to achieve the objectives of this policy.

Objectives of Forming the Social Responsibility Team

1. Developing appropriate plans and strategies for the company's social responsibility activities.
2. Encouraging company employees and business partners to adopt social responsibility programs.
3. Sharing experiences and highlighting the company's successful social responsibility programs as exemplary models.
4. Proposing and adopting innovative (new) programs to serve the community.
- 5 .Communicating with the community, stakeholders, and organizations concerned with social responsibility.
- 6 .Providing advisory services in the field of social responsibility to the company's employees and its business partners.

Duties of the Social Responsibility Team

1. Supervising all social responsibility activities within the company and providing recommendations regarding the diversity of social responsibility programs and activities.
2. Activating the company's role in adopting social responsibility policies and initiatives toward its shareholders, customers, suppliers, employees, and the community.
3. Disclosing the social responsibility objectives adopted by the company to its employees, raising their awareness, educating them, and involving them.
4. Disclosing the plans for achieving social responsibility in the periodic reports related to the company's activities.
5. Activating the company's communication channels and using them as effective tools to highlight the company's efforts in the field of social responsibility.
6. Reviewing and approving charitable donations related to social responsibility activities.
7. Communicating with entities that sponsor social responsibility programs and activities to identify their needs for the company's support.
8. Adopting programs that promote and spread the culture of social responsibility within the company and its surrounding environment.
9. Encouraging the participation of company employees in social activities and volunteer work, ensuring that each team member understands the team's tasks and responsibilities and allocates sufficient time to perform their role in achieving them.

10. Submitting periodic reports to the Board of Directors regarding the actions and activities undertaken in the field of social responsibility within the company.

Article 16: Financial Allocations for the Social Responsibility Team

The executive management shall annually submit a recommendation regarding the proposed budget for the social responsibility program.

Article 17: General Provisions

1. This policy shall be subject to periodic review by the Board of Directors as part of reviewing the effectiveness of the company's governance, or when new instructions or regulations related to the policy are issued. In all cases, any change or amendment to the policy shall be approved by the General Assembly.
2. All company departments shall provide the necessary support to the Social Responsibility Team to enable it to perform its duties.
3. The Board of Directors shall disclose in its annual report all details related to social responsibility activities and the expenditures resulting from the implementation of the social responsibility policy.
4. This policy shall be reviewed regularly at least once a year by the Board of Directors to ensure its comprehensiveness and completeness.
5. This policy shall come into effect and be implemented from the date of its approval.

List of competing works for the Chairman of the Board of Directors, Mr. Abdulrahman Ayed Al-Qahtani, as Owner/Manager

Activities	Company Name
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Sumou Holding Company
Buying, selling, and subdividing land, real estate, and off-plan sales activities. General Construction of Residential Buildings.	Buna Holding Company
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Dhahiat Murooj Jeddah Company
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Bisan Al Sharq Real Estate Company
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Sumou Global Investment Company
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Wasm Al Foras Company
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Adeer International Company
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Bisan Company for Commercial and Real Estate Investment
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Sumou Real Estate Company

List of Competitive Works for Vice Chairman - Chief Executive Officer, Mr. Moteb Hamad Al-Qahtani,
as Owner/Director Representative

Activities	Company Name
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Adeer Asar Real Estate Company
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Razeen Real Estate Company

Adeer Real Esatate Company (Listed Joint-Stock Company)

Capital : 50,000,000 SR (Fully Paid)

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صندوق البريد : 250 الرمز البريدي : 31952

الرقم المجاني: 920004024

الفاكس: +966138327012

**List of Competitive Works of Board Member – Mr. Abdullah bin Mohammed Al-Qahtani as
Owner/Director Representative**

Activities	Company Name
Buying, selling, and subdividing land, real estate, and off-plan sales activities. General Construction of Residential Buildings.	Buna Holding Company
Buying, selling, and dividing land, real estate, and off-plan sales activities	Shore Supply Logistics Company
Buying, selling, and dividing land, real estate, and off-plan sales activities	Dhahiat Sumou Real Estate Development Company
Buying, selling, and subdividing land, real estate, and off-plan sales activities.	Second Masaken Company for Real Estate Development and Investment

Adeer Real Estate Company (Listed Joint-Stock Company)

Capital : 50,000,000 SR (Fully Paid)

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