

## **Qalaa Holdings Diversity, Equity, and Inclusion (DEI) Policy**

### **1. Purpose and vision**

Qalaa Holdings is committed to fostering a diverse and inclusive workforce and ensuring equity and justice throughout its operations. Our goal is to balance lives and livelihoods by creating an environment where every individual feels valued and empowered to contribute to meaningful outcomes. We are dedicated to promoting gender equality and inclusion, celebrating diverse perspectives, and providing equal opportunities for all to thrive. Through proactive engagement, continuous learning, and respect for all individuals, we aim to build a company that reflects the diversity of the communities we serve.

### **2. Scope**

This policy applies to Qalaa Holdings and its subsidiaries, when relevant, across the regions where we operate. It encompasses all activities, from investment decisions to daily operations, ensuring a unified approach to DEI stewardship.

### **3. Core Values, Principles, and Approach**

Our core values demonstrate our commitment to an inclusive environment that respects the dignity and diversity of all individuals. These principles guide our actions, strengthen our ownership and support our employees, communities, and society at large. DEI is a collective responsibility upheld by every employee.

#### **a. Our Values:**

- **Respect and Dignity:**

Qalaa Holdings is dedicated to creating a workplace where every individual is treated with respect and dignity, ensuring an environment where everyone feels valued. Our Company is an equal employer and is committed to supporting diversity and to providing a workplace that is free of all types of discrimination, disrespectful behavior or conduct that creates intimidating, offensive or hostile working environment.

- **Equality and Fairness:**

We champion equality and fairness, striving to eliminate biases and provide equal opportunities for all, regardless of gender, religion, ability, or background. Our unwavering commitment to fairness drives us to create a level playing field, enabling everyone to realize their full potential.

- **Collaboration and Inclusion:**

Qalaa Holdings leverages the diverse perspectives and talents of our workforce, encouraging teamwork and open dialogue to foster innovation and sustainable practices.

- **Transparency**

Qalaa Holdings uphold transparency in sharing our DEI goals, progress, and challenges with stakeholders. We are committed to providing clear information

about our DEI initiatives and maintaining accountability to the highest standards of integrity.

#### **4. DEI Guidelines and Priority Areas Of Action:**

DEI management will be approached holistically, considering all aspects across short, medium, and long terms to maximize impact and recognize synergies.

##### **a. Inclusive Leadership Accountability & Responsibility**

At Qalaa Holdings, Leaders are expected to model inclusive behaviors, champion diversity, and drive initiatives that promote a culture of belonging. Ongoing training ensures leaders effectively support and engage a diverse workforce. Our DEI governance structure includes a dedicated committee reporting to senior leadership, setting objectives, monitoring progress, and ensuring alignment with business strategy.

##### **b. Recruitment and Hiring Practices**

Qalaa's practices are designed to attract, hire, and retain a diverse workforce. We ensure our hiring processes are free from bias and evaluate candidates based on their skills, experience, and potential.

##### **c. Career Development, promotion and Retention**

Qalaa Holdings is committed to providing equitable access to career development opportunities and promoting diverse talent. Our practices focus on fairness, transparency, and creating a leadership pipeline that reflects workforce diversity.

##### **d. Enhancing Workplace Culture and Environment**

Qalaa Holdings prioritizes work-life balance and a positive workplace culture, supporting employee well-being with policies on harassment, discrimination, and misconduct. Our dedication to employee rights is reflected in our provision of maternity and paternity leave, comprehensive medical insurance, and flexible working arrangements. These benefits are integral to supporting a balanced work-life dynamic, accommodating various personal needs, and promoting long-term employee engagement and retention. Our comprehensive approach to achieving an inclusive work environment ensures that every employee feels valued and respected, contributing to a cohesive and innovative workforce.

By implementing these practices, Qalaa Holdings reaffirms its commitment to creating a respectful, inclusive, and sustainable workplace that aligns with our values and supports the well-being of our employees.

##### **e. Prohibiting Discrimination, Harassment, Bullying and retaliation practices**

Qalaa Holdings has a zero-tolerance policy for any form of discrimination or harassment including sexual, bullying, intimidating or threatening communication, verbal or in writing. Clear policies and procedures are in place to address these issues, with confidential reporting and thorough investigations.

##### **f. Partnership and Advocacy**

Qalaa Holdings actively collaborates with industry partners, advocacy groups, and other stakeholders to promote diversity, equality, and inclusion within our industry

and beyond. We advocate for policies and practices that support a more equitable and inclusive society, leveraging our influence to drive meaningful change both within and outside our organization. As Women Empowerment Principles (WEPs) signatories and members of Closing the Gender Gap Catalyst, we believe in the power of collaboration and advocacy to advance our DEI objectives.

**g. Community Engagement and Outreach**

We engage with community partners to support underrepresented groups, advance educational and career opportunities, and drive social change aligned with our DEI values.

**h. Stakeholder Engagement**

We actively engage with stakeholders, including employees, shareholders, customers, suppliers, and community members, to build trust, foster collaboration, and drive shared value.

**i. Compliance:**

At Qalaa Holdings, adherence to legal and regulatory requirements is integral to our DEI policy. We are committed to full compliance with all applicable national and international laws concerning diversity, equity, and inclusion. Our anti-discrimination policies are rigorously enforced to prevent and address any instances of discrimination, harassment, or bias, thereby upholding a workplace culture characterized by respect and fairness.

To support our commitment to inclusivity and ensure adherence to our DEI standards, we have implemented a comprehensive reporting and grievance mechanism. This includes a whistleblowing portal where individuals can report incidents of non-compliance or actions that compromise our dedication to inclusivity and diversity anonymously. Employees are encouraged to utilize this portal for confidential reporting. Additionally, concerns can be escalated to a line manager's supervisor or directly to the Human Resources department. This approach ensures that all issues are addressed with integrity and transparency, reinforcing our commitment to maintaining a fair, inclusive, and legally compliant workplace.

**5. Responsibilities**

All employees, partners, and stakeholders of Qalaa Holdings are responsible for supporting and adhering to this policy. The Board of Directors is responsible for the biennial review of the policy, ensuring its relevance and effectiveness in the face of evolving DEI-related challenges.