

## HSE POLICY STATEMENT

Roaya is a Saudi Limited Liability Company with a vision to be an exemplary organization leading change in how HSE is seen and done in real estate development locally and regionally.

### Our Commitments:

- An organizational culture that contributes fully to all our employees' health, safety, and well-being.
- An organizational culture where all our employees are seen as an asset and wholly integral to the organization's success.
- An organizational culture that actively supports the protection and sustainability of the natural environment.

### To realize our commitments fully, Roaya Real Estate Company shall:

- Endeavour to meet and, where possible, exceed current Saudi Arabian HSE legislation.
- Work to improve our HSE performance by implementing progressive and contemporary measures that will help reduce the risk of damage, personal injury, and ill-health.
- Do our utmost to minimize our impact on the environment and the local community by using our materials, energy, and other resources more efficiently.
- Communicate openly with all employees regarding the hazards and risks they will face and empower them to create and sustain a healthy, safe, and environmentally friendly workplace.
- Create and cultivate a learning environment where all employees can enhance their work-related HSE training, knowledge, and skills.
- Aim to provide the appropriate recognition and reward to our employees whose behavior, work practice, or activities have improved efficiency and our HSE performance.
- Work towards a continuous improvement programme to ensure that our HSE performance is formally recognized as best in class.
- While the Roaya CEO and the executive board bear the ultimate responsibility for HSE, we firmly believe that the complete application of this policy is a shared responsibility. Therefore, all employees, contractors, suppliers, and relevant stakeholders are expected to commit to its full application.

This HSE policy and the associated HSE plans and procedures will be reviewed annually and revised as appropriate to account for changes in circumstances, personnel, or statutory obligations.



Faisal Al-Nahdi  
Chief Executive Officer