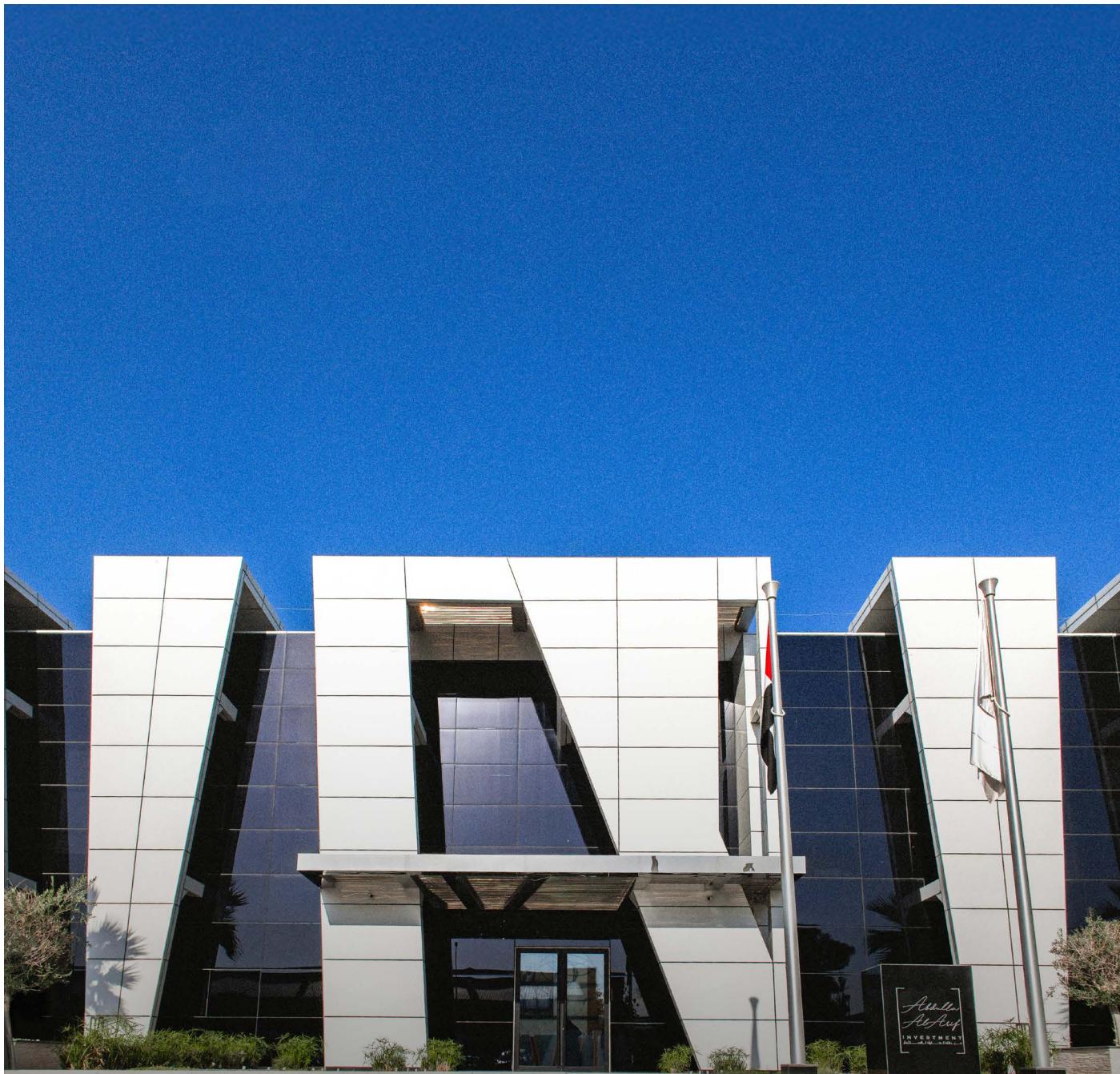




NEWSLETTER

DECEMBER 2025



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Words From Our Management



Eng. Mousa Kayed
Chief Operating Officer, Naresco

Naresco's current focus is to ensure the continued advancement of the company by addressing any existing gaps, increasing productivity and strengthening overall performance. Learning from previous experiences remains central to our strategy as we transition from medium scale projects to high rise developments that reflect our growing reputation and ambition. We aim for all Naresco projects to maintain the same level of progress, quality and productivity.

This 2026, we expect Naresco to achieve greater growth than ever before, overcoming potential challenges in the coming months and remaining prepared for any unexpected obstacles through the strength of the highly skilled professionals we employ. With over twenty four years of leadership, I can confidently say that Abdulla Al Arif Investment embraces challenges, values creativity and actively supports passionate and innovative talent.

This past year marked a major milestone as we secured larger, more complex projects, prompting our factory relocation to Sajaa Industrial Area. This expansion allowed us to install advanced machinery and increase production capacity to meet rising demand. This momentum highlights a market shift from natural stone to engineered surfaces like quartz and porcelain, positioning us strongly within industry trends.

Aligned with Abdulla Al Arif Investment's vision, we invested in modern equipment that reduces dust emissions and improves ventilation, creating a safer environment. These upgrades doubled our monthly production capacity, enhancing efficiency and ROI. This transformation enables us to execute large-scale projects within shorter timelines and generate new opportunities through professional execution and client satisfaction.



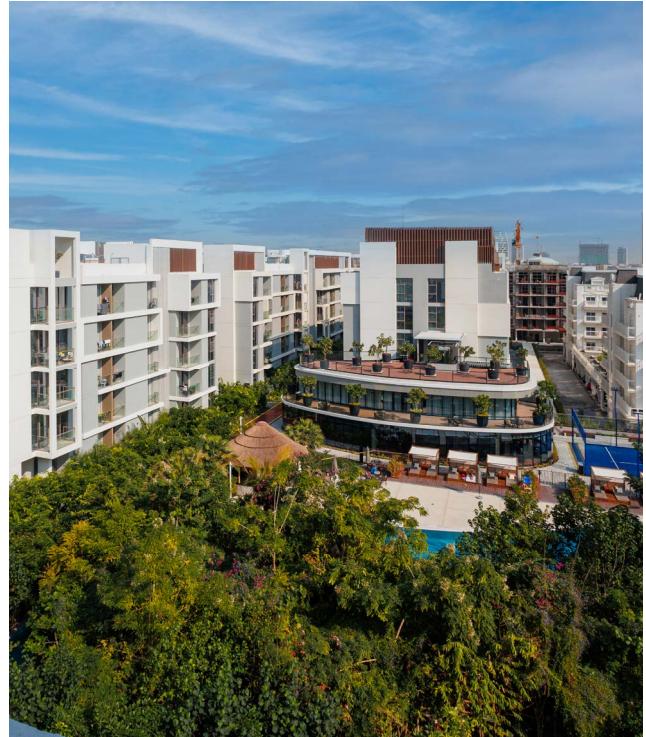
Vivek Lavania
Director, Bianco

Group News

Naresco Expands Portfolio with Completion of Torino by ORO24

Naresco has completed Torino by ORO24, a six-block residential community in Arjan, Dubai. The G+5F contemporary project features 625 units across studios, one and two-bedroom apartments. Walking tracks, swimming pools, sports facilities and extensively landscaped gardens create a vibrant and connected living environment for residents.

The project's scope included structural work, external finishes and mechanical, electrical and plumbing systems, along with an expansive landscape thoughtfully planted with thousands of trees. These green spaces, combined with community social areas and recreational facilities, highlight Naresco's expertise in integrating functional design with sustainable and amenity-rich environments in large-scale residential developments.



Emirati Town Hall Recognizes Emirati Contributions & Growth



Abdulla Al Arif Investment organized an Emirati Town Hall for over 30 national employees. The event provided a space for staff to discuss ongoing initiatives and highlight key contributions. Eng. Omar Al Arif presented the program goals and launched a quarterly performance award to honor exceptional Emirati contributions.

The Talent Acquisition team also introduced a support framework and paired senior leaders with employees for mentorship, helping strengthen communication and collaboration across business units. The town hall concluded with a communal breakfast and one-on-one discussions with Eng. Omar Al Arif. The event highlighted the Group's commitment to supporting the growth and recognition of Emirati talent.

Dubai Heart Safe City Trainers Certify Over 100 Group Employees

Abdulla Al Arif Investment joined forces with the Dubai Heart Safe City initiative to train over 100 employees in emergency response. The program guided participants through identifying cardiac distress and initiating life-saving protocols, emphasizing the correct use of automated external defibrillators (AEDs) and compression techniques. The certification process included a rigorous competency test where participants demonstrated proficiency in adult and infant care. With these credentials, the head office now maintains a network of qualified, life-saving responders.



Proguard Rebrands to Renova360 with Expanded Service Scope



ProGuard rebranded to Renova360 to reflect an expanded operational scope. Moving beyond legacy maintenance and security services, the company now offers a full-service model including renovations, interior fit-outs and facility upgrades. This shift aligns the brand with the demand for comprehensive property solutions. As part of the reorganization, Mena Mikhael was appointed Senior Director to lead the team and improve project delivery. These changes mark the company's shift into complex construction and finishing projects alongside its ongoing maintenance operations.

AAAI Strengthens Leadership Team with New Group CFO Rui Coelho

Rui Coelho joined AAAI as Group CFO, bringing 30 years of EMEIA experience across real estate, hospitality and oil and gas. He previously held senior roles leading financial restructuring for complex operations. At AAAI, Rui focuses on strengthening the finance function to improve oversight and strategic decision-making. His priorities include implementing data-driven processes and digital systems to reinforce performance across the group's portfolio. Rui is a Chartered Accountant and CPA with an MBA who enjoys padel, tennis and chess in his time outside of work.



World Mental Health Day Marked with Interactive Group Sessions

Abdulla Al Arif Investment conducted a World Mental Health Day workshop on 16 October 2025 as part of its ongoing commitment to supporting employees' mental wellbeing in the workplace. The sessions featured guided discussions and interactive exercises designed to help staff maintain balance, build emotional resilience, and foster a positive mindset throughout the workday. Participants were encouraged to reflect on practical strategies for managing daily pressures while strengthening overall wellbeing at work.

The program also highlighted the importance of internal support systems and the resources available to employees when needed. To ensure broad participation, sessions were organized at different times, allowing staff from various departments to attend. This initiative reinforces a workplace environment where mental wellbeing is recognized as an essential and ongoing priority.



Head Office Health Drive Delivers 80 Plus Flu Vaccinations



Abdulla Al Arif Investment hosted a vaccination drive on the ground floor of its head office on 9 October 2025 as part of its ongoing preventive health initiatives. During the session, more than 80 employees received flu immunizations, supporting early protection ahead of the seasonal increase in flu cases. Holding the vaccination drive on-site provided a convenient and accessible way for staff to receive medical services, encouraging wider participation across the Group and reducing barriers to care.

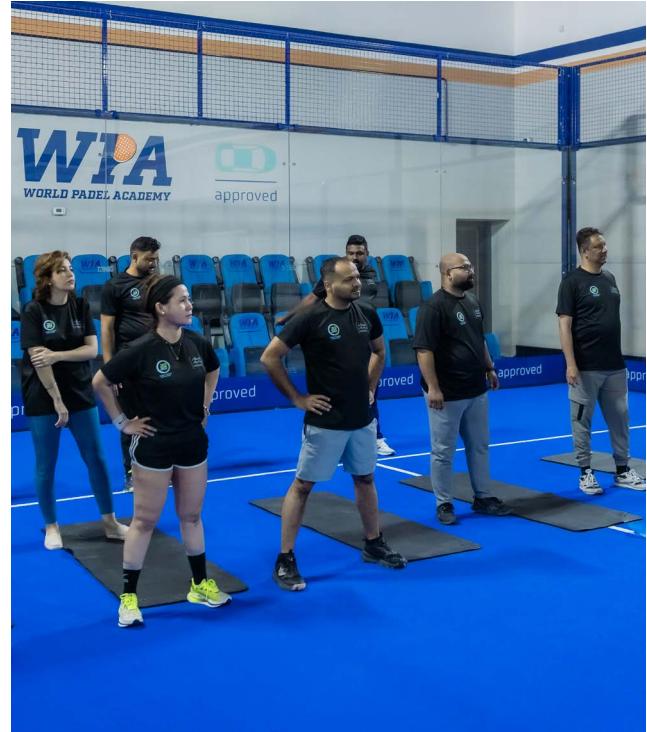
The program focused on minimizing health risks associated with seasonal illness and promoting proactive healthcare practices in the workplace. By addressing employee health early, the initiative contributes to a safer working environment and helps support operational continuity. The drive also highlights the company's continued commitment to workplace health and wellbeing, reinforcing preventive measures that support employees throughout the year.

Well-Being

Staff Complete 30x30 Fitness Challenge Across Abdulla Al Arif Investment

Colleagues across Abdulla Al Arif Investment completed the 30x30 Fitness Challenge, committing to at least 30 minutes of activity each day throughout the month. Participants chose sessions for different schedules and fitness levels, including strength workouts, mobility and yoga classes. Padel courts offered a social, energetic option, while evening walks along Kite Beach allowed staff to enjoy the outdoors and connect with colleagues.

The mix of activities encouraged engagement across departments, with teams finding creative ways to stay active together. The 30x30 Challenge integrated movement into the workday, providing a practical, enjoyable way for staff to balance fitness with daily routines.



On-Site Health Camp Offers Free Screenings & Wellness Checks



A specialized medical camp provided free health assessments to Abdulla Al Arif Investment staff this month. On the ground floor of the head office, a temporary screening area gave employees easy access to vital checks, including blood sugar, blood pressure and cholesterol, helping them monitor their wellbeing and identify potential risks early.

The camp also offered vision examinations and access to specialty optical services, broadening the scope of care available on-site. Strong participation highlighted employees' engagement and reflected a shared commitment to a healthy and productive work environment, underscoring the Group's ongoing focus on supporting staff wellbeing as part of its wider operational priorities.

Events

National Day 2025 Marked with Cultural Activities & Heritage Highlights

Abdulla Al Arif Investment marked the 54th UAE National Day on 28 November 2025 with a head office celebration, opening with the National Anthem as colleagues gathered amid traditional decorations and heritage zones.

Staff enjoyed Emirati favorites such as Luqaimat, sweet dumplings drizzled with syrup and Regaag, a thin, crisp flatbread, prepared fresh at live cooking stations. Cultural activities included a henna station while an instant photo booth gave staff a fun way to capture the afternoon. A Dukaan Al Taybeen served nostalgic snacks, ice cream and traditional drinks. The event celebrated the UAE's 54th National Day and provided a space for colleagues to connect, fostering a sense of community and marking the nation's milestone.



Hands-On Microsoft Office Training Enhances Workflow Efficiency



Naresco ran a Microsoft Office workshop for Site Document Controllers and Department Coordinators on 8, 15, 22 and 29 November 2025. The program was organized in two batches of 20 participants each. Held at The Business Center, Al Hamriya, the sessions equipped staff with practical tools to streamline reporting, document control and team workflows.

Participants engaged in interactive exercises tailored to real-world documentation and reporting scenarios. The workshop also offered opportunities for staff to ask questions, share tips and explore methods to simplify complex tasks. By combining instruction with hands-on practice, the program ensured that employees could immediately apply new skills to their roles.

Naresco's Raj Kumar Wins First Place in First Rising Stars Competition

The Rising Stars talent competition wrapped up with a Grand Finale featuring seven finalists after more than 60 colleagues auditioned from across the Group. The evening showcased a mix of dance and vocal performances, along with guest entertainment.

Performances were evaluated on creativity, stage presence, and technical skill. Raj Kumar of Naresco earned first place, Nakul Sutradhar of Al Shandha achieved second place, while Muhammad Haris of TransOn placed third. The competition provided a platform for employees to present talents beyond their day-to-day roles.



Interactive Health Session Marks Pink October at Head Office



On 21 October 2025, Abdulla Al Arif Investment hosted a Pink October awareness session as part of its health and wellbeing program. The event featured expert briefings on breast cancer awareness, sharing practical insights on early detection and preventative care. Staff were encouraged to ask questions, creating a fun learning environment. Participants also joined quizzes to reinforce key takeaways, while refreshments accompanied group discussions on wellness and support systems. The initiative emphasized early diagnosis and regular medical consultation, helping employees better understand how to care for their health.

Spadrec CEO Ali Al Arif Offers Market Insights at Regional Padel Forum

Spadrec CEO Ali Al Arif joined the Level Up panel discussion to explore trends in the regional padel sector. The session, "The Padel Surge: Building the Next Wave" brought together industry leaders to examine how operators and technology partners can turn growing demand into sustainable venue networks.

Ali Al Arif shared a strategic outlook on market growth and emerging investment opportunities, highlighting Spadrec's role in shaping the regional padel market. His participation underscored the company's commitment to advancing the sport and strengthening its infrastructure across the region.



Employee Spotlight



Mahmoud Elmwafy
Public Relations Officer, AAAI

Mahmoud navigates AAAI's administrative and regulatory processes, turning complex government requirements into clear, actionable steps. He coordinates approvals, tracks documentation and adapts plans when timelines shift, keeping internal processes moving.

When procedures change, Mahmoud updates records, adjusts timelines and communicates relevant guidance to keep submissions aligned with new requirements. He maintains accurate correspondence logs, flags gaps and suggests ways to reduce delays in recurring tasks.

Mahmoud's consistent follow-through and structured approach help keep operations on track, support daily workflows and contribute to the Group's wider coordination and compliance efforts.

As Accounts Manager at Naresco, Irshad manages the subsidiary's financial records, approvals and reports. He resolves discrepancies, processes high-priority items and keeps documentation accurate and up to date, ensuring financial operations remain consistent and reliable.

He monitors recurring issues, reviews transactions carefully and applies small adjustments that improve routine processes. When reporting becomes complex, he documents steps clearly and provides practical guidance, helping tasks progress efficiently.

Irshad balances precision with practical problem-solving, maintaining accurate records and clear approvals while identifying ways to streamline recurring processes. His work reinforces operational consistency and supports reliable, smooth financial cycles.



Mohd Irshad
Accounts Manager, Naresco



Rajil Munda
Purchase Officer, Al Shandha

Rajil ensures procurement runs smoothly at Al Shandha Wood Industries, coordinating suppliers, clarifying specifications and keeping deliveries aligned with production needs. His work maintaining inventory and onboarding new suppliers supports uninterrupted workflows while meeting the company's growth targets.

In his capacity as Purchase Officer, he balances cost, timing and quality, tracking orders and resolving issues. Collaborating with various teams, he provides clarity where priorities intersect and suggests small adjustments that keep procurement cycles reliable.

By introducing incremental improvements and sharing insights across functions, he strengthens collaboration and supports consistent execution, showing how his role contributes meaningfully to Al Shandha.

Hugo has been part of WPA UK since its launch, contributing to the Academy's growth and coaching framework. As Head Coach, his role spans supporting coaches and engaging with players, helping shape training approaches, program structure and the broader growth of the Academy.

Hugo works across sessions and programs, collaborating closely with colleagues to maintain quality and consistency. Alongside supporting coaches, he works with athletes to strengthen training and development. His approach fosters a culture of shared expertise and continuous learning.

His work continues to influence coaching standards and player development well beyond the Academy. In 2025, he was awarded Coach of the Year by Nottinghamshire Padel, recognizing his influence across the Academy and the wider padel community.



Hugo De Silva
Head Padel Coach, WPA UK



Janet Mercado
Property Manager, Daytona Properties

A Property Manager at Daytona Properties, Janet combines oversight of her assigned buildings with attention to tenants' needs. She coordinates maintenance, organizes service schedules and ensures operations align with residents' expectations for timely responses.

Her approach integrates practical problem-solving with client engagement, from resolving service requests to explaining procedures and tracking outcomes. By fostering clear communication, she helps tenants receive timely information while keeping property operations on track.

Through proactive planning, monitoring property activities and liaising with tenants and service providers, Janet strengthens operational efficiency and builds positive relationships that enhance Daytona Properties' reputation for reliable property management.

