



مجموعة كابلات الرياض
Riyadh Cables Group

2023

SUSTAINABILITY REPORT



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Riyadh Cables Group

SUSTAINABILITY REPORT RIYADH CABLES GROUP 2023



An aerial photograph of a city skyline at sunset, featuring several prominent skyscrapers. A large, stylized orange arrow with a white outline points from the left side of the image towards the right, partially overlapping the city scene and the text area.

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INTRODUCTION

THE HISTORY

Founded in 1984 as the Saudi Modern Company for Cables Industry Ltd., Riyadh Cables Group (RCGC) began as a limited liability entity headquartered in Riyadh, Saudi Arabia. Following a resolution by the Board of Directors on December 30, 2013, RCGC transitioned to a closed joint stock company in accordance with Minister of Commerce Resolution No. 146/Q on April 1, 2014. This transformation was solidified with a formal name change to RCGC on October 29, 2014. In 2022, the Capital Market Authority approved RCGC's listing on the Saudi Stock Exchange (Tadawul), marking a significant milestone in the company's growth.

RCGC manages a robust portfolio of 13 subsidiaries strategically located across Saudi Arabia and beyond. These subsidiaries specialise in the manufacturing, marketing, and distribution of electrical and communication cables and wires. Additionally, they provide advanced design and development services for electrical grids and distribution networks, alongside specialised electrical contracting solutions. This integrated approach underpins RCGC's leadership in the global cables and wires industry, driven by a commitment to innovation, exceptional quality, and customer satisfaction.



INTRODUCTION

With a legacy spanning over four decades, RCGC is synonymous with reliability and technological excellence.

The Group's manufacturing footprint spans more than 1.5 million square metres across strategically located facilities in Saudi Arabia, the UAE, and Iraq.

These state-of-the-art facilities, staffed by highly skilled engineers and technicians, produce world-class cables that set the standard for quality and performance in the industry.

RCGC's expertise extends beyond manufacturing. The company offers specification review services, supporting leading engineering and construction firms in refining their project plans to enhance outcomes and optimise efficiency. Furthermore, RCGC operates the Middle East's largest extra-high voltage (EHV) testing facilities, enabling the production and delivery of 220/380 (420) kV EHV cables for landmark infrastructure projects. These capabilities underscore RCGC's pivotal role in advancing regional economic development and driving social progress.

In line with its commitment to sustainability and excellence, RCGC ensures its products meet the highest standards through comprehensive testing and commissioning services. The durability and longevity of its cables not only minimise the need for replacements but also support clients in achieving their long-term operational and environmental goals.

RCGC's journey began with meeting the burgeoning demand for reliable cable solutions in Saudi Arabia during the 1980s and 1990s. As the region's infrastructure grew, RCGC invested heavily in technology and talent to scale its operations, diversify its product offerings, and support increasingly complex projects. By the early 2000s, RCGC had become a trusted leader in low, medium, and high-voltage cables, with international expansion into GCC countries and beyond solidifying its global presence.

Today, RCGC continues to deliver cutting-edge cable solutions that power transformational projects, fostering economic growth and energy transition while enhancing quality of life in the communities it serves. Looking ahead, RCGC remains committed to innovation, sustainability, and the core values of quality and reliability that have defined its journey. By anticipating future challenges and embracing opportunities, RCGC strives to remain at the forefront of the cables and wires industry.

Pushing the envelope in cable technology

Expanding our global footprint

Upholding the values of quality and reliability that have been the cornerstone of our historic journey

OUR VISION

To be a major manufacturer in a broad range of electrical cables and cable accessories covering Wires, Low, Medium, High, and Extra High Voltage Cables, Overhead Lines Conductors (OHL), Instrumentation & Control Cables, Renewable Energy Cables, Fiber Optic, and Telecom Cables.

OUR MISSION

Continuously growing through providing superior services and solutions to our products used worldwide in the fields of energy, general construction, oil & gas, renewables, industrial, defence, rail, transport, mining, and other specialty industry verticals, by investing heavily in research and developments, quality systems, and human resources.



OUR CORE VALUES



PEOPLE



SYSTEM



QUALITY



AFTER SALES
SERVICE

With our above-highlighted values, capabilities, expertise, and strong track record, we strive to uphold our commitment to providing high-quality products and services, in alignment with the latest technology developments, to our customers at all times.

We focus on steady and sustainable growth, innovation, quality of delivery, customer-centric approach in achieving our goal to maintain and enhance our market presence and reputation in the years ahead, leveraging on our performance and success to date as the springboard for future achievements.

OUR PRODUCTS

As a leading manufacturer in the cables and wires industry, RCGC offers a comprehensive portfolio of products tailored to the needs of diverse sectors, including power generation, transmission, distribution, urban construction, industrial applications, mining, oil & gas, petrochemicals, data centres, and telecommunications.

LOW VOLTAGE CABLES:

Designed for power distribution and electrical wiring in residential and commercial buildings.

MEDIUM VOLTAGE CABLES:

Ideal for industrial and utility applications, distributing power over longer distances than low voltage cables.

HIGH VOLTAGE CABLES:

Crucial for electrical grid transmission, these cables handle very high voltages and are integral to infrastructure projects.

EXTRA HIGH VOLTAGE CABLES:

Engineered for major power transmission networks, ensuring maximum voltage capacity and efficiency.

CONTROL CABLES:

Used extensively in industrial settings to transmit signals between control devices.

INSTRUMENTATION CABLES:

Designed for measurement, monitoring, and control processes, enabling accurate signal transmission.

RENEWABLE ENERGY CABLES:

Includes photovoltaic (PV) solar panel cables and solutions for wind farms, hydropower, and energy storage.

TELECOMMUNICATION CABLES:

Includes fibre optic and networking cables for data centres and telecommunications systems.

SPECIAL CABLES:

Customised for extreme conditions, such as fire resistance, underwater applications, or high temperatures.

OVERHEAD CABLES:

Developed for power transmission via overhead lines, exposed to varying environmental conditions.

BUILDING WIRES:

Specialised for fixed installations and lighting in construction projects.

CABLE ACCESSORIES:

Essential components for jointing and terminating underground cables across various voltage levels (MV, HV, and EHV).



OUR SERVICES

RCGC complements its high-quality products with a wide range of services designed to deliver efficient and reliable cable system solutions. These services support every stage of a project, from initial design to installation and ongoing maintenance.

CABLE LAYING AND INSTALLATION:

Professional installation of power cables to ensure safe and efficient setups.

CABLE JOINTING:

Expertise in creating low, medium, and high voltage joints for seamless power transmission.

MONITORING, REPAIR, AND MAINTENANCE:

Advanced techniques, including distributed sensing technology, to maintain cable integrity and reliability.

TESTING AND COMMISSIONING:

On-site testing and evaluations to guarantee that systems meet operational and regulatory standards.

CABLE SYSTEM DESIGN:

Tailored designs for complex and large-scale cable networks.

INSTALLATION SYSTEM DESIGN:

Custom plans for aerial, underground, and underwater cable installations.

TECHNICAL TRAINING:

Comprehensive education for vendors, clients and internal resources on maintenance and safety procedures to enhance operational efficiency.





OUR COMMITMENT

At Riyadh Cables Group, we are dedicated to continuous improvement in both capability and capacity. Through robust research and development, we strive to advance cable and system designs, as well as manufacturing techniques, to stay aligned with global market trends while meeting the specific needs of local markets. Our commitment extends across all product lines, including Low, Medium, and High Voltage cables up to 500kV, electric wires, overhead conductors, and copper and fibre optic telecom cables.

This dedication is supported by our vertically integrated manufacturing model, which enables us to produce and rigorously test critical components in-house. These include:

- Copper Rods**
- Aluminum Rods**
- PVC** (Polyvinyl Chloride)
- Low Voltage XLPE** (Cross-Linked Polyethylene)
- LSHF** (Low Smoke Halogen-Free) Materials
- Wooden and Steel Drums**
- Fillers / Polypropylene Yarns**

Our approach ensures we not only meet but exceed market and customer expectations, fostering energy transition efforts and supporting circular economy initiatives.

HIGH-QUALITY STANDARDS

Riyadh Cables Group's products are manufactured to meet the most stringent international standards, reflecting our unwavering commitment to delivering exceptional quality and reliability. These standards guide our processes and ensure that our cables and accessories meet the demands of diverse applications while contributing to the success of our clients' projects.



الهيئة السعودية للمواصفات والمقاييس والجودة
Saudi Standards, Metrology and Quality Org.

SASO

(The Saudi Standards, Metrology and Quality Organization)



AEIC

AEIC

(Association of Edison Illuminating Companies)



**International
Electrotechnical
Commission**

IEC

(International Electrotechnical Commission)



ISO

(International Organization for Standardization)



BS

(British Standards)



ES

(European Standards)



هيئة التقييس الخليجية
GCC Standardization Organization

GSO

(GCC Standardization Organization)



ASTM INTERNATIONAL

ASTM

(American Society for Testing and Material)



ICEA

(Insulated Cable Engineers Association)



IEEE

(Institute of Electrical and Electronics Engineers)



**Underwriters
Laboratories**

UL

(Underwriters Laboratories Inc.)

CHAIRMAN'S MESSAGE

DEAR STAKEHOLDERS,

Over the past four decades, Riyadh Cables Group has solidified its position as a leader in the cables and wires industry by delivering exceptional economic performance while upholding a steadfast commitment to environmental responsibility and sustainable practices. This year's sustainability report highlights our strategic initiatives that integrate sustainability deeply into every aspect of our operations.

At Riyadh Cables Group, sustainable development is not just a priority—it is a cornerstone of our strategic direction. We take a proactive, results-oriented approach to sustainability, embedding it into our business practices to deliver meaningful and lasting benefits. Our vision extends beyond compliance as we work to shape a future that harmonises economic growth, energy transition, environmental stewardship, and community well-being.

Our advanced product portfolio reflects this commitment, meeting rigorous energy efficiency and environmental safety standards. Thanks to the efforts of our R&D team, we have developed innovative cable solutions that address the demands of today's industry while anticipating future challenges, cementing our position as a pioneer in sustainable innovation.

Community engagement remains central to our sustainability efforts. This year, we increased our investment in community-focused initiatives by 25%, directing resources toward education, environmental conservation, and public health. These initiatives are integral to our broader sustainability agenda, which balances human, social, economic, and environmental priorities. By aligning our expertise with meaningful community support, we actively contribute to the resilience and development of the regions we serve, underscoring our role as a responsible corporate citizen.

Strong governance underpins all our sustainability efforts. We have reinforced our corporate governance framework to ensure transparency, accountability, and ethical conduct in every action we take. Our Board of Directors and leadership team are fully committed to driving our ESG agenda, with robust oversight mechanisms in place to align our business strategy with our sustainability objectives.

Looking ahead, Riyadh Cables Group remains dedicated to launching new projects and forging partnerships that align with our sustainability vision. Through continuous innovation, active stakeholder engagement, and an unwavering commitment to our principles, we are determined to build a more sustainable and prosperous future for all.



"I am proud of our collective achievements and optimistic about the future. With your continued support, RCGC will continue to achieve excellence in our industries while advancing sustainable development and environmental stewardship."

Sincerely,
Khalid Al-Gwaiz
Chairman of the Board
Riyadh Cables Group

CEO'S MESSAGE

As Riyadh Cables Group publishes its inaugural Sustainability Report, we reaffirm our commitment to embedding sustainability at the core of our strategic vision. This dedication is not only essential for our long-term success but also vital to advancing the global energy transition and fostering prosperity in the communities and environments we serve.

This report outlines the initial steps we have taken to integrate sustainable practices across our operations. Central to these efforts is our focus on reducing our carbon footprint. Riyadh Cables Group is dedicated to facilitating a greener, more resilient energy future by actively pursuing carbon reduction targets across our value chain. By adopting energy-efficient technologies and optimising processes, we are significantly lowering greenhouse gas emissions, aligning our operations with global climate objectives.

Our approach to sustainability extends beyond operational improvements to creating a meaningful impact in the communities we serve. We have launched innovative training programs that equip both our employees and local communities with the skills needed to succeed in a green economy. By strategically investing in education and professional development, we are enhancing internal expertise while contributing to the social and economic advancement of the regions where we operate.

Innovation remains the cornerstone of our sustainability journey. We are exploring advanced solutions to minimise environmental impact, such as energy-efficient cables and materials that support the growing demand for renewable energy. These initiatives are key to our goal of driving global decarbonization while maintaining our competitive edge in an evolving market.

Looking ahead, Riyadh Cables Group is committed to building on this progress. We are setting clear, measurable carbon emission reduction targets and advancing sustainability initiatives across all areas of our business. Our unwavering focus will remain on driving innovation, fostering responsible growth, and deepening engagement with our stakeholders to deliver tangible, positive outcomes for the environment.

I am confident that Riyadh Cables Group will continue to set new standards for sustainable leadership in the cable industry. By turning challenges into opportunities, we are shaping a future where energy transition and sustainable growth become shared realities. Together, we will create a legacy of responsible innovation and meaningful impact.

Sincerely,
Borjan Sehovac
CEO, Riyadh Cables Group



Borjan Sehovac
CEO, Riyadh Cables Group



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ABOUT THIS REPORT

OUR SUSTAINABILITY REPORT

Riyadh Cables Group is proud to present this Sustainability Report, highlighting our unwavering commitment to integrating sustainability into every aspect of our operations. Our approach prioritises the well-being of our workforce, the efficient use of resources, and a steadfast dedication to environmental responsibility, ensuring we contribute meaningfully to the communities and ecosystems we serve.

HUMAN SUSTAINABILITY

At RCGC, we place a strong emphasis on human sustainability by investing in the health, education, and professional growth of our workforce. By providing access to essential services, skill-building programs, and career development opportunities, we empower our team to excel and make a substantial impact within our organisation and the industry at large. These initiatives reflect our commitment to fostering a highly skilled and productive workforce capable of addressing the challenges of a rapidly evolving industry.

Recognizing the interconnectedness of our operations and the communities we engage with, we prioritise efforts that create positive social outcomes while minimising potential negative impacts. By adhering to the Brundtland definition of sustainability—meeting present needs without compromising future generations—we ensure our initiatives today build a more sustainable future.

ECONOMIC SUSTAINABILITY

Our economic sustainability strategy focuses on optimising resources, human capital, and asset management to drive profitability while continuously enhancing our products and services. By prioritising innovation and efficiency, RCGC maintains its leadership in the industry and sets high standards for quality and operational excellence.

ENVIRONMENTAL SUSTAINABILITY

Environmental stewardship is integral to our business continuity strategy. RCGC is committed to preserving resources through waste reduction, recycling efforts (including copper, aluminium, and PVC materials), and adopting advanced technologies that extend product life cycles. These actions ensure long-term resource availability, minimise the need for frequent replacements, and support global decarbonization goals.

In 2023, we further enhanced our environmental strategies by adopting ISO 50001 for energy management, demonstrating our commitment to refining energy efficiency and reducing waste. Comprehensive emergency response plans, detailed monitoring of emissions and water usage, and a strict supplier code of conduct underscore our dedication to environmental responsibility across all operations.

GOVERNANCE & ESG LEADERSHIP

RCGC has embedded ESG principles into the core of its business strategy. Enhanced transparency and expanded ESG disclosures ensure we remain ahead of industry trends while proactively managing risks. Our ISO certifications for quality, health, safety, and environmental management solidify our commitment to ethical and sustainable practices.

Senior management plays a pivotal role in overseeing ESG initiatives, conducting comprehensive risk assessments, and ensuring RCGC remains agile in addressing emerging trends. This vigilant approach allows us to deliver measurable, positive impacts for our employees, communities, and the environment.

RCGC is committed to preserving resources:

- **Waste reduction**
- **Recycling efforts**
- **Extending product life cycles**

Conduct comprehensive risk assessments

Remain agile in addressing emerging trends

Deliver positive impacts for our employees, communities, and the environment.

COMMUNITY ENGAGEMENT & SOCIAL RESPONSIBILITY

RCGC's dedication to societal advancement is evident in its partnerships with key charitable organisations, including the Developmental Housing Foundation (Sakan), the Charitable Foundation for Orphans Care (Ekhaa), and the Saudi Social Responsibility Association. These collaborations exemplify our holistic approach to social responsibility, creating meaningful and far-reaching impacts across the Kingdom.

We are equally committed to investing in the next generation of talent. Through our training centre, we equip university graduates with critical skills in cable manufacturing and electrical projects. Initiatives like Careers Day, in collaboration with universities and industrial institutes, foster pathways for young professionals while driving innovation within the sector. By supporting youth-focused programs, RCGC not only addresses current workforce needs but also strengthens the foundation for long-term economic and social progress.

COMMITMENT TO TRANSPARENCY & ACCOUNTABILITY

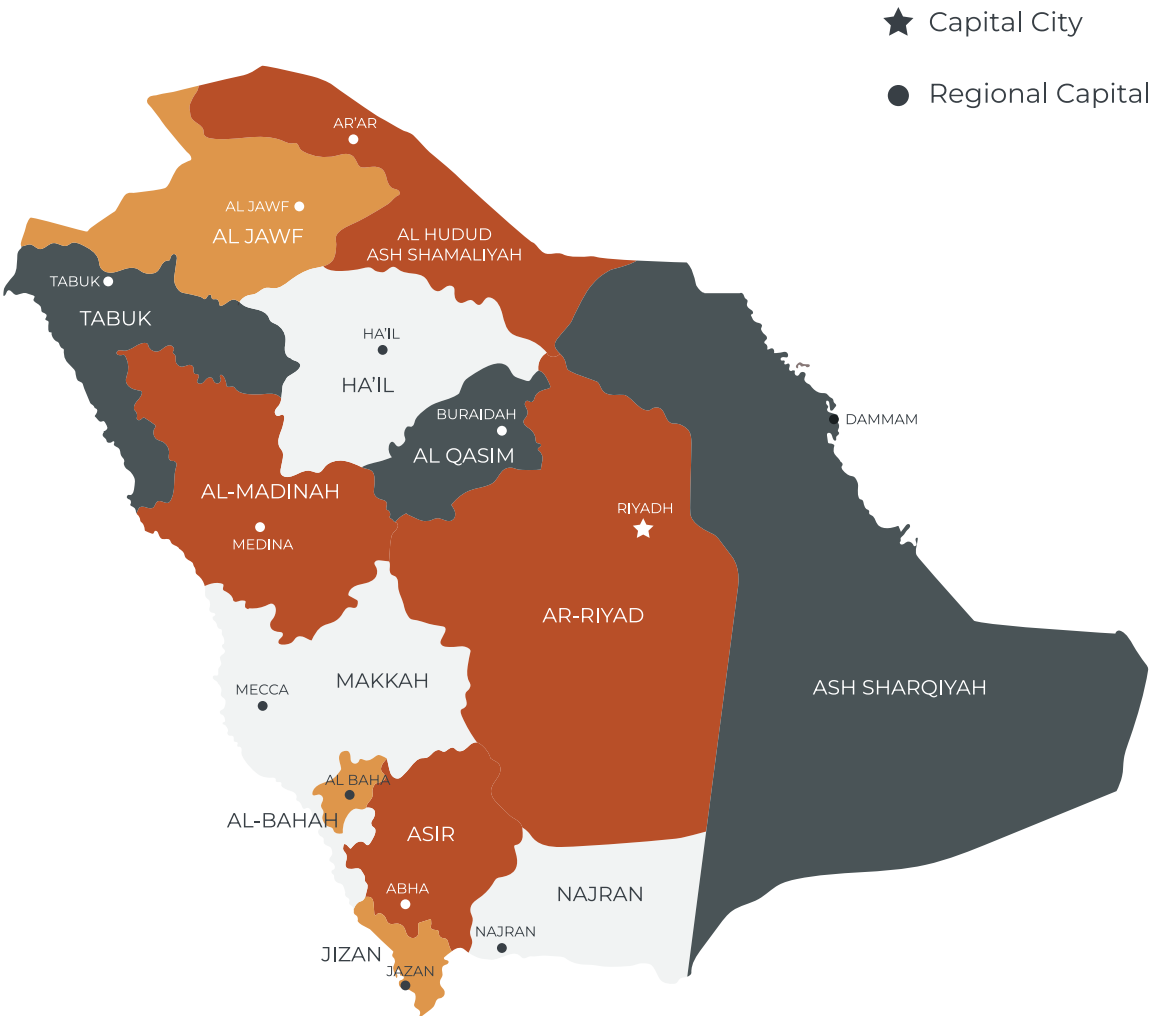
Our economic sustainability strategy focuses on optimising resources, human capital, and asset management to drive profitability while continuously enhancing our products and services. By prioritising innovation and efficiency, RCGC maintains its leadership in the industry and sets high standards for quality and operational excellence.



ALIGNMENT WITH SAUDI VISION 2030

Riyadh Cables Group (RCGC) is committed to aligning its growth strategy with Saudi Vision 2030 and the Kingdom’s sustainable development goals. As part of this alignment, RCGC is expanding its regional and international footprint, with a focus on developing innovative cable solutions that meet the evolving needs of Saudi Arabia’s industrial sectors, including emerging industries. By driving key projects such as the production of extra-high voltage and renewable energy cables, RCGC actively supports the Kingdom’s transition to a more sustainable and diversified economy.

Vision 2030 serves as a strategic framework for RCGC’s investments and operational enhancements. The company is increasing production capacity, strengthening internal capabilities, and broadening its product portfolio to meet the demands of Vision 2030’s transformative giga-projects. These initiatives position RCGC as a vital contributor to the Kingdom’s ambitious infrastructure and energy goals, ensuring the company remains at the forefront of industrial innovation and development.



ALIGNMENT WITH UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

RCGC integrates the United Nations Sustainable Development Goals (SDGs) into its operations through targeted initiatives that balance industrial growth with environmental stewardship. The company emphasises energy efficiency, innovation, and climate-resilient practices to align with global sustainability objectives while minimising environmental impacts.

In addition to its environmental focus, RCGC prioritises workforce development and community engagement. By investing in training programs, education, and social inclusion initiatives, the company strengthens economic resilience and fosters equitable growth in the communities it serves. This comprehensive approach reinforces RCGC’s role as a forward-thinking leader in the cable manufacturing industry, delivering measurable contributions to global sustainability efforts and supporting a more inclusive and sustainable future.

THE GLOBAL GOALS For Sustainable Development



OUR COMMITMENT

Riyadh Cables Group (RCGC) has conducted a thorough Materiality Assessment to identify and prioritise the Environmental, Social, and Governance (ESG) issues most critical to our business and stakeholders. This rigorous process involved peer analysis, comprehensive stakeholder surveys, and direct interviews, ensuring a well-rounded understanding of key priorities. From this assessment, 19 material topics were identified, with particular focus on occupational health and safety, product quality, labour management, human capital development, and business ethics. These topics form the cornerstone of our ESG strategy and will guide our future initiatives.

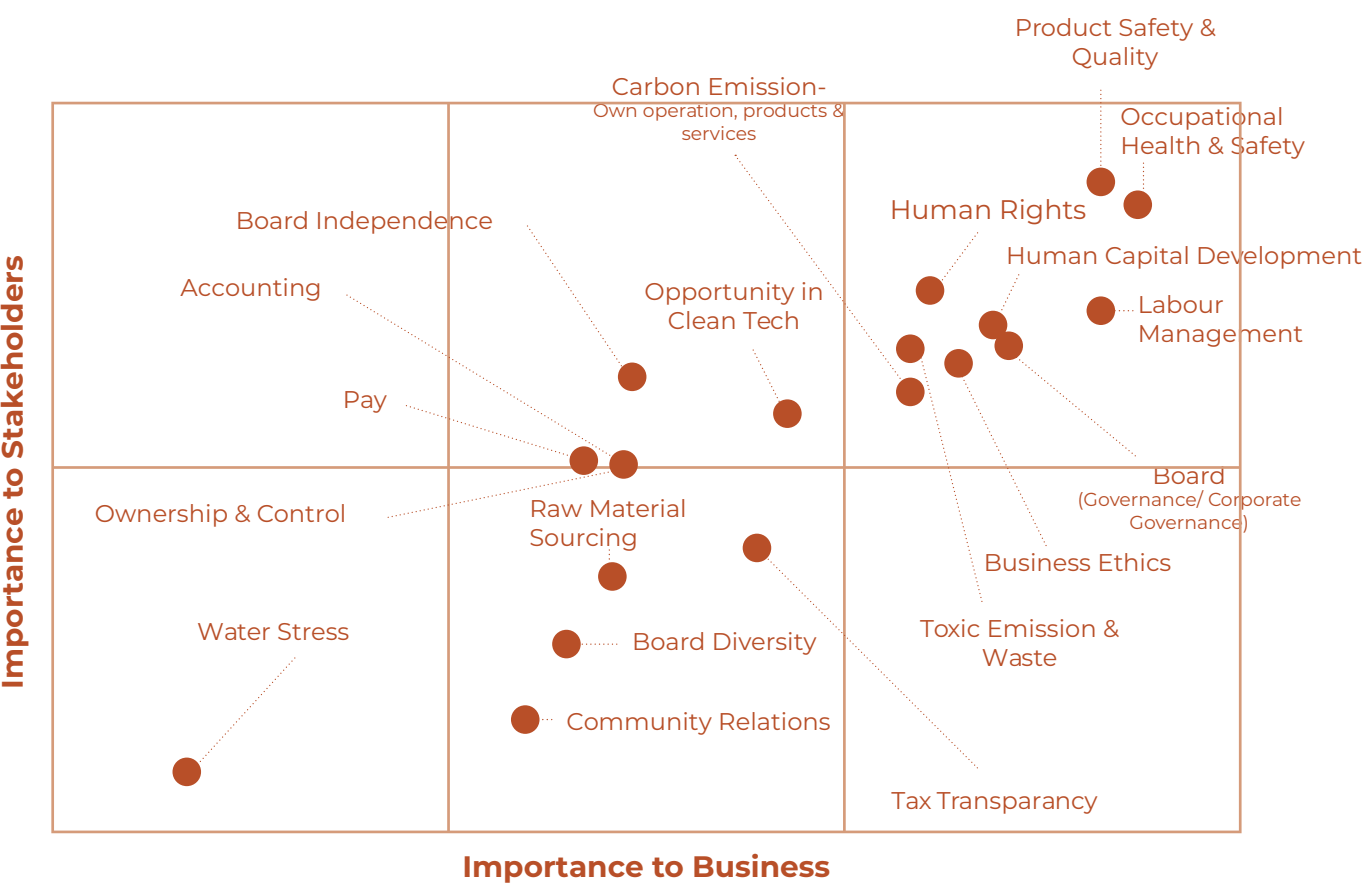
Our commitment to transparency and accountability is underscored by aligning our ESG reporting with internationally recognized frameworks, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Saudi Tadawul guidelines. This alignment not only ensures compliance but also enhances our competitive edge by meeting the evolving expectations of our stakeholders.

The foundation of this assessment lies in active stakeholder engagement. By collaborating with executive leadership, departmental heads, and external partners, we have ensured that the identified material topics are in alignment with both internal objectives and external expectations.

This continuous dialogue is vital to maintaining an ESG strategy that remains relevant, forward-looking, and responsive to the needs of all stakeholders.

OVERALL AVERAGE SCORE FOR ALL THE ESG KPIs			
S no	Material Topics	Importance of Business	Stakeholders
1	Opportunities in Clean Teck	4.3	4.2
2	Toxic Emission & Waste	4.4	4.2
3	Water Stress	3.2	3.1
4	Carbon Emission-Own Operation & Products Services	4.4	4.1
5	Raw Material Sourcing	3.9	3.8
6	Labour Management	4.6	4.3
7	Human Capital Development	4.4	4.2
8	Product Safety & Quality	4.7	4.7
9	Occupational Health & Safety	4.7	4.7
10	Human Rights	4.4	4.3
11	Community Relations	3.8	3.5
12	Ownerships & Control	4.1	4.0
13	Board (Governance/Corporate Governance)	4.5	4.2
14	Pay	4.0	4.0
15	Accounting	4.5	4.2
16	Business Ethics	4.3	3.9
17	Tax Transparency	4.3	3.9
18	Board Diversity	3.9	3.7
19	Board Independence	4.1	4.2

MATERIALITY MATRIX OF RCGC



STRATEGIC RECOMMENDATIONS

The Materiality Assessment has provided valuable insights and led to actionable recommendations to enhance Riyadh Cables Group's (RCGC) Environmental, Social, and Governance (ESG) initiatives:

ESG MONITORING:

Implement dashboards to track key ESG metrics, providing real-time visibility into our progress on critical material topics. These tools will enable data-driven decision-making and promote accountability across all levels of the organisation.

REGULAR REASSESSMENT:

Reevaluate our materiality assessment every two years or in response to emerging regulatory requirements to ensure that our ESG strategy remains relevant and adaptive to evolving challenges and opportunities.

BROADENED STAKEHOLDER ENGAGEMENT:

Expand future assessments to include a wider range of external stakeholders, offering a holistic understanding of RCGC's impact and uncovering additional opportunities for sustainable growth.

CLEAR ACCOUNTABILITY:

Assign dedicated ownership for each high-priority material topic to ensure focused action and measurable results. Clear accountability will drive tangible progress and effective decision-making across our ESG initiatives.

INDUSTRY BENCHMARKING:

Conduct regular benchmarking of RCGC's ESG practices against industry peers to identify best practices, stay ahead of trends, and continually improve performance.

INTEGRATION OF MSCI AND SASB STANDARDS

RCGC has strategically adopted MSCI and SASB standards to elevate its focus on key ESG priorities, including energy management, clean technology, and waste reduction. This integration goes beyond compliance, enabling RCGC to build operational resilience and set higher standards for responsible manufacturing. By aligning with these globally recognized frameworks, RCGC enhances its accountability and transparency while contributing to the advancement of sustainable practices within the industry.

This commitment positions RCGC as a key contributor to the global sustainability movement, demonstrating that innovation and responsibility are central to our growth strategy.

SUSTAINABILITY AT RCGC

RCGC embodies sustainability by embedding ESG principles into its core operations. This strategic alignment drives progress toward the 2030 Agenda for Sustainable Development and directly contributes to the achievement of the United Nations Sustainable Development Goals (SDGs).

OUR ESG STRATEGY

RCGC's ESG approach is designed to lead the charge in promoting green and responsible transformation. By integrating sustainability into our long-term vision, we aim to create value for all stakeholders while ensuring our growth is both profitable and sustainable.

OUR PURPOSE

- **Drive long-term value** creation by addressing climate change.
- **Strengthen communities** through meaningful engagement.
- Achieve profitable, sustainable **growth** that benefits all stakeholders.

OUR ESG GOALS

RCGC's goals reflect a commitment to public accountability and inclusive change. By aligning our ESG strategy with global sustainability objectives, we aim to spearhead a movement toward environmentally conscious and socially inclusive growth.

SUPPORTING THE UN SDGs

Aligned with the 2030 Agenda, RCGC's ESG goals contribute significantly to achieving the SDGs. Through our strategic initiatives, we reinforce our dedication to global progress in areas such as clean energy, climate action, and community development.

Riyadh Cables Group continues to position itself as a leader in responsible manufacturing, aligning innovation with sustainability to create lasting value for stakeholders and the environment.



OUR ESG STRATEGY

Riyadh Cables Group (RCGC) has developed a robust ESG strategy that reflects our dedication to creating long-term value by addressing climate change, strengthening communities, and driving profitable, sustainable growth. This strategy is built around key focus areas and strategic orientations that guide our operations and decision-making processes.

PURPOSE

- **Deliver long-term value** by tackling climate change.
- **Strengthen communities** through impactful initiatives.
- Achieve sustainable and profitable **growth** for all stakeholders.

ESG FOCUS AREAS

CORPORATE STEWARDSHIP

- Lead with accountability and innovation.
- Uphold integrity, science-driven decision-making, and responsible business practices throughout the value chain.

CLIMATE ACTION

- Commit to significant reductions in greenhouse gas emissions and energy consumption.
- Drive the integration of renewable energy and the adoption of environmentally sustainable products.

INCLUSIVE MERITOCRACY

- Foster an equitable and inclusive corporate culture that values diverse perspectives and promotes fair opportunities for growth.





STRATEGIC ORIENTATIONS AND THEIR EXECUTION

RCGC's ESG strategy is anchored in three core domains: **Corporate Governance**, **Environmental Responsibility**, and **Social Equity**. These pillars ensure a holistic approach to sustainability and reflect our commitment to leading with responsibility and innovation.

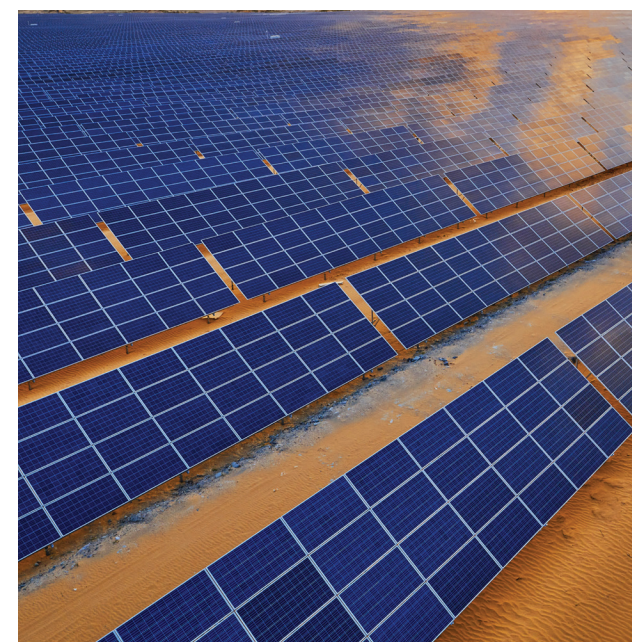
CORPORATE GOVERNANCE

- RCGC's governance framework emphasises transparency, ethical leadership, and strict accountability mechanisms.
- Rigorous measures are in place to combat corruption, enforce compliance, and ensure board integrity.
- The effectiveness of governance is assessed through metrics such as legal liabilities, compliance adherence, and ethical conduct indices.



ENVIRONMENTAL RESPONSIBILITY

- RCGC is committed to reducing greenhouse gas emissions, optimising energy use, and transitioning to renewable energy sources.
- Measurable outcomes include emission reductions, energy efficiency improvements, and revenue growth from sustainable products.
- These efforts support global decarbonization goals while enhancing RCGC's operational resilience and market leadership.



SOCIAL EQUITY

- RCGC promotes a culture of inclusivity, prioritising the occupational well-being and professional growth of employees.
- Key initiatives include advanced safety protocols, comprehensive employee development programs, and active community engagement.
- Progress is monitored using metrics that measure employee development, safety standards, and the effectiveness of community partnerships.



ESG FOCUS AREA & GOALS

CORPORATE STEWARDSHIP

8

DECENT WORK AND ECONOMIC GROWTH

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

17

PARTNERSHIPS FOR THE GOALS

GOALS:

- Corporate Governance
- Tax Transparency
- Board Ethics & Accounting
- Board Independence & Diversity

KPIs:

- Policies and practices for prevention of corruption, bribery, and anti-competitive behaviour
- Total amount of monetary losses as a result of legal proceedings associated with bribery and corruption
- Total amount of monetary losses with anti-competitive behaviour regulations

INCLUSIVE MERITOCRACY

1

NO POVERTY

3

GOOD HEALTH AND WELL-BEING

5

GENDER EQUALITY

8

DECENT WORK AND ECONOMIC GROWTH

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

10

REDUCED INEQUALITIES

GOALS:

- Labour Management
- Occupational Health & Safety
- Human Rights
- Human Capital Development
- Community Relations

KPIs:

- Long Term Injuries (LTI), unsafe conditions, and fatalities
- Number of units recalled & total amount of monetary losses because of legal proceedings associated with safety
- Employee demographics
- Hours of training & strategies on attracting talent
- CSR initiatives

CLIMATE ACTION

6

CLEAN WATER AND SANITATION

7

AFFORDABLE AND CLEAN ENERGY

11

SUSTAINABLE CITIES AND COMMUNITIES

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

13

CLIMATE ACTION

GOALS:

- Energy Efficiency Measures
- Transition to renewable energy
- Waste Reduction & Recycling
- Life Cycle Analysis of products
- Supply Chain Optimization
- Carbon Offsetting

KPIs:

- GHG emissions, MtCO2e
- Total Energy Consumed
- Percentage Renewable
- Amount of hazardous waste generated
- Percentage Recycled
- Revenue from renewable energy-related and energy efficiency-related products
- Revenue of eligible products by revenue, certified to an energy efficiency certification



ENVIRONMENTAL FRAMEWORK

As global environmental challenges intensify, sustainable industrial practices have become more critical than ever. Riyadh Cables Group (RCGC) recognizes the importance of sustainability as a cornerstone of its operational ethos and strategic objectives. Our environmental framework is not limited to compliance; it is a driving force for innovation and operational excellence, aligning with global trends toward sustainable energy and resource management.

OUR APPROACH

RCGC’s environmental strategy focuses on mitigating critical environmental impacts while fostering resilience and adaptability throughout our operations. Key components include:

- **Reducing Greenhouse Gas Emissions:**
We are committed to significantly lowering our carbon footprint by integrating energy-efficient technologies and processes.
- **Transitioning to Renewable Energy:**
By adopting renewable energy solutions, RCGC ensures alignment with global sustainability efforts while enhancing energy security.
- **Minimising Waste:**
Innovative recycling initiatives enable us to repurpose materials, reducing waste and conserving resources.
- **Expanding Sustainable Product Offerings:**
We continue to develop and enhance a portfolio of environmentally friendly products to meet the evolving needs of our clients and global markets.

MEASURING IMPACT & SETTING GOALS

Our strategy is guided by rigorous metrics designed to measure immediate environmental impacts while shaping our long-term goals. These include:

- **Enhancing** energy efficiencies.
- **Reducing** waste through recycling initiatives.
- **Tracking progress** in greenhouse gas reductions.
- **Quantifying contributions** to global decarbonization efforts.

RCGC aims to lead by example, setting benchmarks for environmental responsibility within the wire and cable industry. Our ambitious yet achievable environmental objectives ensure sustainable growth that benefits stakeholders while safeguarding the planet.

ENVIRONMENTAL AUDIT

RCGC recently conducted comprehensive internal and external environmental audits to evaluate our compliance with regulations and strengthen our sustainability practices. These audits assessed key areas, including energy conservation, resource management, waste reduction, and emissions control.

- **Internal Audit:** The internal environmental audit, as per the plan, was conducted by Mr. Salamat Akram from the Quality Assurance (QA) team and Mr. Tareq Khilaf from the Quality Control (QC) team. The internal audit thoroughly evaluated our environmental footprint using advanced analytical methods.
- **External Audit:** The external environmental audit was carried out by PQS, the certification body, this audit provided an objective review to ensure adherence to legal and regulatory frameworks while aligning with international environmental standards.

KEY FINDINGS & STRATEGIC RECOMMENDATIONS

The audit synthesised detailed data, offering valuable insights into RCGC’s environmental impact and identifying opportunities to refine our sustainability initiatives. Highlights include:

- **Enhanced** energy conservation strategies.
- **Improved** waste management and recycling practices.
- **Strengthened** emissions control measures.

These findings reinforce RCGC’s position as a responsible leader in the manufacturing sector. They serve as a foundation for advancing our environmental policies, ensuring a balanced approach to economic growth and environmental stewardship.

COMMITMENT TO EXCELLENCE

RCGC’s environmental strategy underscores our belief that robust sustainability practices not only mitigate risks but also unlock new opportunities for growth and innovation. By continuously refining our approach, we aim to contribute meaningfully to global sustainable development while setting a high standard for environmental responsibility in the industry.



DETAILED ENVIRONMENTAL FINDINGS

The environmental audit underscores Riyadh Cables Group’s (RCGC) commitment to sustainability by consistently meeting or exceeding regulatory requirements through structured management systems and process enhancements. Our approach reflects a proactive stance in addressing environmental challenges, supported by significant investments and adherence to international standards.

ENERGY EFFICIENCY

RCGC’s environmental management system, compliant with ISO 50001 (Energy Efficiency) and ISO 14001 (Environmental Management), forms the backbone of our efforts to reduce energy consumption and minimise environmental impact. Key achievements include:

- **Upgraded Equipment:** Implementation of energy-efficient technologies, such as LED lighting, high-efficiency motors, and automated systems, has significantly reduced energy consumption per production unit.
- **Energy Optimization:** Automated processes manage energy use effectively during non-peak periods, ensuring optimal efficiency.

WATER MANAGEMENT

Water conservation is a cornerstone of RCGC’s sustainability strategy, demonstrated by:

- **Water Recycling:** Advanced systems treat and reuse industrial wastewater, reducing freshwater demand while ensuring discharged water meets stringent quality standards.
- **Rainwater Harvesting:** Adoption of rainwater collection systems complements water conservation efforts.
- **Efficient Landscaping:** Water-efficient landscaping techniques have been implemented across company premises.

WASTE MANAGEMENT

RCGC has established a robust waste management framework to minimise environmental impact and promote recycling:

- **Waste Segregation:** A comprehensive system categorises waste at the source, enhancing the quality and volume of recyclable materials.
- **Partnerships:** Collaboration with certified waste management firms ensures the safe and compliant disposal of hazardous waste.
- **Process Optimization:** Efforts to reduce waste include adopting environmentally friendly material substitutions and improving manufacturing processes.

AIR QUALITY MANAGEMENT

RCGC’s commitment to air quality is reflected in the deployment of advanced emission control technologies:

- **Pollution Control:** Systems like electrostatic precipitators and fabric filters capture and treat airborne pollutants.
- **Regular Monitoring:** Continuous monitoring and maintenance ensure compliance with local and international air quality standards.
- **Carbon Footprint Reduction:** Initiatives such as exploring renewable energy sources and adopting solar energy contribute to a measurable decrease in greenhouse gas emissions.

COMPREHENSIVE ENVIRONMENTAL MONITORING

In alignment with the Saudi Arabian General Environmental Law, RCGC conducted a detailed Air Quality and Noise Monitoring Report to evaluate and enhance workplace and environmental health. This comprehensive assessment reflects our ongoing commitment to maintaining the highest standards of environmental responsibility.

OBJECTIVE OF THE STUDY

The primary goal of this environmental audit was to evaluate the impact of Riyadh Cables Group's (RCGC) operations on air quality and noise levels at and around our facilities in Riyadh. This initiative aligns with our commitment to maintaining a safe workplace, ensuring regulatory compliance, and continuously improving our environmental performance. Specifically, the study monitored particulate matter concentrations (PM2.5 and PM10) and noise intensity using advanced measurement technologies to ensure precision and reliability.

METHODOLOGY AND IMPLEMENTATION

The audit employed sophisticated equipment, including High Volume Air Samplers for air quality assessment and Cirrus Optimus sound level metres for noise monitoring. Measurements were conducted at strategic locations across the facility premises, with detailed documentation of geographic coordinates and environmental conditions. This systematic approach ensured comprehensive coverage and accurate evaluation of environmental parameters.

FINDINGS AND COMPLIANCE

The results of the audit confirmed that all monitored parameters, including PM2.5, PM10, and noise levels, complied with national environmental standards.

- **Air Quality:** Concentrations of particulate matter were significantly below the threshold limits, highlighting the effectiveness of existing air quality management measures.
- **Noise Levels:** Noise intensity remained within acceptable ranges, demonstrating adherence to safety standards and workplace well-being practices.

DISCUSSION AND FUTURE DIRECTIONS

While the findings validated compliance with regulatory requirements, the study identified opportunities for further enhancement. Key recommendations include:

- Adopting more advanced pollution control technologies to minimise emissions.
- Implementing industry best practices to optimise air quality and noise management.

These recommendations aim to reduce environmental impacts further and strengthen our commitment to operational excellence and environmental stewardship.

CALIBRATION & QUALITY ASSURANCE

To ensure the accuracy and reliability of data, all measurement equipment underwent regular calibration following certified procedures. This rigorous quality assurance process underscores RCGC's commitment to transparency and factual reporting, reinforcing the integrity of our environmental monitoring systems.

COMMITMENT TO SUSTAINABILITY

This environmental audit reflects RCGC's proactive approach to environmental management. By systematically monitoring and analysing environmental factors, we uphold compliance with legal standards while advancing our dedication to environmental conservation. Our efforts contribute to a safer and healthier environment for employees and the surrounding community.

Looking ahead, RCGC will continue investing in innovative environmental technologies and practices that drive sustainable development. This commitment underscores our role as a responsible corporate leader, ensuring that our operations contribute positively to the environment and the broader community.

STRATEGIC WASTE MANAGEMENT FRAMEWORK

The “Safe Handling and Disposal of Waste Generated” protocol at Riyadh Cables Group (RCGC) reflects our steadfast commitment to environmental stewardship. This protocol is a cornerstone of our efforts to mitigate the environmental impacts of manufacturing while enhancing operational efficiency and resource management. By ensuring compliance with stringent environmental standards, the framework supports our sustainability strategy and reinforces a culture of responsible production. Through this approach, we remain committed to upholding the highest standards of environmental governance, aligning every aspect of our operations with corporate responsibility and sustainability objectives.

PROCEDURE OVERVIEW

The Waste Management Policy outlines structured processes for the handling, classification, and disposal of waste generated at various operational stages. It emphasises systematic segregation into distinct waste streams, including recyclable, non-recyclable, maintenance, and general waste. This approach facilitates effective resource recovery while minimising landfill dependency and environmental impact.



OPERATIONAL SPECIFICS

WASTE IDENTIFICATION AND SEGREGATION:

The initial identification and collection of waste materials are conducted at all generation points within company premises. Detailed sorting directives ensure accurate segregation into predefined categories, enhancing the effectiveness of subsequent waste processing steps.

ADVANCED PROCESSING TECHNIQUES:

Sophisticated methodologies for waste processing, including recycling, resale, or repurposing, are employed to maximise environmental benefits and sustainability. Each method is rigorously supported by safety protocols and compliance with regulatory requirements.

DOCUMENTATION AND COMPLIANCE:

Thorough documentation practices are maintained to ensure traceability and accountability. Waste records are prepared and verified as part of the internal audit process and continuous improvement initiatives, ensuring adherence to corporate and regulatory standards.

REGULATORY AND QUALITY OVERSIGHT:

The framework incorporates regular evaluations and updates to waste handling procedures to align with evolving environmental regulations and sustainability goals. Internal and third-party audits are conducted periodically to verify compliance with environmental policies and to measure the effectiveness of implemented strategies.

TRANSPARENCY AND REPORTING

Aligned with our commitment to transparency and continuous improvement, detailed reports are generated to monitor the lifecycle of waste materials. These reports provide critical data that informs strategic decision-making in waste management and resource allocation.

RECYCLED MATERIAL

- Bare Copper** - 3,166 (Ton)
- Bare Aluminium** - 2,697 (Ton)
- Pvc** (Strip & Lumps) - 796 (Ton)

This framework demonstrates RCGC’s proactive approach to sustainability, ensuring that our waste management practices contribute positively to environmental preservation while reinforcing our position as a responsible leader in the manufacturing sector.



CIRCULAR ECONOMY

Riyadh Cables Group (RCGC) is committed to advancing a circular economy by implementing robust recycling measures that prioritise resource efficiency and sustainability. Our operations focus on recovering valuable materials such as copper, aluminium, polyvinyl chloride (PVC), and steel, which are either reintegrated into our manufacturing processes or supplied back to the market. Hazardous wastes are handled with meticulous care, under the strict supervision of certified third-party entities, ensuring compliance with environmental standards and minimising ecological impact.

OPTIMIZATION OF METAL WASTE RECYCLING

Our approach to metal waste management exemplifies our commitment to resource optimization. By reprocessing metal residues, we reduce environmental harm while enhancing the quality of inputs for our operations. These reprocessed materials are skillfully reincorporated into production or made available to customers, forming a critical component of our mission to create a production system with zero waste.

MANAGEMENT OF HAZARDOUS EMISSIONS AND WASTES

Acknowledging the inevitability of hazardous waste generation, RCGC adopts a proactive and compliant strategy to address this challenge. Collaborating with specialised third-party service providers, we ensure hazardous waste is carefully monitored, managed, and either recycled or disposed of in accordance with environmental regulations. This rigorous process underscores our commitment to mitigating health risks, protecting ecosystems, and fulfilling our corporate responsibility toward the community and the environment.

INNOVATIVE ENVIRONMENTAL INITIATIVES

RCGC is driving innovative environmental efforts to reduce operational impacts and promote sustainability across all aspects of its business. These initiatives include:

- **Tree Planting:** Large-scale tree-planting projects that support biodiversity and carbon sequestration, enhancing natural ecosystems.
- **Sustainable Energy Transition:** Phasing out diesel in favour of cleaner energy sources such as natural gas and electric power to reduce emissions and improve energy efficiency.
- **Water Recycling:** Introducing advanced water circulation units to recycle water used in industrial processes, significantly reducing water waste and ensuring resource conservation.
- **Sustainable Transportation:** Providing group transportation for employees to reduce reliance on individual vehicles and lower commuting emissions. Additionally, partnerships with financial institutions enable employees to access advantageous financing for low-emission vehicles, accelerating the transition to eco-friendly personal transportation.
- **Logistics Optimization:** Transitioning to rail freight, which offers a significantly lower carbon footprint than road transport, to minimise emissions from logistics operations.
- **Low-Carbon Business Travel:** Prioritising low-carbon flight options for business and personal travel by selecting airlines with lower CO2 emissions.

DIGITAL TRANSFORMATION AND OPERATIONAL EFFICIENCY

Internally, RCGC is driving a digital transformation to reduce paper consumption and streamline operations. By replacing traditional paper-based processes with electronic dashboards and ERP systems, the Group improves efficiency while contributing to environmental goals. Furthermore, RCGC advocates for online meetings and digital communication tools to minimise the need for regional and local business travel, further reducing emissions and supporting sustainability objectives.

These comprehensive initiatives reflect RCGC's long-term environmental strategy, reinforcing our commitment to resource efficiency, emission reduction, and sustainable growth. By continuously innovating and adopting responsible practices, we strengthen our position as an industry leader in sustainability and environmental stewardship.

R&D INNOVATIONS IN CABLE MATERIALS

Riyadh Cables Group (RCGC) is at the forefront of sustainability in cable manufacturing, driving advancements in environmentally friendly materials. In a groundbreaking initiative, RCGC has successfully developed eco-friendly metal sheaths as a viable alternative to traditional lead-based materials. This innovation addresses critical environmental concerns related to lead pollution while enhancing the safety, reliability, and longevity of cable systems. By adopting sustainable materials, RCGC not only reduces ecological impact but also aligns with global trends in green technology, reinforcing its position as a leader in environmentally responsible manufacturing.

The Group has also conducted in-depth research on water treeing in cables, focusing on the interaction between cable materials and soil salts prevalent in Saudi Arabia and neighbouring regions. These salts pose significant challenges to cable integrity and performance over time. RCGC's research aims to develop materials and strategies capable of withstanding these harsh environmental conditions, improving the durability and reliability of its products. This work represents a technical breakthrough in cable technology while addressing the specific needs of regional infrastructure.

Through these innovations, RCGC continues to advance its mission of providing high-performance, sustainable solutions tailored to the unique challenges of its customers and the environment.

GO GREEN INITIATIVE

As part of its commitment to sustainable development and in alignment with the national "SAUDI GREEN" initiative, RCGC has introduced the **"Go Green Initiative."** This program integrates strategic environmental actions with the company's Vision 2030 goals, focusing on substantial CO2 reduction and improving environmental practices to enhance the quality of life.

The Go Green Initiative fosters a culture of sustainability within the organisation by encouraging innovative practices among employees. The program's primary objectives include:

- Achieving significant **CO2 emission reductions** by the end of the decade.
- Raising environmental **awareness** and promoting personal **responsibility** among staff.
- **Supporting** local biodiversity and contributing to global environmental health.

Employees are invited to submit proposals for sustainability projects aligned with RCGC's strategic goals. This participatory approach empowers the workforce to leverage their creativity and expertise in driving meaningful environmental change. To inspire engagement, the initiative incorporates a competitive element, with the two most impactful and innovative proposals receiving recognition and rewards from senior management.

Since its launch, the Go Green Initiative has garnered diverse project proposals ranging from small-scale improvements to comprehensive environmental strategies. Selected projects are currently in the pilot phase, with full-scale implementation planned based on their assessed impact and effectiveness. Beyond internal advancements, the initiative has also strengthened RCGC's relationships with stakeholders, showcasing the company's proactive approach to environmental stewardship.



PRODUCT INNOVATION

Riyadh Cables Group (RCGC) is dedicated to advancing eco-friendly products through significant investments in research and development. These innovations are designed to minimise environmental impact across the entire product lifecycle—from raw material sourcing to manufacturing and disposal. Key product advancements include:

- **Fully Recyclable Cables:** Designed to require no heat treatment for curing, reducing energy consumption and emissions during production.
- **High-Temperature Low Sag (HTLS) Conductors:** These conductors improve energy transmission efficiency, reducing overall system losses.
- **Low-Smoke, Zero-Halogen Cables:** Engineered to emit minimal toxic and corrosive gases in the event of a fire, these cables ensure enhanced safety for both human health and the environment.

RCGC's commitment to innovation is reflected in its contribution to renewable energy projects. By supplying 17,000 kilometres of cables for wind and solar applications, RCGC has supported the generation of 2.5 GW of renewable energy across the Kingdom of Saudi Arabia and the UAE. These efforts underscore our leadership in developing sustainable cable solutions tailored to the energy needs of the future.



TOTAL CARBON FOOTPRINT

EMISSIONS (TONS CO₂E)

116,896



CARBON FOOTPRINT

As part of its commitment to environmental responsibility, RCGC has undertaken a comprehensive analysis of carbon emissions across its operations. This initiative, aligned with the Greenhouse Gas (GHG) Protocol, establishes a baseline for emissions and strengthens the Group’s ability to manage and mitigate its environmental impact effectively. The assessment spans Scope 1, Scope 2, and Scope 3 emissions, offering critical insights into areas where improvements can be made.

SCOPE 1: DIRECT EMISSIONS

Scope 1 emissions arise from direct sources owned or controlled by RCGC, including company vehicles, machinery, and industrial processes. For the assessed period, Scope 1 emissions totaled 36,828 tons of CO₂ equivalent. Key contributors include acetylene, natural gas, motor gasoline, diesel, and liquefied petroleum gases, with natural gas and diesel being the primary drivers. These findings highlight opportunities for sustainability improvements in operational activities and transportation.

SCOPE 2: INDIRECT EMISSIONS FROM ELECTRICITY

Scope 2 emissions, derived from purchased electricity and water, represent the largest portion of RCGC’s carbon footprint, totaling 80,005 tons of CO₂ equivalent. This underscores the critical need for energy optimization and the adoption of renewable energy solutions. In response, RCGC is actively exploring solar energy installations to reduce electricity consumption-related emissions. These measures align with global sustainability goals and reflect RCGC’s commitment to energy efficiency and decarbonization.

SCOPE 3: OTHER INDIRECT EMISSIONS

Scope 3 emissions, primarily from business travel, account for a smaller share of RCGC’s footprint, amounting to 62 tons of CO₂ equivalent. While these emissions are relatively minimal, the assessment highlights the complexities of collecting comprehensive Scope 3 data. RCGC plans to refine data collection processes and expand the assessment to additional categories outlined by the GHG Protocol. Improving data integrity will enable the development of targeted strategies to further reduce indirect emissions, reinforcing the Group’s commitment to corporate responsibility and environmental stewardship.

LOOKING FORWARD

RCGC’s focus on innovation and environmental accountability positions the Group as a leader in sustainable manufacturing. By developing eco-friendly products and systematically analysing carbon emissions, RCGC continues to align its operations with global sustainability standards. These efforts demonstrate our dedication to creating high-performance solutions while minimising our environmental footprint, ensuring a greener future for generations to come.



OUR PEOPLE

At Riyadh Cables Group (RCGC), we are committed to fostering an inclusive and supportive workplace that champions sustainability, diversity, and ethical employment practices. Our comprehensive employment strategy ensures fair opportunities for all, beginning with meticulous recruitment processes designed to promote diversity and equality. We utilise a variety of recruitment channels and standardised assessments to select candidates who align with our organisational values and culture, in addition to possessing the requisite skills. Once onboard, employees undergo an immersive orientation program that integrates them into our community, clarifies their role-specific responsibilities, and introduces our corporate sustainability goals.

Our commitment to ethical employment extends to every aspect of our human resources policies. All employees receive clear, comprehensive contracts that outline terms of employment, remuneration, and benefits, adhering to Saudi labour laws and international labour standards. Our competitive remuneration packages include health insurance, retirement plans, and performance-based bonuses, ensuring financial security while motivating and retaining top talent. These packages are designed to promote fairness, transparency, and employee satisfaction.



EMPLOYEE DEVELOPMENT AND TRAINING

Continuous learning is a cornerstone of our human resource strategy. RCGC provides extensive training and development programs tailored to enhance both technical and soft skills. These initiatives aim to empower employees for career advancement while meeting the evolving demands of the industry. Training sessions are routinely evaluated for effectiveness to ensure they address the workforce's needs and align with our organisational goals.



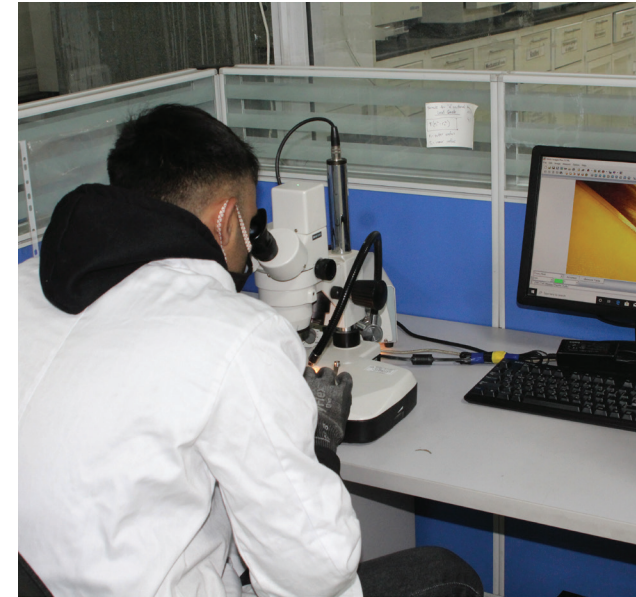
HEALTH, SAFETY, AND WORK-LIFE BALANCE

Employee health and safety are paramount at RCGC. We implement rigorous safety protocols, conduct regular health audits, and provide access to high-quality safety gear. Compulsory safety training and frequent drills ensure a hazard-free work environment. Additionally, we support a healthy work-life balance through flexible working hours, remote work options, and generous parental leave policies, accommodating the diverse needs of our employees.



OPEN DIALOGUE AND FEEDBACK

We value open communication and employee feedback as integral components of our organisational culture. Regular employee surveys, town hall meetings, and an open-door management policy ensure that every employee's voice is heard and valued. This transparent approach fosters a collaborative atmosphere and drives continuous improvement across all levels of the organisation.



COMMITMENT TO ETHICAL EXCELLENCE

Through these dynamic employment practices, RCGC not only complies with global labour standards but also sets a benchmark for ethical and sustainable business practices in the industry. Our unwavering focus on nurturing and valuing our workforce demonstrates our commitment to being a responsible employer and positively impacting the communities we serve.



EMPLOYEE ENGAGEMENT AND LABOR PRACTICES

At RCGC, we understand that our team is the foundation of our success. Their dedication, expertise, and well-being are central to achieving our organisational goals. As a leader in the manufacturing sector, we are devoted to creating a work environment that not only supports but also elevates the professional development of our employees. This commitment is reflected in our strategic approach to employee engagement and labour practices, which prioritises diversity, continuous training, and strong labour relations.

EMPLOYEE BENEFITS AND EQUITABLE COMPENSATION

Riyadh Cables Group (RCGC) is committed to offering an exceptional benefits and compensation framework that adheres to Saudi laws and regulations while aligning with international best practices. This framework reflects our dedication to employee well-being, engagement, and professional growth.

RCGC's compensation structure is built on the principles of equity and transparency, ensuring that pay is determined by role, experience, and qualifications. We firmly uphold the principle of equal pay for equal work, providing fair compensation across all genders. To further reward excellence and dedication, the company implements a structured system of annual bonuses, performance-driven incentives, and clear career advancement opportunities.

LONG TERM INCENTIVES PLAN

the company started the Employee long term incentive plan allocating purchased treasury shares to employees meeting achieving their KPI's (including ESG related KPIS). This helps in talent retentions, positive reward for contribution and encourages employees to collaborate in a teamwork environment it also provides a sense of stability and belonging.

COMPREHENSIVE HEALTH AND SAFETY COVERAGE

RCGC places a high priority on the health and safety of its workforce. Comprehensive medical insurance coverage is provided to all employees, along with robust protocols for managing work-related injuries. These measures ensure that employees receive the necessary care and support when needed.

INCLUSIVE APPROACH TO EMPLOYEE WELFARE

RCGC takes pride in its inclusive approach to employee welfare, ensuring equal benefits for both Saudi and non-Saudi employees. Currently, the company supports 7 Saudi nationals and 19 non-Saudi nationals, reflecting its commitment to diversity and inclusivity in the workplace.

WORK-LIFE INTEGRATION AND LEAVE POLICIES

Recognizing the importance of work-life balance, RCGC offers a variety of leave options to accommodate the diverse needs of its employees. These include annual leave, sick leave, Hajj leave, marriage leave, and parental leave. Female employees benefit from 10 weeks of maternity leave to support their transition into parenthood, while fathers are granted three days of paternity leave to foster early bonding with their newborns.

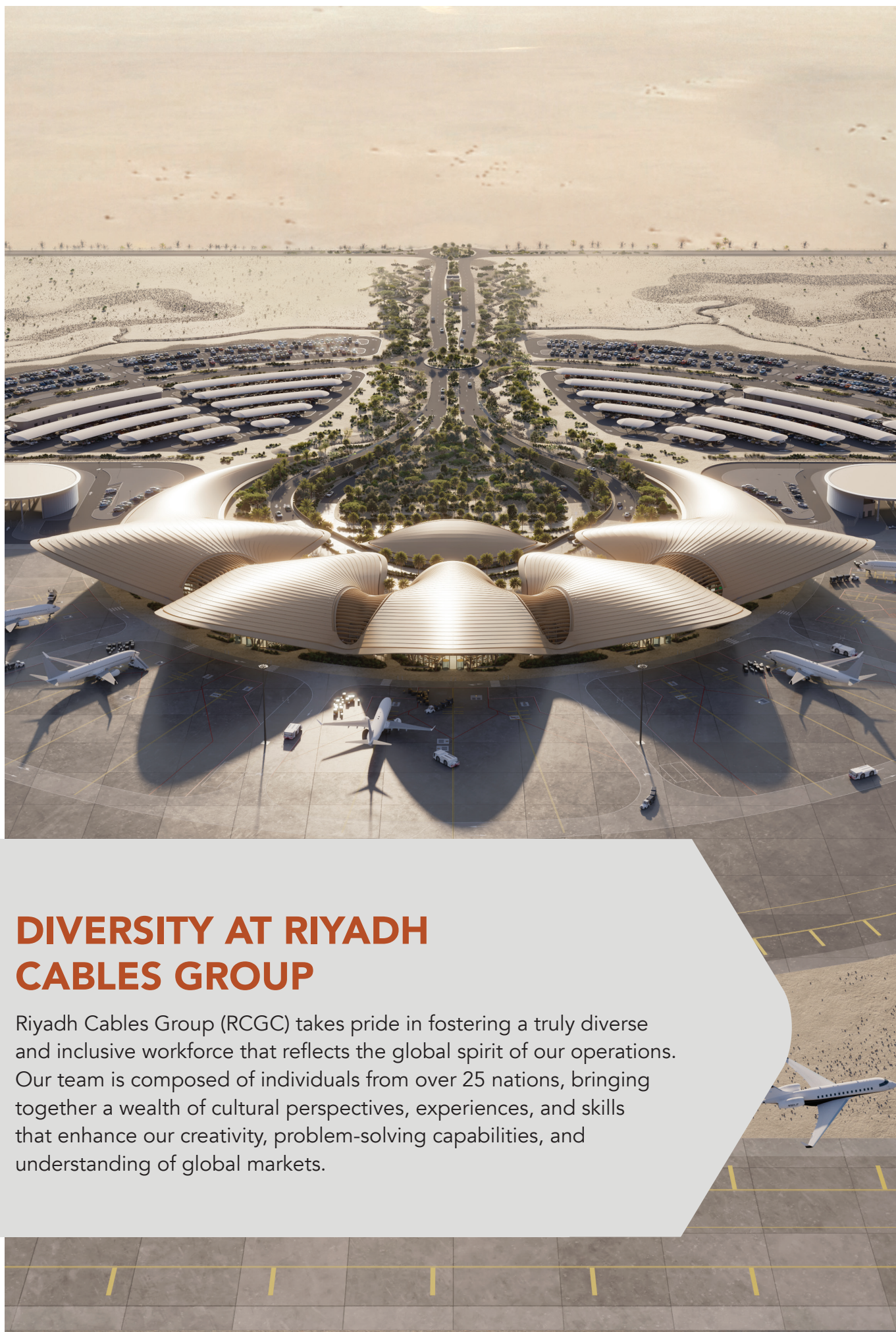
For employees pursuing academic goals, RCGC provides dedicated examination leave, enabling them to balance professional commitments with personal development. These initiatives demonstrate the company's commitment to fostering an inclusive, supportive, and employee-centric workplace.

GOSI COMPLIANCE

As part of its focus on employee welfare and adherence to legal standards, RCGC fully complies with the regulations of the General Organization for Social Insurance (GOSI) in Saudi Arabia.

GOSI administers comprehensive social insurance programs that provide protection against work-related injuries and offer benefits for retirement, disability, and other employment-related risks. RCGC's active participation in this program involves regular contributions based on a percentage of monthly wages for all employees, ensuring that they are adequately covered and safeguarded under this protective framework.

By maintaining an equitable, supportive, and growth-oriented environment, RCGC continues to set industry benchmarks for employee welfare and compensation, reinforcing its position as a responsible and forward-thinking employer.



DIVERSITY AT RIYADH CABLES GROUP

Riyadh Cables Group (RCGC) takes pride in fostering a truly diverse and inclusive workforce that reflects the global spirit of our operations. Our team is composed of individuals from over 25 nations, bringing together a wealth of cultural perspectives, experiences, and skills that enhance our creativity, problem-solving capabilities, and understanding of global markets.

OUR INTERNATIONAL TEAM

Among our workforce, we are proud to employ 1,009 Saudi nationals, demonstrating our steadfast commitment to supporting local employment and nurturing talent within the Kingdom. Alongside this, we have significant representation from Bangladesh (812 employees), Pakistan (659 employees), India (411 employees), and Sri Lanka (395 employees), among other nationalities. This blend of talent embodies our dedication to creating a workplace where diversity is not just valued but celebrated as a key driver of innovation and growth.

COMMITMENT TO INCLUSIVITY AND DEVELOPMENT

RCGC recognizes the invaluable contributions of our diverse workforce and is committed to further enhancing our labour practices to support employees of all backgrounds.

Future initiatives will include:

- **Expanding Cultural Competency Training:**
These programs will ensure our teams can effectively collaborate and thrive in a multicultural environment.
- **Enhancing Inclusive Recruitment Practices:**
By prioritising equity in our hiring processes, we aim to provide all candidates with fair opportunities to join and grow within our organisation.
- **Improving Internal Communication:**
We will develop adaptable communication strategies that cater to the needs of our diverse teams, fostering greater inclusivity and cohesion across the organisation.

By strengthening these initiatives, RCGC aspires to create an even more supportive and cohesive workplace, empowering all employees to achieve their full potential while contributing to the company's continued success. Our commitment to diversity and inclusivity is not just a reflection of our values but a fundamental component of our identity as a global leader in the cable manufacturing industry.

WELLNESS FACILITY (CLINIC)

Our company wellness facility (Clinic) is a state-of-the-art center dedicated to supporting the health and well-being of our employees. It provides comprehensive services such as preventive care, periodic health assessments, and wellness programs designed to meet diverse needs. Operated by skilled healthcare professionals, the clinic ensures a supportive and confidential environment where employees can access personalized care. With a focus on fostering a balanced and healthy lifestyle, the facility reflects our commitment to the overall well-being and productivity of our team.

SPORTING EVENTS FOR 2023

In 2023, our company organized a variety of fun sports events to encourage health, teamwork, and employee connection. These activities brought people together and boosted team spirit. A key highlight was our company basketball team, which we proudly supported by hosting matches and tournaments and celebrating their achievements with rewards. From exciting tournaments and fun runs to charity games and wellness workshops, we focused on promoting an active and healthy lifestyle for everyone.

GENDER DIVERSITY STATUS AND GOALS (MALE/FEMALE) PERCENTAGE COMPANY WIDE

We recognize the importance of diversity in driving innovation, improving decision-making, and enhancing employee engagement. Currently, we have made steady progress in achieving gender balance across several areas but are focused on further increasing female representation in senior leadership and technical roles. Gender diversity status is 4.53% females in administrative offices. Our goals moving forward include enhancing our recruitment strategies, providing leadership training and mentorship for women, and create a workplace culture where everyone, regardless of gender, can grow and succeed.





TRAINING AND DEVELOPMENT

At Riyadh Cables Group (RCGC), we believe that the continuous growth and development of our employees are critical to maintaining our global competitiveness. Their skills, expertise, and dedication are the driving force behind our success. In 2023, we reaffirmed our commitment to comprehensive employee training by delivering a wide range of programs designed to meet the operational, technical, and professional needs of our diverse workforce.

COMPREHENSIVE TRAINING PROGRAMS

Throughout the year, RCGC conducted numerous training initiatives across multiple disciplines to enhance both technical capabilities and professional competencies.

- **Technical and Operational Training:** Employees received focused training on manufacturing processes, including Drawing, Stranding, Extruding, Armouring, and Screening. These programs are tailored to align with the latest industry standards and technologies, ensuring employees maintain proficiency in cutting-edge techniques.
- **Safety and Compliance Training:** Safety remains a top priority at RCGC. Key programs such as Fire Safety Training, Forklift Safety Training, and QC Awareness were implemented to ensure adherence to international safety standards and promote a safe working environment.
- **Professional Development Courses:** To foster continuous learning and career advancement, we offered courses in Project Management (PMP), Risk Management, Effective Negotiation Skills, and Leadership Development. These programs are integral to building a strong leadership pipeline and equipping employees with the managerial skills necessary to excel in a dynamic industry.

In 2023, RCGC delivered over 830 internal training sessions and facilitated 371 external sessions led by renowned industry experts. This significant investment highlights our dedication to employee development and our strategic goal of preparing our workforce to meet both current and future challenges.

CAREER DEVELOPMENT TRAINING

Our career development programs are specifically designed to foster long-term professional growth and skill enhancement. These initiatives emphasise both technical and managerial capabilities to support the company's sustained success.

- **Recurring Technical Training Programs:** Courses such as the Drawing, Stranding, Extruding, and Assembling Training Programs are conducted three times annually to ensure employees remain proficient in core manufacturing processes. These programs reinforce technical excellence and align with evolving industry practices.
- **Leadership and Supervisory Training:** Programs like Supervisors and Engineers Training focus on developing leadership and technical management skills. These initiatives empower supervisory personnel with the tools needed to effectively lead teams and drive operational success.
- **Administrative and Software Skills Development:** Recognizing the importance of operational efficiency, RCGC offers training such as the Excel Course, which enhances employees' data management and analysis skills—key components in improving productivity and decision-making.
- **Quality Control Awareness:** The QC Awareness program ensures employees are well-versed in quality control standards, directly supporting RCGC's commitment to delivering products of the highest calibre.

COMMITMENT TO EXCELLENCE

Through these comprehensive training initiatives, RCGC underscores its dedication to cultivating a skilled, knowledgeable, and future-ready workforce. By equipping employees with technical expertise, professional skills, and leadership capabilities, we not only invest in their personal growth but also strengthen our position as an industry leader in cable manufacturing. These programs are a testament to our commitment to employee development and our focus on innovation and excellence in every aspect of our operations.

INCLUSIVITY IN TRAINING PROGRAMS

At Riyadh Cables Group (RCGC), inclusivity is a cornerstone of our training initiatives, reflecting our commitment to fostering the growth of both Saudi and non-Saudi employees. Aligned with the Kingdom's Vision 2030 objectives, we prioritise the development of domestic talent while integrating diverse global perspectives. In 2023, 397 Saudi employees actively participated in our extensive training sessions, showcasing our dedication to nurturing local talent. Additionally, 505 non-Saudi employees attended these programs, reflecting our commitment to a global approach to workforce development.

This blend of local and international participants enriches the training experience by fostering a cross-cultural exchange of ideas, enhancing organisational competencies, and strengthening cultural sensitivity within our workforce. Such collaboration ensures that RCGC remains competitive in the global market while contributing to the Kingdom's economic and social development goals.

Looking ahead, RCGC plans to align training programs even more closely with its core business strategies. We are developing specialised training modules focused on technological advancements and evolving market demands. To enhance accessibility and flexibility, we are also exploring digital learning platforms, enabling employees to engage with training opportunities more conveniently and effectively.



GRIEVANCE RESOLUTION AND EMPLOYEE APPEALS

RCGC is committed to fostering a transparent and fair workplace through a structured grievance and appeals mechanism designed to address employee concerns promptly and equitably. This system reflects our dedication to procedural integrity and employee well-being, ensuring all issues are handled with the utmost care and professionalism.

Employees have a clearly defined period of three working days to file grievances, underscoring the importance of swift issue resolution. The company, in turn, commits to addressing these concerns within five working days, reinforcing a culture of responsiveness and accountability.

For disputes requiring further review, RCGC has implemented a robust appeals process. Employees may request reconsideration within seven working days following the initial decision, ensuring that every case is evaluated thoroughly and fairly. This appeals mechanism reflects RCGC's commitment to fostering an environment where decisions are held to the highest standards of transparency and fairness.

To enhance accessibility, employees can submit grievances through multiple channels, including physical complaint boxes, electronic submission platforms, and the company's internal IT service management portal. This multi-channel approach ensures inclusivity and convenience, enabling employees to voice concerns in a manner that suits their preferences.

Grievances are reviewed by a multidisciplinary committee comprising HR specialists, legal advisors, and senior managerial staff. This structure ensures that every case is handled impartially, with a comprehensive understanding of the issues at hand. By maintaining this rigorous grievance resolution framework, RCGC reinforces its commitment to an inclusive, supportive, and equitable workplace for all employees.

EMPLOYEE WELL-BEING

At Riyadh Cables Group (RCGC), we prioritise the holistic well-being of our employees, recognizing that a healthy workforce is essential to driving performance and innovation. We have implemented targeted initiatives to support the physical and mental health of our employees, embedding well-being into our organisational culture.

STRENGTHENING COMMUNITIES THROUGH INNOVATION AND COLLABORATION

RCGC actively contributes to local and regional advancement by fostering innovation and collaboration. In partnership with King Saud University, we have conducted extensive research to develop cable solutions tailored to the unique environmental conditions of Saudi Arabia and its neighbouring regions. This collaboration has resulted in high-quality cables that address specific regional needs, enhance local infrastructure, and drive economic growth, ensuring better returns for stakeholders and aligning our operations with community interests.

In collaboration with industry specialists, RCGC has also pioneered advanced testing methodologies to evaluate cable quality and performance. These innovations have been highly regarded by industry experts, demonstrating our commitment to raising industry standards. Enhanced quality assurance processes ensure that our products meet stringent safety and performance criteria, further cementing RCGC's reputation for reliability and excellence.

Our efforts extend to refining international standards, such as those established by the International Electrotechnical Commission (IEC). By improving the integrity and precision of technical specifications, RCGC enhances cable safety and performance, setting new benchmarks in the industry.

RCGC has also developed cables with specialised characteristics to meet diverse site requirements. These include features such as resistance to sunlight, insects, oils, and fire retardation, ensuring durability, longevity, and safety across a range of environmental conditions.

ONGOING RESEARCH AND LOCALIZATION EFFORTS

The Group is actively engaged in studies to produce longer lengths of high and ultra-high voltage cables while increasing the localization of raw materials. This approach not only improves production efficiency but also supports local economic development by reducing dependency on imported materials. By prioritising localization, RCGC strengthens community resilience and fosters economic sustainability, contributing to the overall well-being of the regions in which we operate.

Our substantial investment of **19,037,787 SAR in R&D** highlights our commitment to addressing critical challenges through innovative and practical solutions, ensuring we remain at the forefront of the cable manufacturing industry.

BLOOD DONATION DRIVES

In alignment with our commitment to community well-being, RCGC organises regular blood donation drives, offering employees the opportunity to contribute directly to public health. These drives provide a meaningful way for staff to support societal needs while fostering a sense of responsibility and connection beyond the workplace. By encouraging participation, we address an important public health need and reinforce our role in making a tangible, positive impact on people's lives.

Through these initiatives, RCGC not only elevates its operations but also strengthens its role as a socially responsible leader in the cable manufacturing sector, supporting the well-being of employees, communities, and stakeholders alike.



RCGC'S PROACTIVE QHSE STRATEGY

At Riyadh Cables Group (RCGC), the integration of Quality, Health, Safety, and Environmental (QHSE) management is a core component of our operational philosophy. Guided by the standards of ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, our QHSE management system exemplifies our unwavering commitment to excellence in quality, environmental stewardship, and occupational health and safety.



LEADERSHIP-DRIVEN CULTURE

Our leadership team plays a pivotal role in shaping and implementing QHSE policies, ensuring that these principles are embedded in corporate decision-making processes. This proactive involvement cultivates a culture of safety and environmental responsibility across all levels of the organisation, reinforcing our dedication to maintaining the highest standards in every aspect of our operations.



RISK MANAGEMENT AND OPERATIONAL INTEGRITY

RCGC's approach to risk management is rooted in meticulous planning and proactive mitigation strategies. Central to this is our comprehensive Hazard Identification and Risk Assessment (HIRA) process, which systematically evaluates potential risks associated with our operations. These assessments inform the development of robust operational controls that meet both regulatory requirements and safety standards. We continuously review and refine these controls to address evolving challenges and integrate technological advancements, ensuring the ongoing integrity and safety of our operations.



DYNAMIC AND ADAPTIVE POLICIES

Our QHSE policies are designed to evolve in response to emerging challenges and innovations. These policies form the foundation of our strategic operations, ensuring that processes—ranging from production to waste management—are executed with strict adherence to safety measures and minimal environmental impact. By fostering a culture of continuous improvement, we empower every member of our organisation, from factory personnel to executive leadership, to take active responsibility for achieving our health, safety, and environmental goals.



COMMITMENT TO STAKEHOLDERS AND SUSTAINABILITY

Through the comprehensive adoption of QHSE principles, RCGC goes beyond compliance to anticipate the needs and expectations of customers, regulators, and the communities we serve. This commitment strengthens our reputation as a reliable, innovative, and conscientious leader in the cable manufacturing industry. By prioritising sustainability and the well-being of our employees, RCGC consistently demonstrates its dedication to creating a safer and more sustainable future for all stakeholders.

EMPOWERMENT THROUGH COMPREHENSIVE TRAINING

Riyadh Cables Group (RCGC) is deeply committed to empowering its workforce through extensive training programs that prioritise Health, Safety, and Environment (HSE) awareness and competence. These programs cover a broad spectrum of topics, ranging from foundational safety protocols to advanced emergency response techniques.

The primary goal of these initiatives is to enhance the skill sets of employees, equipping them to perform their roles safely, effectively, and with confidence. Regular competency assessments are integral to this approach, enabling RCGC to measure the impact of its training efforts and identify areas for enhancement. This ongoing evaluation ensures continuous improvement in workforce capabilities, reinforcing a culture of safety, preparedness, and operational excellence across all levels of the organisation.

DISCLOSURE 403-5: WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

INDICATOR (2023):

- Description:**
RCGC ensures a safe work environment by delivering comprehensive QHSE training both internally and externally. These programs are designed to meet the highest safety standards, covering general safety practices, specific work-related hazards, high-risk activities, and hazardous situations.

OTHER RELEVANT INDICATORS (2023):

- Number of Trainings Conducted:**
 - External Training:** 15 sessions
 - Internal Training:** 13 sessions
- Number of Employees Trained on HSE:**
 - External Training:** 232 employees
 - Internal Training:** 818 employees

DISCLOSURE 403-9: WORK-RELATED INJURIES (2023)

INDICATORS:

- Number and Rate of Fatalities (Resulting from Work-Related Injuries):**
 - Employees:** 0 fatalities
 - Workers not employed by RCGC but working under RCGC’s control:** 0 fatalities
- Number and Rate of High-Consequence Work-Related Injuries (Excluding Fatalities):**
 - Employees:** 186 injuries (1,461 lost workdays over 3 days)
 - Workers not employed by RCGC but working under RCGC’s control:** 0
- Number and Rate of Recordable Work-Related Injuries:**
 - Employees:** 12.16 injuries per 1,000,000 hours worked
 - Workers not employed by RCGC but working under RCGC’s control:** 0
- Main Types of Work-Related Injuries:** Not explicitly listed for 2023.
- Number of Hours Worked:**
 - Employees:** 14,143,750 hours
 - Workers not employed by RCGC but working under RCGC’s control:** 0

DISCLOSURE 403-10: WORK-RELATED ILL HEALTH (2023)

INDICATORS:

- Number of Fatalities (Resulting from Work-Related Ill Health):**
 - Employees:** 0 fatalities
 - Workers not employed by RCGC but working under RCGC’s control:** 0 fatalities
- Number of Cases of Recordable Work-Related Ill Health:**
 - Employees:** 0 cases
 - Workers not employed by RCGC but working under RCGC’s control:** 0
- Main Types of Work-Related Ill Health:**
 - No work-related ill health cases were recorded in 2023 for both employees and workers under RCGC’s control.

ROBUST EMERGENCY PREPAREDNESS & ENVIRONMENTAL CONSERVATION EFFORTS

Riyadh Cables Group (RCGC) is steadfast in its commitment to maintaining robust emergency preparedness and environmental conservation practices.

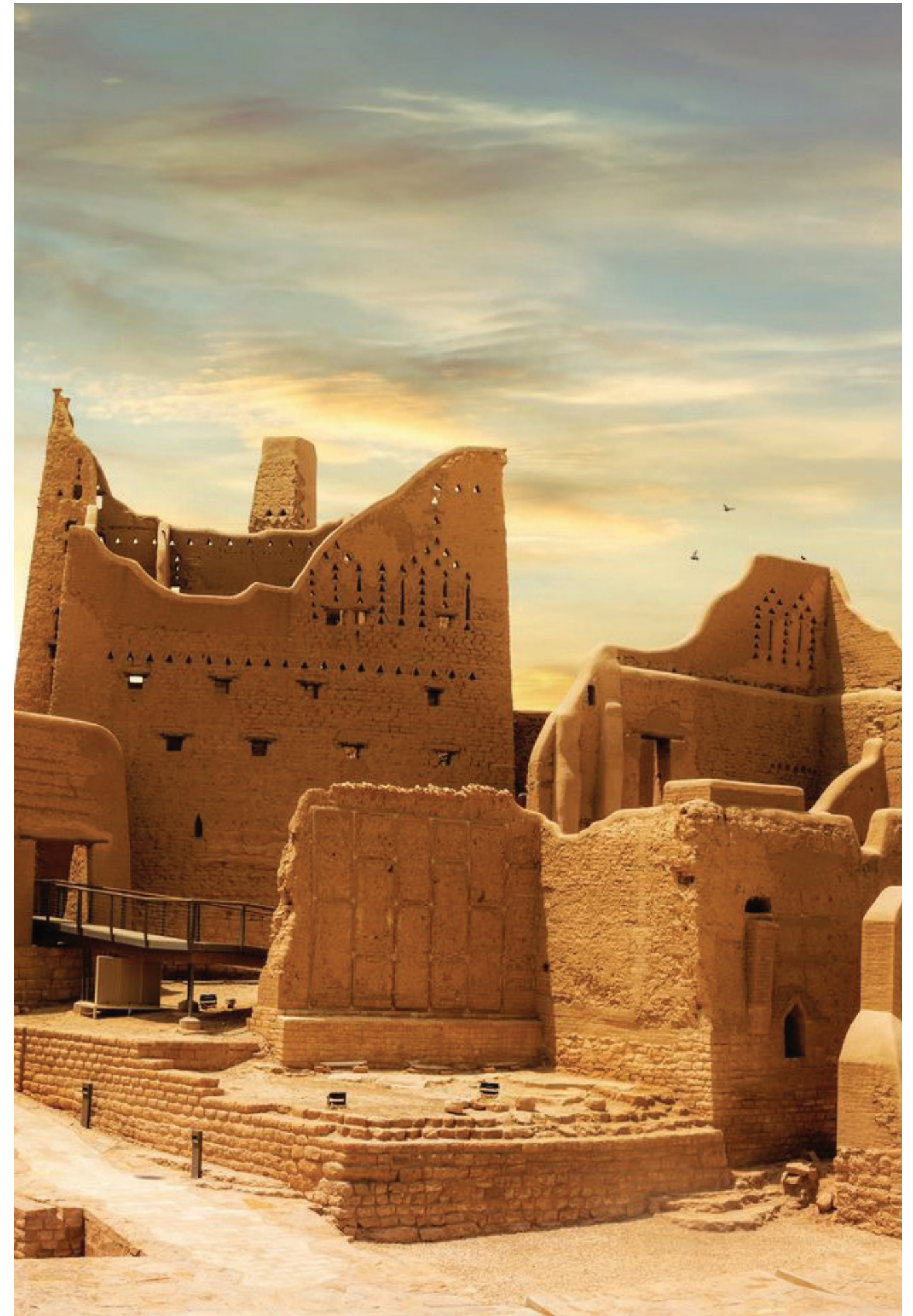
Our comprehensive emergency response plans and regular drills ensure that our team is equipped with the readiness and capability to respond effectively to unforeseen events. These measures not only comply with regulatory requirements but also underscore our dedication to safeguarding environmental integrity.

Our approach extends beyond compliance to focus on pollution prevention, resource efficiency, and advanced waste management. These efforts symbolise our proactive stance toward sustainability and environmental responsibility, ensuring minimal ecological impact while maximising operational efficiency.

TRANSPARENT STAKEHOLDER COMMUNICATION & RIGOROUS COMPLIANCE

Transparency and accountability are central to RCGC's Health, Safety, and Environmental (HSE) practices. We maintain open lines of communication with all stakeholders, including employees, local communities, regulatory authorities, and customers. Regular updates on HSE performance and initiatives are shared to foster trust and demonstrate our ongoing commitment to excellence.

Compliance remains non-negotiable at RCGC. We conduct regular audits and reviews to ensure alignment with all legal and regulatory standards, continuously enhancing our processes to meet evolving requirements and maintain operational integrity.



RIGOROUS AUDIT PROTOCOLS

RCGC employs a systematic audit process to evaluate and verify the effectiveness of its health, safety, and environmental practices. This rigorous approach ensures that all operations align with internal policies, regulatory standards, and industry benchmarks.

PREPARATION AND PLANNING

The audit process begins with a detailed plan that defines the scope and objectives. Auditors review previous reports, safety records, and documentation to prepare for on-site evaluations. The plan specifies the areas to be inspected and the standards, such as NFPA codes, that will guide the assessment.

OPENING MEETING

An initial meeting with key personnel sets the audit's scope, methodology, and schedule, fostering transparency and cooperation across departments.

ON-SITE INSPECTION

Auditors perform thorough inspections of facilities, equipment, and operational practices, including:

- **Fire Safety Equipment:** Examining portable fire extinguishers, fire hose reels, and fire pumps to ensure they meet NFPA standards through manual checks, functionality tests, and hydrostatic testing.
- **Fire Detection and Alarm Systems:** Testing components like smoke detectors and alarms during routine inspections.
- **Personal Protective Equipment (PPE):** Ensuring PPE meets standards and compliance is maintained through regular safety tours.

DOCUMENTATION REVIEW

A review of safety documentation, training records, maintenance logs, and compliance reports identifies gaps between policy and practice, providing critical insights into operational effectiveness.

INTERVIEWS AND OBSERVATIONS

Interviews with employees and observations of daily operations assess awareness and adherence to safety protocols. Emergency response drills and day-to-day safety measures are also evaluated during site walkthroughs.

REPORT FINDINGS

Auditors compile findings into a detailed report, highlighting deficiencies, non-compliance issues, best practices, and opportunities for improvement.

CLOSING MEETING

A closing meeting with management and relevant staff allows for discussion of preliminary findings, clarifications, and immediate feedback before the final report is issued.

CORRECTIVE ACTIONS AND FOLLOW-UP

RCGC implements corrective actions to address audit findings, with follow-up reviews scheduled to confirm that improvements are effectively executed.





PROGRESSIVE INCIDENT MANAGEMENT

Riyadh Cables Group (RCGC) employs a meticulously defined incident reporting and investigation procedure to ensure that all incidents, regardless of severity, are addressed promptly and resolved efficiently. The process begins immediately after an incident occurs, with any employee or contractor who witnesses or is involved in the event required to report it without delay. The initial report is directed to the relevant line manager or supervisor, who is responsible for initiating the formal investigation process and ensuring proper communication.

Every incident is logged and analysed to prevent recurrence, underscoring RCGC's commitment to proactive risk management. The Occupational Health, Safety, and Environment (HSE) Manager plays a critical role in overseeing investigations, ensuring each incident is thoroughly examined to identify root causes and contributing factors. Investigations may include interviews with involved parties, site inspections, and reviews of equipment or operational processes.

Upon completing the investigation, a comprehensive report is compiled detailing the causes, impacts, and recommended preventive measures. This report also outlines any immediate corrective actions taken to address the issue and prevent similar incidents in the future. The findings are reviewed by senior management and the HSE team for approval and implementation of necessary changes.

For significant incidents involving severe injuries, fatalities, or substantial environmental impacts, RCGC ensures compliance with local regulations by reporting to relevant external bodies, such as the police, the General Organization for Social Insurance (GOSI), or environmental authorities.

This process is supported by a robust documentation system that records and retains all incident details for a specified period. This allows for ongoing analysis, compliance with safety regulations, and the promotion of a culture of safety and continuous improvement across the organisation.

STRATEGIC FRAMEWORK FOR ENHANCED HSE COMMUNICATION AND ENGAGEMENT

RCGC's communication, participation, and consultation protocols are designed to enhance the effectiveness of its Health, Safety, and Environmental (HSE) management system. These protocols facilitate seamless information exchange within the organisation and with external stakeholders regarding critical HSE directives.

The communication framework ensures the efficient dissemination of essential HSE information across all organisational levels. Departmental vice presidents and general managers are tasked with ensuring that all personnel are fully aware of RCGC's environmental policies, health and safety objectives, and their individual roles in achieving these goals. Information is shared through multiple channels, including strategically placed digital displays, targeted training sessions, and regular HSE-focused meetings. This ensures alignment across the organisation with RCGC's high HSE standards.

To foster a culture of continuous improvement, RCGC actively encourages employee engagement through a structured suggestion scheme. This initiative allows employees to propose enhancements to HSE practices, promoting a sense of ownership and active participation in shaping the company's safety and environmental strategies. Regular HSE discussions and meetings further support this dialogue-driven environment, empowering employees to play a significant role in the development and execution of RCGC's HSE strategies.



CONSULTATIVE ENGAGEMENT PRACTICES

Riyadh Cables Group (RCGC) prioritises inclusive and collaborative consultation processes, directly involving employees who are engaged in or impacted by specific operational domains. This approach ensures that management programs and procedural controls are both comprehensive and grounded in practical insights. By incorporating the perspectives and expertise of our workforce, RCGC develops policies and procedures that are robust, actionable, and reflective of real-world applications.

COMPREHENSIVE COMMUNICATION PROTOCOLS

RCGC's internal communication strategy ensures the consistent and efficient dissemination of Health, Safety, and Environment (HSE) information across the organisation. The HSE Manager plays a pivotal role in this process, delivering critical updates on environmental aspects and occupational health and safety hazards. Functional heads are empowered to take ownership of their roles in achieving HSE objectives, reinforcing a culture of accountability and continuous improvement.

Externally, RCGC maintains proactive communication with stakeholders, including regulatory authorities, local government entities, customers, and the surrounding community. The QA General Manager evaluates organisational performance against HSE targets, fostering transparency and ensuring compliance with established standards. This external engagement strengthens RCGC's reputation as a responsible and forward-thinking industry leader.

EMPLOYEE HEALTH AND WELLNESS INITIATIVES

RCGC demonstrates its commitment to employee well-being through targeted health and wellness programs. Vaccination campaigns have been implemented to boost immunity across the workforce, while regular medical checkups enable the early detection and prevention of potential health issues. These proactive measures underscore RCGC's strategic focus on fostering a resilient, health-conscious workplace that supports the sustained well-being and productivity of employees.

EMERGENCY COMMUNICATION FRAMEWORK

RCGC has developed a comprehensive emergency communication framework to ensure swift and effective responses during critical situations. This framework outlines clear procedures for reporting significant environmental aspects and occupational hazards, ensuring rapid notification and response. These protocols align seamlessly with RCGC's broader emergency response strategies, underscoring our commitment to safety and operational excellence.

By integrating sophisticated communication, participation, and consultation practices, RCGC ensures that its HSE management system remains informed, compliant, and proactive. This culture of safety and environmental stewardship is embedded at every level of the organisation.

SUPPORTING LOCAL COMMUNITIES

RCGC places a strong emphasis on societal welfare, actively contributing to the development and support of communities across the Kingdom of Saudi Arabia. This commitment is evident through meaningful partnerships with charitable organisations, including:

- **Prince Sultan Military Medical City** (150,000 SAR)
- **Saudi Social Responsibility Association** (200,000 SAR)
- **Charitable Foundation for Orphans Care (Ekhaa)** (400,000 SAR)
- **National Developmental Housing Foundation (Sakan)** (2,000,000 SAR)

These collaborations ensure RCGC's contributions have a lasting, positive impact on various segments of society, advancing social well-being and development. In addition to its philanthropic efforts, RCGC invests in youth development through its specialised training centre. Recent university graduates receive hands-on education in cable manufacturing and electrical project management, equipping them with critical industry skills. The Group also collaborates with local universities and industrial institutes to sponsor **Careers Day**, creating meaningful career pathways for young professionals.

By supporting social initiatives and nurturing young talent, RCGC generates both immediate and long-term benefits for the Kingdom's economy and society. These efforts affirm RCGC's role as a catalyst for sustainable development and social progress.



OUR FRAMEWORK

At Riyadh Cables Group (RCGC), governance is more than compliance—it is the foundation of our strategic decision-making and ethical business conduct. Rooted in integrity and transparency, our governance framework underpins operational integrity and stakeholder engagement, reflecting our commitment to sustainable value creation for shareholders and the communities we serve. By maintaining the highest standards of corporate responsibility, RCGC navigates complex market dynamics and regulatory landscapes while setting an example of ethical leadership within the industry.

Our governance architecture is carefully designed to ensure stringent oversight and dynamic strategic guidance. The Board of Directors, comprising a diverse group of experts, steers the company with an unwavering focus on sustainable growth and ethical practices. The Board operates under the regulations of the Capital Market Authority, reinforced by robust internal policies that promote financial and operational discipline.



COMMITMENT TO EXCELLENCE AND SUSTAINABILITY

As RCGC advances its governance practices, it remains steadfast in its dedication to resilience, adaptability, and sustainable growth. Our governance principles transcend compliance, embedding integrity and accountability into the fabric of our corporate culture. This unwavering commitment ensures a sustainable future for all stakeholders, reinforcing RCGC's role as a responsible and forward-thinking industry leader.

GOVERNANCE REPORTING AND TRANSPARENCY

The governance framework is comprehensively detailed in the Board of Directors' Annual Report, which highlights the roles, responsibilities, and operational procedures of our governance bodies. This report offers shareholders valuable insights into the company's operations, financial health, and strategic direction, ensuring transparency and fostering trust.

Throughout the fiscal year, RCGC's governance practices have been rigorously aligned with Saudi Vision 2030. Emphasising localization, innovation, and operational excellence, the company has consistently anticipated regulatory trends and future challenges. This proactive approach positions RCGC to not only meet the current demands of stakeholders but also seize future opportunities in an evolving global market.

BOARD COMPOSITION AND STRUCTURE

The RCGC Board of Directors comprises seven members appointed by the Shareholders' General Assembly on February 15, 2022, with a tenure from March 1, 2022, to February 28, 2025. This diverse Board brings together professionals with expertise across various fields, ensuring strategic guidance, oversight, and governance that align with the company's long-term objectives.

The Board's composition reflects a deliberate balance of independent, non-independent, executive, and non-executive members, fostering robust decision-making and inclusive governance. This diversity enables RCGC to adopt best practices in corporate governance, reinforcing principles of integrity, transparency, and accountability. Board decisions are made in the best interests of the company and its stakeholders, ensuring the group's continued success and sustainability.

BOARD OF DIRECTORS

The Chairman of the Board plays a pivotal role in guiding Riyadh Cables Group (RCGC) toward its strategic objectives. This includes articulating a clear vision for the company, steering the Board in developing and refining strategic plans, and ensuring alignment between the company’s activities and its overarching goals. The Chairman also oversees the appointment and evaluation of the CEO, ensuring that leadership is equipped with the necessary expertise to drive the organisation forward.

Effective communication is a cornerstone of the Chairman’s responsibilities, facilitating productive interactions among Board members and fostering transparency between the Board and shareholders. By encouraging constructive criticism and active participation, the Chairman cultivates a culture of collaboration and strategic foresight.



COMMITTEES OF THE BOARD

To ensure robust governance and oversight, the Board has established specialised committees with clearly defined roles and functions. These committees provide focused attention on critical areas of the company’s operations, strengthening accountability and performance.

EXECUTIVE COMMITTEE

Comprising five members, the Executive Committee is instrumental in shaping RCGC’s strategic plans and objectives. It evaluates management proposals, monitors performance, and ensures alignment with the group’s long-term goals. Chaired by a member appointed by the Board, the committee’s work undergoes regular evaluation to maintain effectiveness and relevance.

RISK AND AUDIT COMMITTEE

The committee ensures the integrity of RCGC’s financial reporting, internal controls, and audit processes. It plays a vital role in maintaining transparency and regulatory compliance. The committee is tasked with evaluating the effectiveness of the company’s internal control systems, adherence to financial policies, and the overall financial health of the organisation.

NOMINATION AND REMUNERATION COMMITTEE

This committee is responsible for setting policies and criteria for Board membership, ensuring the skills and expertise necessary for effective governance are present. It also oversees the company’s compensation framework, ensuring remuneration aligns with performance and adheres to the company’s policies. The committee meets at least twice annually to evaluate and refine its practices, ensuring continuous improvement in governance and compensation strategies.



CHAIRMAN AND BOARD ROLES

The Board of Directors at Riyadh Cables Group (RCGC) holds comprehensive responsibilities as outlined in the group's governance policy. These responsibilities encompass the adoption of internal policies, delegation of competencies, and the oversight of executive management to ensure a structured and disciplined approach to governance.

CONFLICT OF INTEREST

Riyadh Cables Group (RCGC) upholds the highest standards of ethical conduct, transparency, and accountability through its comprehensive **Conflict of Interest Policy**. This policy ensures that personal interests do not interfere with the company's objectives, guaranteeing that all decisions and actions prioritise the interests of the group and its stakeholders.

POLICY FRAMEWORK AND APPLICATION

The Conflict of Interest Policy applies to Board members, executive management, employees, major shareholders, and external consultants. It establishes a structured framework for identifying, disclosing, and managing potential conflicts, aligning with corporate governance principles, regulatory requirements, and ethical business practices.

IDENTIFICATION AND DISCLOSURE

Transparency is a cornerstone of RCGC's approach. All relevant parties are required to disclose any direct or indirect interests that may impact their impartiality. Potential conflicts must be promptly reported, documented, and addressed to maintain decision-making integrity. During Board meetings, disclosures of interest are recorded in meeting minutes to ensure thorough accountability.

MANAGING CONFLICTS OF INTEREST

To preserve impartiality, individuals with a potential conflict are required to recuse themselves from discussions or decisions related to the matter. The Board of Directors and relevant committees proactively evaluate and resolve conflicts, safeguarding the company's integrity and stakeholder trust. This approach promotes ethical behaviour while fostering a culture of accountability and transparency across the organisation.

BUSINESS ETHICS TRAINING FOR MANAGEMENT

RCGC strictly prohibits actions that exploit positions or access for personal gain, such as engaging with competitors, accepting inappropriate gifts, or misusing insider information. To reinforce these standards, the Audit Committee regularly reviews adherence to the Conflict of Interest Policy, ensuring alignment with the group's governance framework and sustainability goals.

In a demonstration of commitment to ethical leadership, RCGC trained 66 management-level employees in business ethics. This training equips senior leaders with advanced understanding and application of ethical principles, enhancing accountability and integrity throughout the organisation. By embedding ethical governance into leadership practices, RCGC prepares its executives to navigate complex challenges with transparency and responsibility.

PROHIBITION & OVERSIGHT

RCGC's investment in ethical training and oversight reflects its long-term commitment to sustainable and principled growth. This focus on ethical governance solidifies the group's leadership framework, aligning with its vision to maintain trust, transparency, and operational excellence.



RISK MANAGEMENT

Riyadh Cables Group (RCGC) employs a robust and meticulously designed risk management framework that aligns with international standards while integrating strategic risk considerations into every facet of our operations. This framework, overseen by the Quality Assurance Department, ensures precision, clarity, and adherence to industry best practices, reinforcing RCGC's reputation as a leader in the cables and wires sector.

COMPREHENSIVE RISK MANAGEMENT METHODOLOGY

RCGC's approach to risk management employs a dual focus: mitigating potential risks and proactively pursuing opportunities. Risks are systematically identified, analysed, and prioritised using advanced methodologies, including Failure Mode Effects Analysis (FMEA) and SWOT analysis. These tools enable the organisation to anticipate potential threats with high accuracy, allowing for informed and strategic decision-making.

Each risk is evaluated based on its **probability**—considering factors such as likelihood and historical data—and its **consequences**, assessed against criteria like contractual losses, regulatory violations, and reputational damage. **A Risk Factor Rating** is then calculated by multiplying the probability and consequence ratings. Risks exceeding a predetermined threshold trigger the development of detailed mitigation plans, meticulously documented in the **Risk Register** or cross-referenced through supporting documentation. This data-driven approach ensures critical risks are addressed with precision, while lower-priority risks are monitored with due diligence.

STRATEGIC OPPORTUNITY MANAGEMENT

Parallel to risk mitigation, RCGC applies a structured approach to managing opportunities. Potential benefits are assessed through an Opportunity Register, where they are rated across dimensions such as market growth, operational efficiency, regulatory compliance, and reputation enhancement. The calculated Opportunity Factor determines whether the opportunity warrants active pursuit, further exploration, or cautious implementation under controlled conditions.

COMMITMENT TO EXCELLENCE IN RISK MANAGEMENT

This sophisticated framework underscores RCGC's commitment to balancing risk and opportunity effectively, ensuring that operations remain resilient while fostering innovation and growth. By integrating these practices into the organisational culture, RCGC continues to demonstrate leadership in responsible risk management and strategic decision-making, setting benchmarks for excellence in the industry.

ANTI-CORRUPTION POLICY

Riyadh Cables Group (RCGC) is steadfast in its commitment to ethical conduct, maintaining a rigorous **Anti-Corruption Policy** that underscores our dedication to integrity, transparency, and compliance with all applicable laws and regulations. RCGC unequivocally prohibits any form of bribery, corruption, or unethical practices. This includes offering, soliciting, giving, or accepting payments, gifts, or benefits that could be perceived as attempts to gain an unfair advantage in business transactions. Any actions that could compromise the integrity of RCGC’s operations or relationships with stakeholders are strictly forbidden.

COMMITMENT TO TRANSPARENCY

RCGC’s Anti-Corruption Policy is designed not only to meet compliance requirements but to set a standard for ethical conduct in the industry. The policy leaves no ambiguity about the group’s expectations, ensuring that all decisions and transactions can withstand scrutiny from internal and external stakeholders alike. By embedding these principles into its corporate culture, RCGC reinforces its position as a responsible and ethical leader in the global cables and wires industry.



CORE PRINCIPLES OF THE ANTI-CORRUPTION POLICY

ZERO-TOLERANCE DIRECTIVE

RCGC adopts a zero-tolerance approach to bribery, extortion, and corrupt practices. Employees and affiliates are strictly prohibited from engaging in activities that could create undue advantages in business dealings. This policy applies universally to interactions with private entities, public officials, and other stakeholders.

GIFTS AND BENEFITS CONTROL

While recognizing that certain business customs may involve exchanges, RCGC limits gifts or benefits to a value not exceeding **SAR 2,000**. Any exceptions require formal approval to ensure that objectivity and impartiality remain uncompromised. The policy clearly states that no gift or benefit should influence business decisions or create conflicts of interest.

REPORTING MECHANISMS

RCGC has established clear and secure channels for employees to report any incidents of suspected corruption or unethical behaviour. These mechanisms ensure confidentiality and protect individuals from retaliation, fostering an environment where breaches are reported promptly and without fear.

TRAINING AND ACCOUNTABILITY

All employees are required to participate in regular anti-corruption training programs. These sessions ensure that employees understand the legal, ethical, and organisational implications of engaging in or condoning corrupt practices.

ANTI-COMPETITIVE BEHAVIOUR

Riyadh Cables Group (RCGC) is unwavering in its commitment to fair competition, operating in full compliance with regulatory frameworks designed to prevent anti-competitive practices. Guided by its **Regulation of Competition Controls**, RCGC ensures that all business activities uphold the principles of transparency, ethics, and market integrity while adhering to both national and international competition laws.

COMPLIANCE FRAMEWORK

RCGC's commitment to fair competition is reinforced by stringent compliance measures that safeguard the integrity of its operations. These measures ensure that all business practices align with legal standards and promote ethical engagement in competitive markets, positioning RCGC as a leader in responsible corporate conduct.

RESTRICTIONS ON BOARD ACTIVITIES

To prevent conflicts of interest, RCGC prohibits Board members from participating in any business activities that compete with the company or its subsidiaries unless specifically authorised by the General Assembly. In accordance with **Article No. 72 of the Companies Law**, Board members engaged in competing ventures are required to disclose their involvement to the Board of Directors, and this information must be formally recorded in the meeting minutes. Furthermore, such members are excluded from voting on any decisions related to these competing activities, ensuring impartiality in governance.

WHISTLEBLOWER POLICY

RCGC's **Whistleblower Policy** extends protections to all individuals associated with the company, including permanent, temporary, and part-time employees, executive management, external consultants, agency workers, suppliers, and even members of the public. The policy explicitly addresses a wide range of reportable concerns, such as fraud, theft, legal violations, conflicts of interest, environmental damage, health and safety breaches, and actions that may harm RCGC's reputation.

ASSESSMENT OF COMPETITIVE ACTIVITIES

RCGC employs a structured evaluation process to identify and address potential conflicts of interest arising from external activities. This assessment considers:

- **Nature and Scope:** The type and geographic extent of the competing business.
- **Product/Service Similarity:** Overlap in offerings between the competing entity and RCGC.
- **Target Market:** Alignment of the competing business with RCGC's client base.
- **Strategic Impact:** Potential conflicts with RCGC's strategic goals.

Activities deemed to directly compete with RCGC's core business operations are classified as violations of competition controls and are addressed accordingly.

REPORTING MECHANISM

RCGC provides multiple channels for reporting concerns, ensuring accessibility and transparency. Reports can be submitted in writing or through designated communication platforms, including direct contact with an independent member of the Audit Committee or the appointed **Whistleblowing Officer**.

Whistleblowers are encouraged to provide detailed information, such as:

- Nature of the violation.
- Relevant dates and times.
- Identities of individuals involved.

This information is vital for conducting thorough investigations and ensuring that all concerns are addressed effectively and confidentially.

COMMITMENT TO FAIR COMPETITION

RCGC's anti-competitive behaviour policies exemplify its dedication to fostering an ethical business environment. By implementing robust governance mechanisms, maintaining transparency, and actively promoting compliance, RCGC reinforces its reputation as a trusted and principled leader in the cables and wires industry.



INVESTIGATION PROCESS

Upon receiving a whistleblowing report, the **Whistleblowing Officer** or designated personnel conducts a thorough preliminary assessment to evaluate the validity and severity of the allegations. Depending on the specifics of the report, the investigation may involve consultation with relevant departments such as Finance, Health & Safety, or Human Resources. Investigations are carried out with meticulous attention to detail, ensuring that all findings are documented comprehensively and submitted to the **Audit Committee** for review.

For cases involving senior employees, the Audit Committee may establish a specialised investigative team to ensure impartiality and precision in the process. Throughout the investigation, whistleblowers are kept informed about the progress of their report. However, the need for confidentiality may limit the extent of information disclosed to safeguard the investigation's integrity.

CONFIDENTIALITY AND PROTECTION

RCGC prioritises the protection and confidentiality of whistleblowers. All reports are handled with the utmost discretion, and the identity of whistleblowers is disclosed only when required, such as in cases involving external regulatory investigations. To further safeguard whistleblowers, the Group strictly prohibits any form of retaliation, disciplinary action, or harm against individuals who report in good faith. However, reports found to be maliciously intended or made for personal gain are subject to disciplinary action in line with the company's ethical standards.

ZAKAT AND VAT COMPLIANCE

RCGC upholds its commitment to national laws by ensuring full compliance with **Zakat**, **Value Added Tax (VAT)**, and **Withholding Tax** regulations, as mandated by the **General Authority of Zakat, Tax, and Customs (ZATCA)**. A structured policy framework, supported by rigorous procedures, ensures adherence to all applicable tax laws and requirements.

ZAKAT COMPLIANCE

The Group meticulously calculates and remits Zakat in accordance with ZATCH's provisions. This process includes:

- **Annual Filing:** Preparing and submitting the Zakat declaration within 120 days of the fiscal year-end.
- **Auditing and Reconciliation:** Maintaining accurate accounting records, conducting audits, and reconciling any discrepancies between provisional and final assessments.
- **Transparency:** Presenting Zakat provisions as a separate line item in the income statement to ensure clarity and accountability.

The Finance Department, in collaboration with tax advisors, oversees the Zakat declaration process and coordinates with ZATCH to secure clearance certificates. This demonstrates RCGC's commitment to regulatory compliance and financial integrity.

VAT COMPLIANCE

RCGC's VAT compliance framework is equally robust:

- **Accurate Calculation:** VAT is calculated on all taxable transactions as per applicable laws.
- **Timely Filing:** Monthly VAT returns are prepared and submitted within prescribed timelines to avoid penalties or interest.
- **Internal Reviews:** A dedicated internal review mechanism validates VAT calculations to ensure alignment with established tax laws.

WITHHOLDING TAX COMPLIANCE

RCGC ensures strict adherence to Saudi Arabia's withholding tax regulations, demonstrating our commitment to financial compliance and transparency. In accordance with Article 64 of the Income Tax Law, withholding tax is accurately deducted and remitted on payments made to non-resident entities based on the nature of the services rendered.

The **Finance Department** manages monthly filings and ensures that annual declarations are submitted within 120 days of the fiscal year-end. This rigorous approach guarantees that all withholding tax obligations are met in full compliance with regulatory standards, reinforcing our reputation for financial integrity.

SUPPLIER MANAGEMENT

Recognizing the pivotal role suppliers play in delivering high-quality products and services, RCGC has established a comprehensive **Vendor Approval Process**. This system evaluates and approves suppliers based on their ability to meet strict technical, quality, and commercial requirements, fostering consistent supply chain standards and encouraging partnerships that align with RCGC's operational goals.



WITHHOLDING TAX COMPLIANCE

The supplier evaluation process begins with the Purchasing Department, which initiates the selection process by requesting technical specifications, quality certifications, and other relevant documentation. Suppliers undergo a thorough assessment that includes submitting a Quality, Health, Safety, and Environment (QHSE) questionnaire and, if required, participating in an on-site audit. Suppliers are categorised into two classes:

- **Class A:** No site audit required.
- **Class B:** Site audit required.

Approval is contingent upon achieving a minimum score of 85% on the audit checklist and adhering to RCGC's technical and quality standards. The Quality Assurance Department, in collaboration with other departments, conducts regular performance evaluations to ensure ongoing compliance with these standards.

SUPPLIER COMMUNICATION AND MONITORING

RCGC maintains clear communication channels with suppliers, ensuring expectations, requirements, and performance metrics are consistently conveyed. An ERP system is employed to monitor supplier performance on a quarterly, semi-annual, or annual basis. Suppliers who fail to meet quality or delivery standards are subject to corrective action plans, and in cases of persistent non-compliance, may be moved to the inactive supplier list.

750 Local Suppliers contribute 69% of RCGC's total vendor base.

900 Million SAR with spent annually on local vendors.

COMMITMENT TO FUTURE SOCIAL AND ENVIRONMENTAL ASSESSMENTS

RCGC acknowledges the growing importance of integrating social and environmental criteria into supply chain management. While our current supplier evaluation process primarily focuses on quality and technical compliance, we are actively exploring methods to incorporate formal social and environmental assessments.

This forward-looking approach aligns with global sustainability standards and reflects our dedication to responsible supply chain management. By adapting to emerging best practices, RCGC reinforces its commitment to sustainable and ethical operations, ensuring a supply chain that meets both present and future demands.

DATA PRIVACY COMMITMENT

Riyadh Cables Group (RCGC) upholds the highest standards of data privacy and information security, ensuring the confidentiality, integrity, and availability of all data under its stewardship. Our **Data Privacy Policy** is meticulously aligned with legal frameworks and industry best practices to protect personal and sensitive information from unauthorised access, disclosure, alteration, or destruction.

DATA ACCESS AND CONFIDENTIALITY

RCGC enforces stringent access controls to ensure that personal data is available only to authorised personnel, determined by their specific roles and responsibilities. Identity and Access Management (IAM) systems are employed to prevent unauthorised access and maintain data confidentiality.

To further safeguard information:

- All employees sign **Non-Disclosure Agreements (NDAs)** as part of their onboarding process.
- Regular audits are conducted to verify compliance with internal data privacy protocols.

These measures ensure that sensitive information is handled with the utmost discretion, fostering trust and accountability throughout the organisation.

ADVANCED DATA SECURITY MEASURES

RCGC has adopted robust security technologies to mitigate cyber threats and breaches. Key measures include:

- **Encryption:** Securing data both at rest and in transit to prevent unauthorised access.
- **Firewalls and Intrusion Detection Systems:** Protecting the network from external threats.
- **Vulnerability Assessments and Penetration Testing:** Regularly identifying and addressing potential security gaps.

To ensure business continuity and data integrity, RCGC maintains comprehensive backup and recovery protocols, allowing for quick restoration in the event of data loss or system failure.

DATA RETENTION AND SECURE DISPOSAL

RCGC's data retention policy ensures that personal data is kept only as long as necessary for its intended purpose or as mandated by legal requirements.

At the end of the retention period:

- Data is securely disposed of using **industry-standard techniques**, such as secure erasure or physical destruction.
- These practices are designed to prevent data recovery and eliminate unauthorised access, reinforcing our commitment to privacy and compliance.

EMPLOYEE TRAINING AND AWARENESS

Recognizing that employees are critical to maintaining data security, RCGC invests in continuous training programs to raise awareness of data privacy principles and responsibilities. Training topics include:

- Recognizing and preventing phishing and other cyber threats.
- Complying with internal and external data privacy regulations.
- Handling sensitive data in accordance with organisational protocols.

By cultivating a culture of vigilance and responsibility, RCGC ensures that all employees are equipped to uphold the group's data privacy commitments.



GRI Content Index

“For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.”

Statement of use

Riyadh Cables Group Company has reported in accordance with the GRI Standards for the period Jan 2023 - December 2023

GRI 1 used

GRI 1: Foundation 2021



CONTENT INDEX
ESSENTIALS SERVICE

2024

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures - Board Diversity/Board Independence					
GRI 2: General Disclosures 2021	2-1 Organizational details	Introduction - Page 08-09			
	2-2 Entities included in the organization’s sustainability reporting	Introduction - Page 08-09			
	2-3 Reporting period, frequency and contact point	About this Report - Page 26-28			
	2-4 Restatements of information	This Report is our first Sustainability Report. No Restatement of Information Needed.			
	2-5 External assurance	This Report has not been assured by an external party			
	2-6 Activities, value chain and other business relationships	Introduction - Page 08-11			
	2-7 Employees	Social - Page 64-87			
	2-8 Workers who are not employees	Social - Page 64-87			
	2-9 Governance structure and composition	Governance - Page 90-95			
	2-10 Nomination and selection of the highest governance body	Governance - Page 90-95			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Governance - Page 90-95			
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance - Page 90-95			
	2-13 Delegation of responsibility for managing impacts	Governance - Page 90-95			
	2-14 Role of the highest governance body in sustainability reporting	Governance - Page 90-95			
	2-15 Conflicts of interest	Governance - Page 96-97			
	2-16 Communication of critical concerns	Governance - Page 92-94			
	2-17 Collective knowledge of the highest governance body	Governance - Page 90-95			
	2-18 Evaluation of the performance of the highest governance body	Governance - Page 90-95			
	2-19 Remuneration policies	Social - Page 66-67			
	2-20 Process to determine remuneration	Social - Page 66-67			
	2-21 Annual total compensation ratio	Social - Page 66-67			
	2-22 Statement on sustainable development strategy	Strategic Orientations and Their Execution - Page 20-23			
	2-23 Policy commitments	Governance - Page 96-103			
	2-24 Embedding policy commitments	Governance - Page 96-103			
	2-25 Processes to remediate negative impacts	Social - Page 73, Governance - Page 100-104			
	2-26 Mechanisms for seeking advice and raising concerns	Social - Page 73, Governance - Page 100-104			
	2-28 Membership associations	Our Commitment - Page 18-19			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Stakeholders and Materiality Matrix - Page 30-31			
	2-30 Collective bargaining agreements	(Insignificant)		Not applicable	Due to the nature of our entity and the local legislations as Collective Bargaining is illegal in Saudi Arabia
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholders and Materiality Matrix - Page 30-31			
	3-2 List of material topics	Stakeholders and Materiality Matrix - Page 30-31			
Economic performance (Non Material)					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	https://riyadh-cables.com/wp-content/uploads/2024/03/03-Financials-EN.pdf			
	201-2 Financial implications and other risks and opportunities due to climate change	https://riyadh-cables.com/wp-content/uploads/2024/03/03-Financials-EN.pdf			
	201-3 Defined benefit plan obligations and other retirement plans	https://riyadh-cables.com/wp-content/uploads/2024/03/03-Financials-EN.pdf			
	201-4 Financial assistance received from government	https://riyadh-cables.com/wp-content/uploads/2024/03/03-Financials-EN.pdf			
Market presence (Non Material)					
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Social - Page 66-67			
	202-2 Proportion of senior management hired from the local community	Social - Page 87			
Opportunities in Clean Tech					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Environment - Page 56-58, Social 74-75			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Environment - Page 56-57, Social 74-75			
Procurement Practices (Non Material)					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supplier Communication and Monitoring - Page 107			
Board (Governance/Corporate Governance)/ Tax Transparency/ Pay/ Ownerships & Control/ Accounting/ Business Ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption - Page 100-102			
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption - Page 100-102			
	3-205 Confirmed incidents of corruption and actions taken	No Incidents of Corruption have been documented in the year 2023			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Corruption - Page 100-102			
GRI 207: Tax 2019	207-1 Approach to tax	Zakat and VAT Compliance - Page 106-107			
	207-2 Tax governance, control, and risk management	Zakat and VAT Compliance - Page 106-107			
	207-3 Stakeholder engagement and management of concerns related to tax	Zakat and VAT Compliance - Page 106-107			
	207-4 Country-by-country reporting	Zakat and VAT Compliance - Page 106-107			
Raw Material Sourcing					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Environment - Page 53-57			
	301-2 Recycled input materials used	Environment - Page 53-57			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	Environment - Page 53-57			
Energy (Non Material)					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Carbon Footprint - Page 58-61			
	302-2 Energy consumption outside of the organization	Carbon Footprint - Page 58-61			
	302-3 Energy intensity	Carbon Footprint - Page 58-61			
	302-4 Reduction of energy consumption	Carbon Footprint - Page 58-61			
	302-5 Reductions in energy requirements of products and services	Carbon Footprint - Page 58-61			
Water Stress					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environment - Page 48-51			
	303-2 Management of water discharge-related impacts	Environment - Page 48-51			
	303-3 Water withdrawal	Environment - Page 48-51			
	303-4 Water discharge	Environment - Page 48-51			
	303-5 Water consumption	Environment - Page 48-51			
Biodiversity (Non Material)					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment - Page 48-51			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Environment - Page 48-51			
	304-3 Habitats protected or restored	Environment - Page 48-51			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environment - Page 48-51			
Carbon Emission - Own Operation & products services					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Footprint - Page 58-61			
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon Footprint - Page 58-61			
	305-3 Other indirect (Scope 3) GHG emissions	Carbon Footprint - Page 58-61			
	305-4 GHG emissions intensity	Carbon Footprint - Page 58-61			
	305-5 Reduction of GHG emissions	Carbon Footprint - Page 58-61			
	305-6 Emissions of ozone-depleting substances (ODS)	Carbon Footprint - Page 58-61			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Carbon Footprint - Page 58-61			
Toxic Emission & Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Strategic Waste Management Framework - Page 52-55			
	306-2 Management of significant waste-related impacts	Strategic Waste Management Framework - Page 52-55			
	306-3 Waste generated	Strategic Waste Management Framework - Page 52-55			
	306-4 Waste diverted from disposal	Strategic Waste Management Framework - Page 52-55			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Supplier Environmental Assessment (Non Material)					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplier Management - Page 106-107			
	308-2 Negative environmental impacts in the supply chain and actions taken	Supplier Management - Page 106-107			
Human Capital Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Benefits and Equitable Compensation - Page 66-67			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits and Equitable Compensation - Page 66-67			
	401-3 Parental leave	Employee Benefits and Equitable Compensation - Page 66-67			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Development - Page 70-71			
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Development - Page 70-71			
	404-3 Percentage of employees receiving regular performance and career development reviews	Training and Development - Page 70-71			
Labour Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	(Insignificant)		Not applicable	Due to the nature of our entity and the local legislations as Collective Bargaining is illegal in Saudi Arabia

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Occupational Health & Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	RCCG's Proactive QHSE Strategy - Page 76-87			
	403-2 Hazard identification, risk assessment, and incident investigation	RCCG's Proactive QHSE Strategy - Page 76-87			
	403-3 Occupational health services	RCCG's Proactive QHSE Strategy - Page 76-87			
	403-4 Worker participation, consultation, and communication on occupational health and safety	RCCG's Proactive QHSE Strategy - Page 76-87			
	403-5 Worker training on occupational health and safety	RCCG's Proactive QHSE Strategy - Page 76-87			
	403-6 Promotion of worker health	RCCG's Proactive QHSE Strategy - Page 76-87			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	RCCG's Proactive QHSE Strategy - Page 76-87			
	403-8 Workers covered by an occupational health and safety management system	RCCG's Proactive QHSE Strategy - Page 76-87			
	403-9 Work-related injuries	RCCG's Proactive QHSE Strategy - Page 76-87			
	403-10 Work-related ill health	RCCG's Proactive QHSE Strategy - Page 76-87			
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	https://riyadh-cables.com/investor-relations/board-of-directors/			
	405-2 Ratio of basic salary and remuneration of women to men	Employee Benefits and Equitable Compensation - Page 67-66			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No Incidents of discrimination have been documented in the year 2023			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	(Insignificant)		Not applicable	Due to the nature of our entity and the local legislations as Collective Bargaining is illegal in Saudi Arabia
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Stakeholders and Materiality Matrix - Page 30-31			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Stakeholders and Materiality Matrix - Page 30-31			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Stakeholders and Materiality Matrix - Page 30-31			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	(Insignificant)		Not applicable	"There are no indigenous people in areas where RCGC operates"
Community Relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities - Page 87			
	413-2 Operations with significant actual and potential negative impacts on local communities	Local Communities - Page 87			
Supplier Social Assessment (Non Material)					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supplier Management - Page 106-107			
	414-2 Negative social impacts in the supply chain and actions taken	Supplier Management - Page 106-107			
Public Policy (Non Material)					
GRI 415: Public Policy 2016	415-1 Political contributions	(Insignificant)		Legal Prohibitions	"Due to the location of our operations, it is not legally permitted to have such activities."
Product Safety & Quality					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Environment - Page 48-49, Social - Page 74-75			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Environment - Page 48-49, Social - Page 74-75			
Marketing and Labeling (Non Material)					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	https://riyadh-cables.com/products/			
	417-2 Incidents of non-compliance concerning product and service information and labeling	No incidents in 2023			
	417-3 Incidents of non-compliance concerning marketing communications	No incidents in 2023			
Customer Privacy (Non Material)					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholders and Materiality Matrix - Page 30-31			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance - Page 108-109			