

SUSTAINABILITY REPORT OF RIYADH CABLES GROUP 2024



RiyadhCablesSA
riyadh-acbles.com



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JOURNEY OF INNOVATION AND QUALITY

With over four decades of experience, Riyadh Cables Group Company (RCGC) has become a benchmark for reliability and technological excellence. The Group’s manufacturing footprint spans more than 1.5 million square meters across strategically located facilities in Saudi Arabia, the UAE, and Iraq. These advanced facilities, operated by highly skilled engineers and technicians, produce world-class cables that consistently meet and exceed industry standards.

RCGC’s capabilities extend beyond manufacturing. The Group provides specification review services, supporting leading engineering and construction firms in optimizing project plans for enhanced outcomes and efficiency. RCGC also operates the Middle East’s largest extra-high voltage (EHV) testing facilities, enabling production and delivery of 220/380 (420) kV EHV cables for critical infrastructure projects. These services reinforce RCGC’s role in advancing regional economic growth and driving social progress.

Committed to sustainability and operational excellence, RCGC ensures its products meet the highest standards through rigorous testing and commissioning processes. The durability and longevity of RCGC’s cables minimize replacement needs and support clients in achieving long-term operational and environmental objectives.

RCGC’s journey began by meeting the growing demand for reliable cable solutions in Saudi Arabia during the 1980s and 1990s. As the region’s infrastructure expanded, the Group invested heavily in technology and talent, scaling operations, diversifying product offerings, and supporting increasingly complex projects. By the early 2000s, RCGC had established itself as a trusted leader in low, medium, and high-voltage cables, with international expansion into the GCC and beyond, strengthening its global presence.

Today, RCGC continues to deliver innovative cable solutions that power transformative projects, supporting economic development, energy transition, and improved quality of life. Looking ahead, RCGC remains committed to innovation, sustainability, and the core values of quality and reliability, striving to stay at the forefront of the global cables and wires industry.

DRIVING INNOVATION IN THE CABLE INDUSTRY
Leading Innovation for the Future

EXPANDING OUR GLOBAL FOOTPRINT
Reaching New Markets, Empowering New Communities

**UPHOLDING THE VALUES OF
QUALITY AND RELIABILITY**
Staying True to a Legacy of Excellence

OUR CORE VALUES

PEOPLE



RCGC places people at the heart of its success. By investing in talent development, fostering a culture of collaboration, and prioritizing employee wellbeing, the Group ensures a motivated workforce that drives innovation, quality, and continuous growth.

SYSTEM



Robust systems are central to the success of RCGC’s operations. Through advanced processes, integrated technologies, and disciplined management practices, the Group delivers consistent performance, operational excellence, and seamless project execution across all markets.

AFTER SALES



RCGC goes beyond delivery, offering ongoing support to ensure client success. Dedicated after-sales support, maintenance services, and technical assistance ensure customer satisfaction, optimize product performance, and strengthen long-term partnerships.

QUALITY



Uncompromising quality is a fundamental value at RCGC. Every product and service is engineered to meet the highest industry standards, ensuring reliability, safety, and long-term value for clients across critical infrastructure projects worldwide.

With our core values, capabilities, expertise, and proven track record, RCGC remains dedicated to delivering high-quality products and services that incorporate the latest technological advancements. The Group focuses on sustainable growth, continuous innovation, and a customer-centric approach. By maintaining the highest standards of quality and delivery, we aim to strengthen our market presence and reputation, using our past performance as a foundation for future success.

PURPOSE AND 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.



GUIDING 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, defense, rail, transport, mining, and other specialty-industry verticals, by investing heavily in research and development, quality systems, and human resources.

11

Surveys Collected from Clients

100%

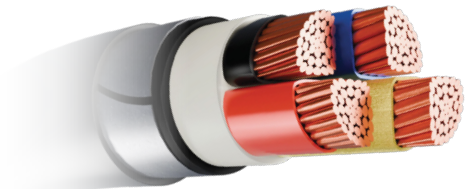
Surveys Collected from Clients

75%

Excellent customer satisfaction with 75% of customers expressing satisfaction.

RANGE OF PRODUCTS

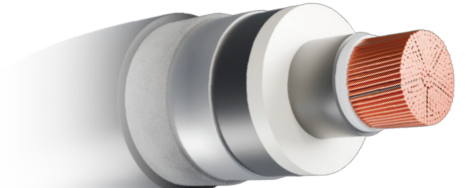
As a leader in the cables and wires industry, RCGC provides a wide range of products designed to meet the specific needs of various sectors, including power generation, transmission, distribution, urban construction, industrial applications, mining, oil & gas, petrochemicals, data centers, and telecommunications.



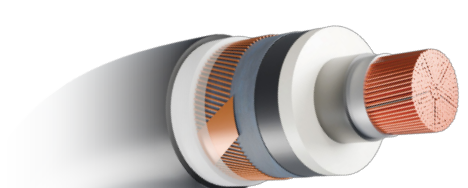
LOW VOLTAGE CABLES
Designed for power distribution and electrical wiring in residential and commercial buildings.



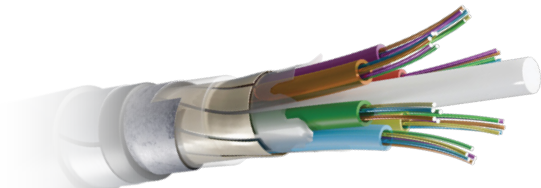
MEDIUM VOLTAGE CABLES
Ideal for industrial and utility applications, these cables distribute power over longer distances than low-voltage cables.



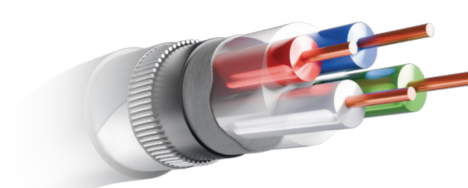
HIGH VOLTAGE CABLES
Crucial for electrical grid transmission, these cables handle high voltages and are integral to major infrastructure projects.



EXTRA HIGH VOLTAGE CABLES
Engineered for large power transmission networks, offering maximum voltage capacity and efficiency.



TELECOMMUNICATION CABLES
Includes fiber optic and networking cables, critical for data centers and telecommunications infrastructure.



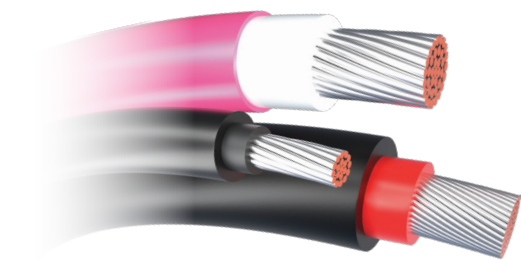
INSTRUMENTATION CABLES
Designed for measurement, monitoring, and control, ensuring accurate signal transmission for critical processes.



BUILDING WIRES
Designed for fixed installations and lighting in construction projects.

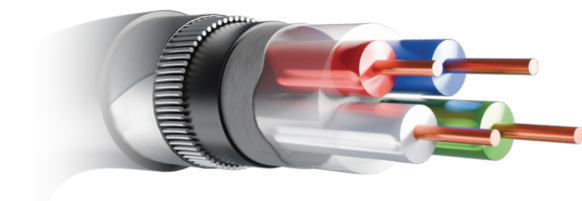


CONTROL CABLES
Widely used in industrial environments to transmit signals between control devices.



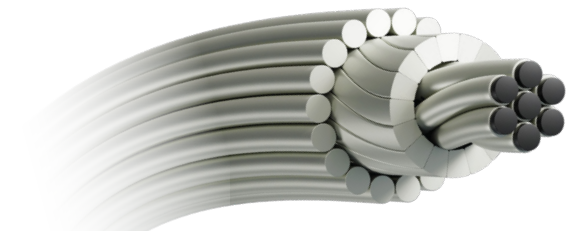
RENEWABLE ENERGY CABLES

Including photovoltaic (PV) solar panel cables, as well as solutions for wind farms, hydropower, and energy storage systems.



SPECIAL CABLES

Custom-designed for extreme conditions, such as fire resistance, underwater use, or high-temperature environments.



OVERHEAD CABLES

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



CABLE ACCESSORIES

Critical components for joining and terminating underground cables across medium voltage levels.



EXPERT SERVICES

RCGC enhances its high-quality product offerings with a comprehensive range of services designed to deliver efficient, reliable cable system solutions. These services support every phase of a project, from initial design through installation and ongoing maintenance.

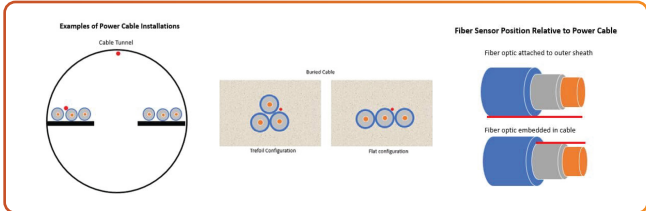
CABLE LAYING AND INSTALLATION
Professional installation of power cables to ensure a safe and efficient setup for all systems.



CABLE JOINTING
Expertise in creating high and extra high voltage joints, ensuring seamless and reliable power transmission.



MONITORING, REPAIR, AND MAINTENANCE
Utilizing advanced techniques, including distributed sensing technology, to maintain cable integrity and operational reliability.



TESTING AND COMMISSIONING
On-site testing and evaluations to ensure systems meet operational and regulatory standards before full deployment.



CABLE SYSTEM DESIGN
Customized designs for complex and large-scale cable networks, ensuring optimal performance and reliability.



INSTALLATION SYSTEM DESIGN
Tailored plans for aerial, underground, and underwater cable installations, designed to meet specific project needs.



TECHNICAL TRAINING
Comprehensive training programs for vendors, clients, and internal teams, focusing on maintenance and safety procedures to enhance operational efficiency.



LEADING IN INNOVATION AND MARKET ALIGNMENT
At Riyadh Cables Group, we are dedicated to continuous improvement in both capability and capacity. Through ongoing research and development, we advance cable and system designs, along with manufacturing techniques, to align with global market trends while meeting the unique needs of local markets. Our focus spans all product lines, including Low, Medium, and High Voltage cables up to 420kV, electric wires, overhead conductors, copper and fiber optic telecom cables.

This commitment is supported by our vertically integrated manufacturing model, which allows us to produce and rigorously test critical components in-house, including:

- 01

Copper Rods
- 02

Aluminum Rods
- 03

PVC (Polyvinyl Chloride)
- 04

Low Voltage XLPE (Cross-Linked Polyethylene)
- 05

Wooden and Steel Drums
- 06

Fillers / Polypropylene Yarns
- 07

LSHF (Low Smoke Halogen-Free) Materials

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

QUALITY CERTIFICATIONS & STANDARDS

RCGC adheres to the highest global quality standards to ensure the reliability, safety, and performance of its products. The Group is proudly certified by and aligned with leading international and regional organizations, which validate its focus on excellence and continuous improvement across all aspects of its manufacturing processes.

01	SASO (The Saudi Standards, Metrology and Quality Organization)	 الهيئة السعودية للمواصفات والمقاييس والجودة Saudi Standards, Metrology and Quality Org.
02	GSO (GCC Standardization Organization)	 هيئة التقييس الخليجية GCC Standardization Organization
03	IEC (International Electrotechnical Commission)	 International Electrotechnical Commission
04	ISO (International Organization for Standardization)	
05	BS (British Standards)	

06	ES (European Standards)	 EUROPEAN STANDARDS
07	AEIC (Association of Edison Illuminating Companies)	 EST 1885
08	ASTM (American Society for Testing and Materials)	 ASTM INTERNATIONAL
09	ICEA (Insulated Cable Engineers Association)	 INSURANCE • PENSIONS • INVESTMENTS • TRUSTS
10	IEEE (Institute of Electrical and Electronics Engineers)	
11	UL (Underwriters Laboratories Inc.)	 Underwriters Laboratories

ABOUT THIS REPORT

This is the Group’s second annual Sustainability Report focusing on the 2024 fiscal year. The report provides a detailed summary of Riyadh Cables Group's significant ESG and sustainability matters, opportunities and risks, and performance data. The report also covers relevant ESG policies, strategies, and pledges for the reporting period.

REPORT CONTENT AND TOPIC BOUNDARIES

This sustainability report is prepared in accordance to GRI Sustainability Reporting Standards.

- GRI 2: General Disclosures 2021
- GRI 3: Material Topics 2021
- Topic-specific Standards related to key material issues.

Also, it aligns with the Sustainability Accounting Standards Board (SASB) and Saudi Tadawul guidelines to provide comprehensive, transparent, and comparable ESG disclosures that meet both regulatory requirements and stakeholder expectations.

The reporting approach also aligns with the United Nations Sustainable Development Goals (UNSDGs), reflecting the Groups’ efforts to support global sustainability priorities through responsible business practices and strategic initiatives.

SUSTAINABILITY CONTEXT

The Group-wide approach to governance and compliance is included in Corporate Stewardship, and the Group’s ESG strategy is similarly mentioned in the Sustainability Approach. The messages from Riyadh Cables leadership reflect the Group’s efforts and highlight its key focus areas.

MATERIALITY

Our assessment is aligned with the objectives of the UN SDGs and the guidance of the GRI and considers national sustainability priorities. For further details on our materiality assessment, please refer to Material Matters.

FEEDBACK

We welcome feedback on this report and dialogue on our sustainability performance. Please address all feedback to Riyadh Cables Group Sustainability at IR@Riyadh-Cables.com



ESG COMMUNICATION

In 2023, RCGC strengthened internal communication by launching its SharePoint intranet, enabling company-wide access to announcements, events, training materials, and procedural updates. This platform supported more efficient information flow and alignment across departments. Additionally, the successful completion of the Group’s Initial Public Offering (IPO) further emphasized the importance of transparency and effective stakeholder communication.

In 2024, in line with its commitment to transparency and stakeholder engagement, RCGC has made significant strides in communicating its ESG initiatives through various digital platforms. The Group manages a total of 5 social media channels and 8 digital marketing channels, ensuring broad reach and engagement with diverse audiences. Over the past year, RCGC shared 27 posts and press releases focused on ESG topics, achieving an engagement rate of 4.8% on these posts.

Additionally, RCGC ran 3 targeted campaigns dedicated to advancing ESG initiatives, further strengthening its commitment to sustainability and social responsibility. To ensure transparency and easy access, 85% of RCGC’s ESG policies are prominently displayed on the company’s website, reinforcing its dedication to clear communication and accountability in its sustainability efforts.

LEADERSHIP MESSAGE

CHAIRMAN’S STATEMENT

Dear Stakeholders,

As we embark on the second year of our sustainability journey, Riyadh Cables Group continues to build on the strong foundation established over the past four decades. Our growth as a leader in the cables and wires industry is a testament to our commitment to economic excellence and our focus on sustainability. This report highlights the ongoing strides we are making in integrating ESG principles into every aspect of the Group’s operations.

We remain focused on a forward-thinking approach to sustainability, embedding it across our product development, operational strategies, and community engagement efforts. Each step we take reflects our efforts to shape a future where economic prosperity, environmental conservation, and social well-being go hand in hand.

Last year, Riyadh Cables Group established clear targets and built strong foundations by defining KPIs and objectives. These benchmarks have been integral to our strategy and are reflected throughout this report, highlighting the key areas where we have made significant progress in advancing the Group’s sustainability efforts.

Additionally, we have gained a deeper understanding of our priorities, refined our focus areas, and developed a strategy that aligns our long-term sustainability goals. This year, we are actively putting that strategy into action, ensuring that every decision and initiative is driven by the insights gathered. Our focus on addressing the most pressing material issues is stronger than ever, and this report reflects the tangible steps we are taking to create lasting impact.

Our journey toward sustainability is far from complete. We are actively pursuing new projects, forging partnerships, and driving continuous innovation that will contribute to a more sustainable future for all. With a clear vision, a robust ESG strategy, and a dedicated workforce, Riyadh Cables Group is well-positioned to continue leading in the years to come. We thank you for your continued trust and support as we progress on this important journey. Together, we are building a more sustainable, inclusive, and prosperous future.

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



KHALID AL-GWAIZ
Chairman of the Board Riyadh Cables Group

LEADERSHIP MESSAGE

CEO STATEMENT

Dear Stakeholders,

As we present Riyadh Cables Group’s second annual Sustainability Report, we take pride in reflecting on the Group’s continued progress and growth in advancing sustainability across its operations. Building on the foundation set in our inaugural report, this year marks a significant step forward in our journey toward achieving long-term, sustainable success. We remain focused on embedding sustainability into our strategic framework, ensuring we meet the needs of today while contributing to a greener, more equitable future for generations to come.

In the past year, we have made significant progress in refining our ESG strategic direction and initiating the reporting process. The Group has placed increased emphasis on reducing its carbon footprint and optimizing resource use throughout the value chain, yielding impactful results. Through investments in cutting-edge technologies and sustainable practices, Riyadh Cables has surpassed key environmental performance indicators, aligning its operations with global climate goals and reinforcing our role in advancing the energy transition.

Our efforts extend beyond operational enhancements, with a strong focus on the communities we serve. In 2024, Riyadh Cables launched several impactful initiatives aimed at fostering local empowerment and resilience.

Innovation remains a cornerstone of our approach, with new product developments and solutions that support renewable energy integration and promote environmental responsibility.

Looking ahead, we remain committed to setting ambitious goals and pursuing them with a clear roadmap for success. Through measurable sustainability targets, deepened stakeholder engagement, and responsible innovation, we will continue to move toward our vision of a more sustainable, inclusive future.

I am excited about the future we are building, and with the support of our teams, stakeholders, and communities, I am confident that Riyadh Cables Group will continue to set the benchmark for sustainable leadership in our industry.

Sincerely,
Borjan Sehovac
CEO, Riyadh Cables Group



BORJAN SEHOVAC
CEO, Riyadh Cables Group

SUSTAINABILITY APPROACH

Riyadh Cables Group Company is proud to present its second Sustainability Report, reaffirming its efforts to integrate sustainability across all operations. RCGC continues to prioritize workforce well-being, responsible resource management, and environmental stewardship, while expanding its positive impact on the communities and ecosystems it serves.

HUMAN SUSTAINABILITY

RCGC places strong emphasis on human sustainability by investing in the health, education, and professional development of its workforce. Through access to essential services, skill-building programs, and career growth opportunities, employees are empowered to thrive and contribute meaningfully to the organization and the broader industry.

The Group actively promotes initiatives that generate positive social outcomes, recognizing the interconnectedness of its operations with the communities it serves. Guided by the Brundtland definition of sustainability, meeting present needs without compromising the ability of future generations, RCGC remains focused on building a resilient and sustainable future.



ECONOMIC SUSTAINABILITY

RCGC’s economic sustainability strategy centers on optimizing resources, enhancing human capital, and maximizing asset management. Through continuous product and service enhancement, and a steadfast focus on innovation and operational efficiency, the Group maintains its industry leadership while setting new standards for quality and profitability.

ENVIRONMENTAL SUSTAINABILITY

Environmental responsibility is a core pillar of RCGC’s business continuity strategy. The Group actively conserves resources through initiatives such as waste reduction, material recycling (copper, aluminum, PVC, Wood & Steel), and the deployment of advanced technologies to extend product lifespans.

Key actions include:

- Waste reduction and recycling efforts
- Extending product life cycles
- Supporting global decarbonization initiatives



ECONOMIC SUSTAINABILITY

RCGC’s economic sustainability strategy centers on optimizing resources, enhancing human capital, and maximizing asset management. Through continuous product and service enhancement, and a steadfast focus on innovation and operational efficiency, the Group maintains its industry leadership while setting new standards for quality and profitability.

GOVERNANCE AND ESG LEADERSHIP

Through enhanced transparency and expanded disclosures, the Group stays ahead of industry expectations while proactively managing risks. RCGC’s ISO certifications in quality, health, safety, and environmental management demonstrate the Group’s ethical and sustainable practices. Senior leadership oversees ESG initiatives, conducts comprehensive risk assessments, and ensures the organization remains agile in adapting to emerging trends.

Key focus areas include:

- Comprehensive risk assessments
- Agile response to industry changes
- Delivering positive impacts for employees, communities, and the environment

COMMUNITY ENGAGEMENT AND SOCIAL RESPONSIBILITY

RCGC partners with leading charitable organizations to advance its community engagement and social development objectives. Key collaborations include the Developmental Housing Foundation (Sakan), the Charitable Foundation for Orphan Care (Ekhaa), the Saudi Social Responsibility Association, and the recently engaged Prince Sultan Medical City. Through these partnerships, RCGC supports initiatives that address housing, healthcare, and care for orphans, reinforcing its role as a responsible corporate citizen.

The Group also invests in the future workforce through its dedicated training center, equipping university graduates with essential skills in cable manufacturing and electrical project management. Initiatives such as Careers Day, held in collaboration with universities and industrial institutes, help create opportunities for young professionals and drive innovation in the sector.

Through these efforts, RCGC supports national development goals, strengthens the industry, and fosters sustainable economic and social progress.



COMMITMENT TO TRANSPARENCY AND ACCOUNTABILITY

RCGC upholds a robust culture of transparency and accountability as a core aspect of its governance and operational model. The Group ensures timely, accurate, and comprehensive disclosure of financial, environmental, and operational information to stakeholders. Internal controls, audits, and compliance systems are continuously strengthened to uphold ethical practices, mitigate risks, and ensure regulatory alignment. RCGC also promotes open communication channels across all levels of the organization, reinforcing a culture of responsibility and integrity in every aspect of its business.

CONTRIBUTING TO SAUDI VISION 2030

Riyadh Cables Group continues to align its growth strategy with Saudi Vision 2030 and the Kingdom’s broader sustainable development objectives. In support of this vision, RCGC is expanding its regional and international presence, developing advanced cable solutions tailored to the evolving needs of Saudi Arabia’s industrial and emerging sectors. Through localization initiatives such as the production of extra-high voltage and renewable energy cable accessories, RCGC contributes directly to the Kingdom’s transition toward a more diversified and sustainable economy.

Vision 2030 provides a strategic framework guiding RCGC’s investments and operational enhancements. The Group is increasing production capacity, strengthening internal capabilities, and expanding its product portfolio to meet the demands of the Kingdom’s transformative giga-projects. These actions position RCGC as a key enabler of Saudi Arabia’s infrastructure and energy ambitions, reinforcing its leadership in industrial innovation and sustainable development.



BROADER IMPACT

RCGC integrates the United Nations Sustainable Development Goals (SDGs) into its operations through focused initiatives that balance industrial growth with environmental responsibility. The Group emphasizes energy efficiency, innovation, and climate-resilient practices, aligning its activities with global sustainability priorities while minimizing environmental impacts.

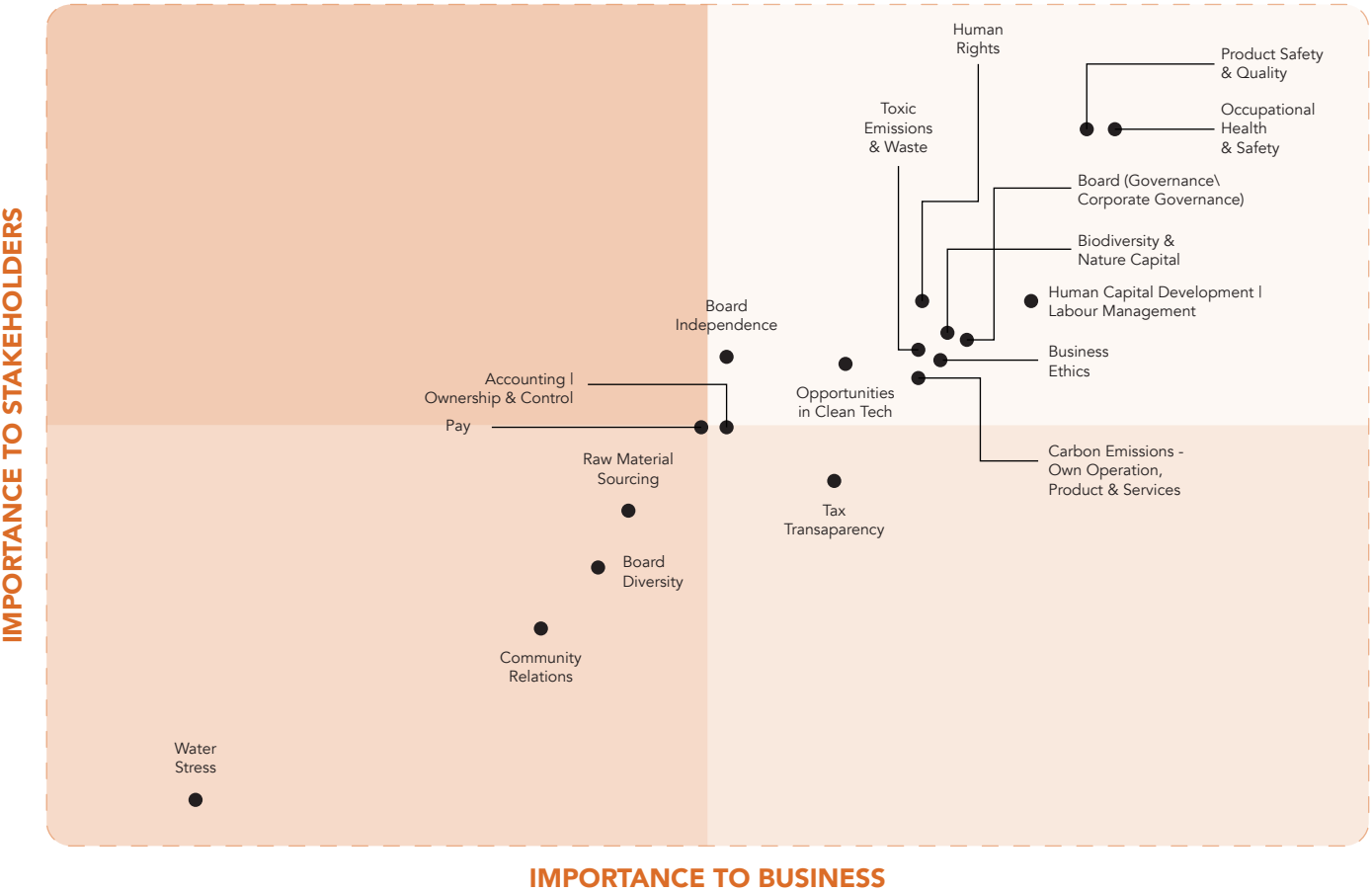
Beyond its environmental commitments, RCGC places strong emphasis on workforce development and community engagement. Through investments in training, education, and social inclusion initiatives, the Group strengthens economic resilience and promotes equitable growth within the communities it serves. This comprehensive approach positions RCGC as a forward-looking industry leader, delivering measurable contributions to global sustainability efforts and advancing a more inclusive and resilient future.

MATERIAL TOPICS

RCGC has conducted a comprehensive Materiality Assessment to identify and prioritize the ESG issues most significant to its operations and stakeholders. This process incorporated peer benchmarking, extensive stakeholder surveys, and direct interviews to ensure a balanced understanding of key priorities. As a result, 19 material topics were identified, with particular emphasis on occupational health and safety, product quality, labor management, human capital development, and business ethics. These topics form the foundation of RCGC’s ESG strategy and will guide future initiatives.

Active stakeholder engagement is central to this assessment. By working closely with executive leadership, departmental heads, and external partners, RCGC ensures that its ESG priorities align with both internal objectives and external expectations. Maintaining this ongoing dialogue is essential for keeping the ESG strategy relevant, responsive, and future-oriented.

MATERIALITY MATRIX OF RCGC



KEY STRATEGIC ACTIONS

The Materiality Assessment has provided valuable insights, leading to actionable recommendations that will further enhance Riyadh Cables Group’s (RCGC) Environmental, Social, and Governance (ESG) initiatives:

Enhanced ESG Monitoring

Implement dashboards to track key ESG metrics, offering real-time visibility into our progress on critical material topics. These tools will facilitate data-driven decision-making, promoting accountability across all levels of the organization.

Continuous Reassessment

Conduct a re-evaluation of our materiality assessment every two years or in response to emerging regulatory requirements. This will ensure that our ESG strategy remains relevant and adaptive to evolving challenges and opportunities.

Adoption of Global ESG Standards

RCGC has adopted MSCI and SASB standards to advance its focus on key ESG priorities, including energy management, clean technology, and waste reduction. This integration goes beyond mere compliance, empowering RCGC to build operational resilience and set new benchmarks for responsible manufacturing. By aligning with these globally recognized frameworks, RCGC enhances its transparency and accountability, contributing to the broader sustainability movement.

Expanding Stakeholder Involvement

Expand future assessments to include a wider range of external stakeholders, providing a more holistic view of RCGC’s impact and uncovering additional opportunities for sustainable growth.

Defined Accountability and Ownership

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

Continuous Industry Comparison

Regularly benchmark RCGC’s ESG practices against industry peers to identify best practices, stay ahead of trends, and continually improve performance.

Commitment to Sustainability

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

Sustainability at RCGC

Here’s a clean and structured rewrite of your text, keeping everything, you provided but removing duplications, streamlining flow, and making the titles consistent (non-capitalized as you prefer).

SUSTAINABILITY STRATEGY AND FOCUS AREAS

RCGC has developed a robust ESG strategy that reflects its efforts to create long-term value by addressing climate change, strengthening communities, and driving profitable, sustainable growth. The strategy is built around key focus areas and strategic orientations that guide operations and decision-making processes.

PURPOSE OF THE STRATEGY :

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

ESG FOCUS AREAS

CORPORATE STEWARDSHIP

This focus area reinforces ethical leadership, transparency, and responsible operations across all activities. It focuses on:

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

The following goals and KPIs have been established to drive progress within this focus area:

Goals:

- Corporate governance
- Tax transparency
- Board ethics and accounting
- Board independence and diversity

KPIs:

- Policies and practices for prevention of corruption, bribery, and anti-competitive behavior.
- Total monetary losses due to legal proceedings related to bribery and corruption.
- Total monetary losses due to anti-competitive behavior regulations.

CLIMATE ACTION

This focus area drives significant reductions in greenhouse gas emissions and energy consumption while promoting environmental stewardship. It focuses on:

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

The following goals and KPIs have been established to drive progress within this focus area:

Goals:

- Energy efficiency measures
- Transition to renewable energy
- Waste reduction and recycling
- Life cycle analysis of products
- Supply chain optimization
- Carbon offsetting

KPIs:

- GHG emissions (MtCO₂e)
- Total energy consumed
- Percentage of renewable energy used
- Amount of hazardous waste generated
- Recycling rate percentage
- Revenue from renewable energy-related and energy efficiency-related products
- Revenue of eligible products certified to energy efficiency standards

INCLUSIVE MERITOCRACY

This focus area fosters an equitable and inclusive corporate culture that embraces diverse perspectives and promotes fair opportunities for all. It focuses on:

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

The following goals and KPIs have been established to advance progress within this focus area:

Goals:

- Labor management
- Occupational health and safety
- Human rights
- Human capital development
- Community relations

KPIs:

- Long-term injuries (LTI), unsafe conditions, and fatalities
- Number of units recalled and monetary losses from legal proceedings related to safety
- Employee demographics
- Hours of training provided and strategies for talent attraction
- CSR initiatives and community engagement activities

STRATEGIC ORIENTATIONS & 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 the Group’s commitment to leading with responsibility and innovation.

CORPORATE GOVERNANCE

- Emphasizes transparency, ethical leadership, and strict accountability mechanisms.
- Enforces compliance, combats corruption, and ensures board integrity.
- Measures governance effectiveness through legal liability rates, compliance adherence, and ethical conduct metrics.



ENVIRONMENTAL RESPONSIBILITY

- Focuses on reducing greenhouse gas emissions, optimizing energy consumption, and transitioning to renewable energy sources.
- Tracks measurable outcomes, including emission reductions, improvements in energy efficiency, and revenue growth from sustainable products.
- Supports global decarbonization efforts and enhances operational resilience and market leadership.



SOCIAL EQUITY

- Prioritizes occupational well-being and the professional development of employees.
- Implements advanced safety protocols, comprehensive training programs, and active community engagement initiatives.
- Monitors progress through employee development metrics, safety performance indicators, and the effectiveness of community partnerships.



STRATEGY INTO ACTION

CORPORATE STEWARDSHIP

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

The governance structure is designed to ensure stringent oversight and dynamic strategic guidance. The Board of Directors, composed of a diverse group of experts, steers the company with a focus on sustainable growth, ethical practices, and operational resilience. The Board operates under the regulations of the Capital Market Authority and is supported by robust internal policies that promote financial discipline, transparency, and accountability.

FOUNDATIONS OF RESILIENCE AND SUSTAINABILITY

RCGC’s governance practices are grounded in a commitment to resilience, adaptability, and sustainable development. These three fundamental principles go beyond regulatory compliance, embedding integrity and accountability into the fabric of corporate culture. Through this unwavering dedication, RCGC ensures a sustainable future for all stakeholders and strengthens its position as a responsible and forward-thinking industry leader.

The governance framework is comprehensively detailed in the Board of Directors’ Annual Report. This report outlines the roles, responsibilities, and operational procedures of governance bodies, providing shareholders with valuable insights into the company’s operations, financial health, and strategic direction. By maintaining a high level of transparency, RCGC continues to foster trust and uphold its commitment to ethical business practices.

Throughout the fiscal year, RCGC’s governance practices have been aligned with Saudi Vision 2030. Emphasizing localization, innovation, and operational excellence, the Group 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.

LEADERSHIP STRUCTURE

The Board of Directors of Riyadh Cables Group consists of seven members, all appointed by the Shareholders’ General Assembly. The Board is composed of professionals with diverse expertise, providing strategic direction, governance, and oversight aligned with the company’s long-term goals.

The composition of the Board is carefully balanced, including independent, non-independent, executive, and non-executive members, promoting effective decision-making and inclusive governance. This diversity ensures that RCGC adheres to best practices in corporate governance while reinforcing principles of integrity, transparency, and accountability. All decisions made by the Board prioritize the company’s success and the well-being of its stakeholders, fostering continued growth and sustainability.

The Board of Directors at Riyadh Cables 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.

The Chairman of the Board is instrumental in guiding Riyadh Cables Group toward its strategic objectives. This includes defining a clear vision for the company, leading the Board in developing and refining strategic plans, and ensuring alignment between the company’s activities and its long-term goals. The Chairman also oversees the appointment and evaluation of the CEO, ensuring that leadership has the expertise necessary to drive the organization forward.

Effective communication is central to the Chairman’s responsibilities, facilitating productive interactions among Board members and ensuring transparency between the Board and shareholders. By encouraging constructive feedback and active participation, the Chairman fosters a culture of collaboration and strategic foresight.

BOARD COMMITTEES

To ensure robust governance and oversight, the Board has established specialized committees with clearly defined roles and responsibilities. These committees focus on critical areas of the company’s operations, enhancing accountability and performance.

EXECUTIVE COMMITTEE

Comprising five members, the Executive Committee is integral to shaping RCGC’s strategic direction. It evaluates management proposals, monitors performance, and ensures alignment with the group’s long-term objectives. Chaired by a Board-appointed member, the committee’s activities are regularly reviewed to ensure their effectiveness and relevance.

AUDIT COMMITTEE

This committee ensures the integrity of RCGC’s financial reporting, internal controls, and audit processes. It is fundamental to maintaining transparency and regulatory compliance. The committee is tasked with assessing the effectiveness of internal control systems, ensuring adherence to financial policies, and evaluating the overall financial health of the organization.

NOMINATION AND REMUNERATION COMMITTEE

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

CONFLICT OF INTEREST AND ETHICAL STANDARDS

Riyadh Cables Group (RCGC) upholds the highest standards of ethical conduct, transparency, and accountability through its comprehensive Conflict of Interest Policy. This policy ensures personal interests do not conflict with the company’s objectives, ensuring decisions prioritize the group’s interests 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 provides a structured framework for identifying, disclosing, and managing potential conflicts, in alignment with corporate governance principles, regulatory requirements, and ethical standards.

IDENTIFICATION AND DISCLOSURE

Transparency is essential to RCGC’s approach. All relevant parties must disclose any direct or indirect interests that could affect their impartiality. Potential conflicts must be reported promptly, documented, and addressed to maintain decision-making integrity. Disclosures are recorded in meeting minutes to ensure full accountability.

BUSINESS ETHICS TRAINING FOR MANAGEMENT

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

RCGC also demonstrates its commitment to ethical leadership by training 66 management-level employees in business ethics. This training enhances leaders’ ability to navigate complex challenges with integrity and transparency, embedding ethical governance into leadership practices.

MANAGING CONFLICTS OF INTEREST

To preserve impartiality, individuals with potential conflicts must recuse themselves from related discussions or decisions. The Board and relevant committees actively evaluate and resolve conflicts, ensuring the company’s integrity and stakeholder trust. This proactive approach fosters a culture of accountability and transparency across the organization.

PROHIBITION & OVERSIGHT

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



RISK MANAGEMENT AND OPPORTUNITY OPTIMIZATION

FRAMEWORK

Riyadh Cables Group has developed a comprehensive and robust risk management framework that aligns with global standards and integrates strategic risk considerations into all aspects of operations. Oversee by the Quality Assurance Department, this framework ensures precision, clarity, and adherence to industry best practices.

APPROACH

RCGC’s risk management strategy focuses on both mitigating potential risks and proactively pursuing opportunities. The Group employs advanced methodologies, such as Failure Mode Effects Analysis (FMEA) and SWOT analysis, to systematically identify, evaluate, and prioritize risks. These tools allow RCGC to anticipate threats with accuracy, facilitating informed decision-making.

Each risk is assessed based on its probability—considering factors like likelihood and historical data—and its consequences, including contractual losses, regulatory violations, and reputational damage. A Risk Factor Rating is determined by multiplying the probability and consequence scores. Risks that exceed a predefined threshold prompt the creation of mitigation plans, which are recorded in the Risk Register and cross-referenced with supporting documentation. This structured approach ensures critical risks are managed with precision, while lower-priority risks are continuously monitored.

OPPORTUNITY MANAGEMENT

Alongside risk mitigation, RCGC takes a proactive approach to managing opportunities. The Group evaluates potential opportunities through an Opportunity Register, assessing them based on factors such as market growth, operational efficiency, regulatory compliance, and reputation enhancement. The Opportunity Factor rating helps determine whether an opportunity should be actively pursued, explored further, or cautiously implemented under control conditions. This comprehensive framework reflects RCGC’s dedication to balancing risk management with opportunity optimization. By embedding these practices within the company culture, RCGC ensures resilience while fostering innovation and growth. The organization’s leadership in responsible risk management and strategic decision-making continues to set industry standards for excellence.





ANTI-CORRUPTION AND COMPETITION CONTROLS

Riyadh Cables Group is firmly committed to upholding the highest standards of ethical conduct through its comprehensive Anti-Corruption Policy. This policy emphasizes RCGC's dedication to integrity, transparency, and compliance with all relevant laws and regulations.

RCGC strictly prohibits any form of bribery, corruption, or unethical behavior, including the offering, soliciting, giving, or accepting payments, gifts, or benefits aimed at gaining an unfair advantage in business dealings. Any actions that compromise the integrity of RCGC's operations or relationships with stakeholders are prohibited.

The Anti-Corruption Policy not only ensures compliance with legal requirements but also sets a clear standard for ethical conduct in the industry. By embedding these principles into its corporate culture, RCGC strengthens its reputation as a responsible and ethical leader in the global cables and wires sector.

CORE PRINCIPLES OF THE ANTI-CORRUPTION POLICY

Zero-tolerance directive: RCGC adopts a zero-tolerance stance toward bribery, extortion, and corrupt practices. Employees and affiliates are strictly prohibited from engaging in activities that could create undue advantages in business transactions, applying to all interactions with private entities, public officials, and other stakeholders.

Gifts and benefits control: While acknowledging that certain business customs may involve exchanges, RCGC limits the value of gifts or benefits to SAR 2,000. Any exceptions require formal approval to ensure that objectivity and impartiality remain uncompromised. Gifts or benefits should not influence business decisions or create conflicts of interest.

Reporting mechanisms: RCGC has established secure reporting channels for employees to confidentially report incidents of suspected corruption or unethical behavior. These channels protect individuals from retaliation, ensuring prompt reporting of breaches.

Training and accountability: All employees must participate in regular anti-corruption training programs. These sessions ensure employees understand the legal, ethical, and organizational implications of engaging in or condoning corrupt practices.

55%

of Operations Assessed for Corruption Risk

ZERO

Corruption Linked Activities



ANTI-COMPETITIVE BEHAVIOR

RCGC remains committed to fair competition, adhering to regulations designed to prevent anti-competitive behavior. The company's Regulation of Competition Controls ensures business activities uphold transparency, ethics, and market integrity while complying with national and international competition laws.

RCGC's efforts to fair competition are highlighted through strict compliance measures that protect the integrity of its operations. These measures ensure business practices align with legal standards and promote ethical engagement in competitive markets.

RESTRICTIONS ON BOARD ACTIVITIES

To prevent conflicts of interest, RCGC prohibits Board members from engaging in business activities that compete with the company unless explicitly authorized by the General Assembly. Board members involved in competing ventures must disclose their involvement, which is formally recorded in meeting minutes. These members are excluded from voting on any related matters to ensure impartiality in governance.

WHISTLEBLOWER POLICY

RCGC's Whistleblower Policy provides protections to individuals associated with the company, including employees, management, consultants, suppliers, and the public. The policy covers a wide range of reportable concerns, such as fraud, theft, legal violations, conflicts of interest, environmental harm, health and safety breaches, and actions that may damage RCGC's reputation.

ASSESSMENT OF COMPETITIVE ACTIVITIES

RCGC follows a structured process to assess potential conflicts of interest arising from external activities. Factors considered in this evaluation include:

- Nature and scope: Type and geographic reach of the competing business
- Product/service similarity: Overlap between RCGC's offerings and the competing entity
- Target market: Alignment of the competing business with RCGC's client base
- Strategic impact: Conflicts with RCGC's strategic goals

Activities that directly compete with RCGC's core business operations are treated as violations and addressed accordingly.

REPORTING MECHANISM

RCGC offers 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 helps conduct thorough investigations and ensures all concerns are addressed effectively and confidentially.

INVESTIGATION PROCESS

Upon receiving a report, the Whistleblowing Officer or designated personnel conduct a preliminary assessment to evaluate the severity of the allegations. Depending on the details, relevant departments such as Finance, Health & Safety, or Human Resources may be consulted. Investigations are carried out meticulously, and findings are documented for review by the Audit Committee.

For cases involving senior employees, a specialized investigative team is established to ensure impartiality. While whistleblowers are kept informed about the progress, confidentiality is maintained to protect the investigation's integrity. Confidentiality and protection

RCGC prioritizes the confidentiality and protection of whistleblowers. Reports are handled discreetly, and the identity of whistleblowers is only disclosed when required, such as in regulatory investigations. Retaliation against whistleblowers is strictly prohibited, ensuring a safe environment for reporting in good faith. However, malicious or self-serving reports are subject to disciplinary action in accordance with the company's ethical standards.



COMPLIANCE AND FINANCIAL INTEGRITY

RCGC ensures full compliance with Saudi Arabia’s tax regulations, demonstrating a commitment to financial integrity and regulatory adherence.

ZAKAT COMPLIANCE

The Group adheres strictly to ZATCA’s provisions in calculating and remitting Zakat. Key processes include:

- **Annual Filing:** Preparation and submission of the Zakat declaration within 120 days after the fiscal year-end.
- **Auditing and Reconciliation:** Ensuring accurate accounting records, auditing, and reconciling discrepancies between provisional and final assessments.
- **Transparency:** Presenting Zakat provisions as a separate line item in the income statement for clarity and accountability.

The Finance Department works with tax advisors to oversee the Zakat declaration and secure clearance certificates from ZATCA, ensuring compliance and financial transparency.

VAT COMPLIANCE

RCGC maintains a strong VAT compliance framework:

- **Accurate Calculation:** VAT is calculated on all taxable transactions in line with applicable laws.
- **Timely Filing:** Monthly VAT returns are filed within required timelines to avoid penalties.
- **Internal Reviews:** A dedicated internal review mechanism ensures VAT calculations align with tax laws.

WITHHOLDING TAX COMPLIANCE

RCGC complies with Saudi Arabia’s withholding tax regulations as per Article 64 of the Income Tax Law. Withholding tax is accurately deducted on payments made to non-resident entities, based on the nature of services rendered.

The Finance Department handles monthly filings and ensures annual declarations are submitted within 120 days of the fiscal year end, maintaining full compliance with regulatory standards.

CAPITAL MARKET AUTHORITY (CMA) COMPLIANCE

RCGC complies with the Capital Market Authority’s rules on the offer of securities and continuing obligations, including timely and transparent disclosures. The Group ensures that all material information is disclosed in accordance with CMA requirements, maintaining integrity in investor communications and upholding market confidence.



SUPPLY CHAIN MANAGEMENT

RCGC recognizes the suppliers’ contribution to delivering high-quality products and services. The Group has established a comprehensive Vendor Approval Process, which evaluates and approves suppliers based on their ability to meet stringent technical, quality, and commercial standards, ensuring consistency in supply chain performance and fostering partnerships that align with RCGC's operational goals.

Supplier Evaluation Process

The process begins with the Purchasing Department, which requests technical specifications, quality certifications, and other relevant documentation from potential suppliers. Suppliers are assessed through the submission of a Quality, Health, Safety, and Environment (QHSE) questionnaire, and, if necessary, an on-site audit. Suppliers are classified into two categories:

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

Approval is granted once suppliers achieve a minimum score of 85% on the audit checklist and comply with RCGC’s technical and quality standards. The Quality Assurance Department, in collaboration with other departments, conducts regular performance evaluations to ensure ongoing adherence to these standards.

Supplier Communication and Performance Evaluation

RCGC maintains clear communication channels with suppliers to ensure that expectations, requirements, and performance metrics are consistently communicated. An ERP system is employed to monitor supplier performance on a quarterly, semi-annual, or annual basis. This monitoring includes assessing suppliers based on various factors:

78%

of suppliers have been assessed for Health, Safety, and Environment (HSE) violations, ensuring that they comply with safety and regulatory standards.

63%

of suppliers provide ESG reports & carbon footprint calculations, demonstrating their commitment to sustainability and environmental impact.

Suppliers who fail to meet quality, delivery, or sustainability standards are required to implement corrective action plans. In cases of persistent non-compliance, suppliers may be moved to the inactive supplier list. This process ensures that RCGC maintains strong, responsible, and high-performing supplier relationships while adhering to industry standards and sustainability goals.

42%

of the procurement is spent on local suppliers, highlighting RCGC’s strong commitment to supporting local businesses.

72%

of suppliers have been assessed for adherence to the Codes of Ethics and Human Rights policies, ensuring ethical and responsible business practices.

81%

of suppliers have been evaluated for Environmental and Sustainability Policies, reflecting RCGC’s focus on environmental responsibility.



DATA PRIVACYAND SECURITY

Riyadh Cables Group remains focused on upholding the highest standards of data privacy and information security, ensuring the confidentiality, integrity, and availability of all data it manages. Our Data Privacy Policy is aligned with legal frameworks and industry best practices, safeguarding personal and sensitive information from unauthorized access, disclosure, alteration, or destruction.

DATA ACCESS AND CONFIDENTIALITY

RCGC enforces strict access controls to ensure that personal data is only accessible by authorized personnel based on their roles and responsibilities. Identity and Access Management (IAM) systems are in place to prevent unauthorized access and maintain data confidentiality. To further enhance data protection:

- All employees sign Non-Disclosure Agreements (NDAs) upon onboarding.
- Regular audits are conducted to ensure compliance with internal data privacy protocols.

These measures ensure that sensitive information is handled with discretion, fostering trust and accountability within the organization.

ADVANCED DATA SECURITY MEASURES

RCGC adopts cutting-edge security technologies to mitigate cyber threats and protect data from breaches. Key security measures include:

- Encryption: Ensuring data is secure both at rest and in transit to prevent unauthorized access.
- Firewalls and Intrusion Detection Systems: Safeguarding the network from external threats.
- Vulnerability Assessments and Penetration Testing: Regularly identifying and addressing potential security gaps.

To support business continuity and data integrity, RCGC maintains comprehensive backup and recovery protocols, ensuring rapid 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 only kept for as long as necessary for its intended purpose or as required by law. Once the retention period ends:

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

EMPLOYEE TRAINING AND AWARENESS

Recognizing that employees play a crucial role in data security, RCGC invests in ongoing training programs to raise awareness of data privacy principles and responsibilities. Training includes:

- Identifying and preventing phishing and other cyber threats.
- Ensuring compliance with internal and external data privacy regulations.
- Handling sensitive data according to organizational protocols.

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

90%

of document transactions are digital

0%

client data breaches

742 GB

total database saved in cloud servers

90%

of services are run digitally

75%

of admin processes are run digitally

1

cybersecurity training sessions conducted for all Company employees

100%

of Invoices are digital

Key Metrics



CLIMATE ACTION

Riyadh Cables Group acknowledges the importance of climate action as a core element of its operational framework and strategic objectives. Our focus on the environmental dimension serves as a catalyst for innovation and operational excellence, aligning with global movements toward sustainable energy and resource management.

FORWARD LOOKING APPROACH

RCGC’s environmental strategy is focused on reducing key environmental impacts while promoting resilience and adaptability throughout our operations. Our approach includes:

Reducing Greenhouse Gas Emissions: The group focuses on lowering its carbon footprint through the integration of energy-efficient technologies and sustainable practices.

Transitioning to Renewable Energy: By adopting renewable energy solutions, RCGC supports global sustainability efforts while enhancing energy security.

Minimizing Waste: The Group’s innovative recycling initiatives aim to repurpose materials, reduce waste, and conserve resources.

Expanding Sustainable Product Offerings: Riyadh Cables extends its efforts to develop environmentally friendly products to meet the evolving needs of its clients and global markets.

MEASURING IMPACT AND SETTING GOALS

The environmental strategy is driven by metrics that track both immediate environmental impacts and long-term goals, including:

- 01

Reducing Waste through Recycling Initiatives
- 02

Enhancing Energy Efficiencies
- 03

Monitoring progress in reducing greenhouse gas emissions
- 04

Contributing to global decarbonization efforts

RCGC aims to lead, by example, to set benchmarks for environmental responsibility within the wire and cable industry regionally. The Group’s ambitious and attainable environmental goals ensure sustainable growth that benefits stakeholders and the planet.



ENVIRONMENTAL AUDITS

RCGC has conducted comprehensive internal and external environmental audits to assess compliance with regulations and strengthen its sustainability practices. The audits evaluated key areas such as energy conservation, resource management, waste reduction, and emissions control.

Internal Audit: 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 RCGC’s environmental footprint.

External Audit: The external audit was performed by PQS, a certification body, providing an independent review to ensure adherence to legal and regulatory frameworks, as well as international environmental standards.

KEY FINDINGS AND STRATEGIC RECOMMENDATIONS

The audits revealed several areas for improvement and refinement in our sustainability practices. Key findings include:

- Enhanced energy conservation strategies.
- Improved waste management and recycling efforts.
- Strengthened measures for controlling emissions.

These findings provide a foundation for advancing our environmental policies, ensuring a balanced approach to economic growth and environmental stewardship.

AIR QUALITY AND NOISE MONITORING

In accordance with Saudi Arabia’s General Environmental Law, RCGC conducted a thorough Air Quality and Noise Monitoring Report to evaluate and improve environmental health at our facilities. This initiative demonstrates the Group’s adherence to regulatory requirements and continuous environmental improvement.

OBJECTIVE OF THE STUDY

The objective of this audit was to evaluate the environmental impact of RCGC’s operations on air quality and noise levels within our Riyadh facilities. This aligns with our commitment to maintaining a safe workplace, ensuring regulatory compliance, and enhancing environmental performance. The study focused on measuring particulate matter (PM2.5 and PM10) and noise levels using advanced measurement tools.

METHODOLOGY AND IMPLEMENTATION

The audit utilized sophisticated equipment, including High Volume Air Samplers and Cirrus Optimus sound level meters, to assess air quality and noise intensity. Data was gathered at strategic locations on company premises to ensure comprehensive and accurate environmental assessment.

DISCUSSION AND FUTURE DIRECTIONS

While the audit results confirm compliance with national environmental standards, opportunities for further enhancement have been identified. Recommendations include:

- Adopting more advanced pollution control technologies to minimize emissions.
- Implementing industry’s best practices for optimizing air quality and noise management.

These steps will further minimize environmental impact and strengthen RCGC’s approach to operational efficiency and sustainability.

FINDINGS AND COMPLIANCE

The audit findings confirm that monitored parameters, such as PM2.5, PM10, and noise levels, met or exceeded national environmental standards:

- **Air Quality:** Particulate matter concentrations were well below threshold limits, demonstrating the effectiveness of current air quality management measures.
- **Noise Levels:** Noise intensity was maintained within acceptable ranges, ensuring compliance with safety standards and promoting workplace well-being.

CALIBRATION AND QUALITY ASSURANCE

To ensure the accuracy of measurements, all equipment used in the audit underwent regular calibration in line with certified procedures. This quality assurance process underscores RCGC’s commitment to transparency, ensuring the integrity and reliability of our environmental monitoring data.



SUSTAINABILITY ACTIONS

ENERGY EFFICIENCY

RCGC’s environmental management system is compliant with ISO 50001 (Energy Efficiency) and ISO 14001 (Environmental Management) and forms the basis of the Group’s efforts to reduce energy consumption and environmental impact. Key initiatives include:

- **Upgraded Equipment:** The implementation of energy-efficient technologies such as LED lighting, high-efficiency motors, and automated systems has substantially reduced energy consumption per production unit.
- **Energy Optimization:** Automated systems are used to manage energy usage during non-peak hours, ensuring optimal energy efficiency.

WASTE MANAGEMENT

RCGC has implemented a comprehensive waste management framework to minimize environmental impact. Key initiatives include:

- **Waste Segregation:** Categorizing waste at the source to improve the quality and volume of recyclable materials. Partnerships with Certified Waste Management Firms: Ensuring the safe disposal of hazardous waste through collaboration with certified professionals.
- **Process Optimization:** Reducing waste using environmentally friendly materials and optimized manufacturing processes.



WATER MANAGEMENT

Water conservation is central to RCGC’s sustainability strategy. Key initiatives include:

- **Water Recycling:** Advanced systems that treat and reuse industrial wastewater, reducing demand for fresh water and ensuring discharged water meets high quality standards.
- **Rainwater Harvesting:** Adoption of rainwater collection systems to complement water conservation efforts. Efficient Landscaping: Water-efficient landscaping techniques used throughout company facilities.

AIR QUALITY MANAGEMENT

RCGC’s efforts for improving air quality are reflected in advanced emission control technologies and pollution control systems. Key actions include:

- **Pollution Control Systems:** Installation of electrostatic precipitators and fabric filters to capture and treat airborne pollutants.
- **Regular Monitoring:** Ongoing monitoring and maintenance ensure compliance with both local and international air quality standards.
- **Carbon Footprint Reduction:** Efforts to explore renewable energy sources, including solar energy, contribute to reducing greenhouse gas emissions.

605,510 LITERS

Water Consumption
for Drinking:

DIGITALIZATION AND SUSTAINABILITY

RCGC is driving digital transformation to minimize paper consumption and facilitate operations. Replacing paper-based processes with electronic dashboards and ERP systems enhances operational efficiency while supporting environmental goals. The Group also promotes online meetings and digital communication to reduce the need for regional and local business travel, further decreasing emissions and contributing to sustainability objectives.

These initiatives align with RCGC’s comprehensive environmental strategy, promoting resource efficiency, reducing emissions, and fostering sustainable growth. By continuously innovating and adopting responsible practices, Riyadh Cables maintains its leadership in sustainability and environmental stewardship.

INNOVATIVE ENVIRONMENTAL INITIATIVES

RCGC drives several innovative initiatives to further reduce operational impacts and promote sustainability across its business activities, including:

- **Tree Planting:** Large-scale tree planting projects to enhance biodiversity and support carbon sequestration.
- **Sustainable Energy Transition:** Shifting from diesel to cleaner energy sources like natural gas and electric power to reduce emissions and increase energy efficiency.
- **Water Recycling:** Implementing advanced water circulation units for industrial water reuse, significantly reducing waste and conserving resources.
- **Sustainable Transportation:** Providing group transportation options for employees to reduce reliance on personal vehicles and minimize commuting emissions. Additionally, employees have access to financing for low-emission vehicles, encouraging eco-friendly personal transportation.
- **Logistics Optimization:** Transitioning to rail freight, which offers a lower carbon footprint compared to road transport, reducing logistics emissions.
- **Low-Carbon Business Travel:** Prioritizing low-carbon flight options for business travel by selecting airlines with lower CO2 emissions.



RESOURCE OPTIMIZATION

Riyadh Cables Group maintains a comprehensive protocol for the Safe Handling and Disposal of Waste. This framework is designed to mitigate manufacturing-related environmental impacts while enhancing resource management. It aligns with stringent environmental standards, supports our sustainability strategy, and cultivates a culture of responsible production.

Procedure Overview

The Waste Management Policy outlines systematic processes for the identification, classification, and disposal of waste. Waste is categorized into recyclable, non-recyclable, maintenance, and general waste streams. This method maximizes resource recovery and minimizes environmental impact by reducing dependence on landfills.

OPERATIONAL SPECIFICS

- **Waste Identification and Segregation:** Waste is identified and segregated at all stages of production across company facilities. Detailed guidelines ensure correct categorization, allowing for effective processing.
- **Advanced Processing Techniques:** The Group employs sophisticated waste processing methods, including recycling, resale, or repurposing, to maximize sustainability. All processes adhere to strict safety protocols and regulatory compliance.
- **Documentation and Compliance:** Riyadh Cables maintain thorough documentation of waste materials, ensuring traceability and accountability. Waste records are continuously reviewed through internal audits to verify compliance with environmental policies and regulations.
- **Regulatory and Quality Oversight:** The waste management framework is regularly evaluated and updated to comply with evolving environmental regulations. Internal and third-party audits ensure the effectiveness of our waste management strategies and maintain compliance with international standards.
- **Transparency and Reporting:** RCGC generates detailed reports on the lifecycle of waste materials, providing critical data that informs waste management strategies and resource allocation decisions.

RCGC fosters a circular economy through effective recycling initiatives that prioritize resource efficiency. The Group focuses on recovering valuable materials like copper, aluminum, PVC, and steel for reuse in our manufacturing processes or for resale to the market. Hazardous waste is managed with utmost care under the supervision of certified third-party entities, ensuring environmental compliance and minimal impact.

RECYCLED MATERIAL

3,258.3	TONS	Copper
1,925	TONS	Aluminum
12.6	TONS	Scrap Aluminum Tape
999	TONS	PVC (Strip & Lumps)

This waste management framework demonstrates RCGC’s proactive approach to sustainability, contributing positively to environmental preservation while maintaining our leadership in the manufacturing sector.

The group optimizes metal waste management by reprocessing metal residues, reducing environmental harm, and improving input material quality. These reprocessed materials are reincorporated into production or made available to customers, helping achieve a zero-waste production system.

MANAGEMENT OF HAZARDOUS EMISSIONS AND WASTES

RCGC follows a proactive strategy to manage hazardous waste, collaborating with third-party specialists to monitor, manage, and dispose of hazardous materials in compliance with environmental regulations. This reduces health risks and safeguards ecosystems.

INNOVATION IN MATERIALS

Riyadh Cables Group leads the way in sustainable cable manufacturing by advancing the development of environmentally friendly materials. A key breakthrough in this effort is the successful creation of eco-friendly metal sheaths as a sustainable alternative to traditional lead-based materials. This innovation tackles environmental concerns linked to lead pollution and enhances the safety, reliability, and lifespan of cable systems. By integrating sustainable materials, RCGC reduces its ecological footprint while aligning with global trends in green technology.

Additionally, RCGC has conducted extensive research on water treeing in cables, specifically studying the impact of soil salts common in Saudi Arabia and surrounding regions. These salts present challenges to cable performance and longevity. RCGC’s research focuses on developing materials and solutions that can withstand these harsh environmental conditions, improving the durability and reliability of its products. This initiative marks a significant advancement in cable technology, addressing the specific needs of regional infrastructure.

CARBON IMPACT & MITIGATION

Total Carbon Footprint

RCGC has conducted a comprehensive carbon emissions analysis across its operations, aligning with the Greenhouse Gas (GHG) Protocol. The assessment covers Scope 1, Scope 2, and Scope 3 emissions, providing valuable insights into potential areas for improvement.

SCOPE 1: DIRECT EMISSIONS

In the reporting period, Scope 1 emissions totaled 28,470 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 sources. This represents a reduction of over 8,000 tons of CO2 equivalent compared to the previous year, reflecting enhanced efficiency in fuel usage and operational controls.

SCOPE 2: INDIRECT EMISSIONS FROM ELECTRICITY

Scope 2 emissions, which result from purchasing electricity and water, represent the largest portion of RCGC’s carbon footprint, totaling 98,024 tons of CO2 equivalent.

178,226,741 KWH

Electricity Consumption

The 22.5% increase in Scope 2 emissions compared to 2023 is primarily attributed to higher production volumes and the associated rise in electricity consumption.

SCOPE 3: OTHER INDIRECT EMISSIONS

Scope 3 emissions, primarily from business travel, account for a smaller share of the total footprint, amounting to 27.19 tons of CO2 equivalent. While these emissions are minimal, the assessment highlights the challenges of accurately collecting Scope 3 data. RCGC plans to refine its data collection processes and expand the assessment to cover additional categories as outlined by the GHG Protocol.

RCGC leads the way in sustainable manufacturing through innovation and environmental responsibility. Through the development of eco-friendly products and the systematic analysis of carbon emissions, RCGC continues to align its operations with global sustainability standards.

Compared to the previous year, Scope 3 emissions decreased significantly, reflecting improved tracking. This progress marks a positive step toward enhancing the Group’s understanding of indirect emissions and supports its broader efforts to align with global best practices in climate responsibility.

CARBON INTENSITY

In 2024, RCGC’s carbon intensity improved compared to the previous year. Emissions per employee decreased from 39 tons CO2 in 2023 to 29.7 tons CO2, reflecting enhanced operational efficiency and emission management despite headcount growth. Similarly, emissions per SAR 1 million revenue declined from 15 tons CO2 to 13.45 tons CO2, indicating progress in decoupling business growth from carbon emissions.

GO GREEN INITIATIVE

In line with Saudi Arabia’s national “Saudi Green” initiative and RCGC’s Vision 2030 goals, the "Go Green Initiative" has been launched to drive sustainability and reduce CO2 emissions. This program aims to integrate environmental actions into the company’s core operations, enhancing the quality of life and contributing to global environmental health.

The initiative promotes a culture of sustainability by encouraging employees to engage in innovative practices that align with RCGC's environmental objectives. Key goals of the program include:

- Achieving significant CO2 emission reductions by the end of the decade.
- Raising awareness and fostering personal responsibility for environmental impact among employees.
- Supporting local biodiversity and contributing to broader environmental health.

To involve employees in the process, the initiative invites proposals for sustainability projects that align with RCGC’s strategic goals. This participatory approach encourages employees to use their creativity and expertise to drive real environmental change. A competitive aspect of the program ensures recognition and rewards for the two most impactful proposals, with senior management offering recognition to the winning teams.

Since its inception, the initiative has led to a range of project proposals, from small-scale changes to large, comprehensive strategies. Selected projects are currently being tested in pilot phases, with full implementation planned based on their success and impact.

Leading Change in Green Cable Solutions

RCGC continues to lead in sustainable product innovation with the following advancements:

Fully Recyclable Cables: These cables are designed to require no heat treatment during production, significantly reducing energy consumption and emissions.

High-Temperature Low Sag (HTLS) Conductors: Designed to enhance energy transmission efficiency, these conductors reduce overall system losses, improving the overall performance of electrical systems.

Low-Smoke, Zero-Halogen Cables: Engineered to emit minimal toxic and corrosive gases in the event of a fire, these cables provide enhanced safety for both human health and the environment.

RCGC has supplied 30,000 kilometers of cables for wind and solar applications, contributing to the generation of 4 GW of renewable energy across Saudi Arabia and the UAE. This underscores RCGC’s leadership in providing sustainable cable solutions tailored to the energy needs of the future.

INCLUSIVE MERITOCRACY

HUMAN CAPITAL

At Riyadh Cables, the focus on an inclusive and ethical workplace is reflected in the employment strategy, which integrates sustainability, diversity, and fair labor practices. Recruitment processes are designed to promote equal opportunity through multiple sourcing channels and standardized assessment tools. These ensure the selection of candidates who not only meet the required skill sets but also align with the company’s values and culture.

Onboarding employees participate in a structured orientation program that introduces them to RCGC’s operational environment, clarifies role expectations, and the company’s sustainability objectives. This onboarding approach ensures seamless integration and alignment from the outset.

RCGC’s human resources policies uphold ethical employment standards, in full compliance with Saudi labor laws and international benchmarks. All employees are provided with transparent contracts detailing employment terms, remuneration, and benefits. Competitive compensation packages—including health insurance, retirement plans, and performance-based incentives—support financial well-being and contribute to employee motivation and retention. These measures reflect RCGC’s focus on fairness, transparency, and long-term workforce satisfaction.

WORKFORCE STRATEGY & IMPLEMENTATION

Inclusive Meritocracy remains a central pillar of Riyadh Cables ESG agenda. The Company’s strategic orientation emphasizes building an equitable and inclusive work environment that leverages diverse talents and ensures transparent, merit-based growth opportunities.

In alignment with its established ESG pillars, RCGC continues to translate strategic intent into actionable outcomes through focused initiatives and measurable performance indicators.

SOCIAL EQUITY

RCGC actively cultivates a culture that supports inclusiveness, employee welfare, and continuous professional advancement. The Company’s approach to social equity is operationalized through:

- Implementation of robust health and safety systems that exceed industry compliance standards.
- Structured learning and development programs are designed to upskill the workforce and foster career progression.
- Targeted community investment initiatives that strengthen local partnerships and deliver measurable social impact.

Performance across these focus areas is assessed through key performance indicators, including employee training hours per capita, incident rates, employee satisfaction metrics, and community engagement indices. These KPIs provide clear insights into progress and ensure accountability in execution.



TALENT DEVELOPMENT AND GROWTH

Riyadh Cables Group prioritizes continuous learning as a central element of its human capital strategy. Comprehensive training and development programs are designed to enhance technical competencies and soft skills across all employee levels. These initiatives support both individual career progression and the organization’s capacity to adapt to an evolving industrial landscape.

Programs include on-the-job training, technical workshops, leadership development courses, and digital learning platforms, tailored to specific roles and operational requirements. RCGC regularly assesses the effectiveness of these training sessions through feedback, performance metrics, and impact evaluations to ensure alignment with strategic objectives and workforce needs. This structured approach promotes a culture of lifelong learning, enhances employee performance, and contributes to the long-term resilience and competitiveness of the company.

TRAINING OUTCOMES

In 2024, RCGC delivered a total of 64 training sessions for workers and 10 for management, alongside specialized sessions that advanced organizational safety and leadership. A total of 139 employees were trained in Health, Safety, and Environmental (HSE) systems and manuals. To support career progression, the Company sponsored 819 employees for external professional development courses.

Additionally, RCGC conducted 9 training sessions specifically aimed at skill sharing and nonprofit engagement, reinforcing its role in capacity building and social responsibility. Although no training was conducted for the executive or governing body during this period, the average number of training days per employee stood at 2. RCGC achieved full compliance with its ethical training objectives, with 100% of employees trained and informed on the company’s Code of Conduct.

RCGC remains committed to advancing employee welfare, capability building, and inclusivity, with plans to expand strategic programs that promote gender balance, talent retention, and succession planning across all levels of the organization.

WORKFORCE ENHANCEMENT PROGRAMS

In 2024, RCGC executed various training initiatives designed to enhance technical expertise and professional development across the organization.

Technical and Operational Training

Employees participated in specialized training programs focused on key manufacturing processes, including Drawing, Stranding, Extruding, Armouring, and Screening. These sessions were tailored to incorporate the latest industry standards and technological advancements, ensuring our workforce remains proficient in modern, cutting-edge techniques.

Safety and Compliance Training

Safety continues to be a cornerstone of RCGC’s operations. In alignment with international safety standards, the Group has implemented various programs such as Fire Safety, Forklift Safety, and QC Awareness Training. These initiatives foster a safe working environment and ensure strict compliance with safety regulations.

Professional Development Courses

RCGC is committed to fostering continuous learning and leadership growth. In 2024, employees took part in professional development courses including Project Management (PMP), Risk Management, Effective Negotiation Skills, and Leadership Development. These programs are significant for cultivating a strong leadership pipeline and empowering employees with the essential managerial skills for navigating the complexities of a dynamic industry.

In total, RCGC conducted over 683 internal training sessions and facilitated 161 external sessions led by renowned industry experts. This substantial investment in workforce development highlights the Group’s strategic focus on preparing employees to meet both current and future challenges, positioning them for success in an ever-evolving industry landscape.

884 | Total Internal and External Training Sessions



SKILL BUILDING

RCGC’s career development programs are designed to promote sustained professional growth and enhance both technical and managerial capabilities across the organization. These initiatives are aligned with long-term strategic goals, reinforcing operational excellence and building a future-ready workforce.

Recurring Technical Training

Technical programs are performed three times annually, ensuring that employees maintain proficiency in essential manufacturing processes. These sessions reinforce technical excellence and ensure alignment with evolving industry standards.

Leadership and Supervisory Development

Training programs for Supervisors and Engineers are tailored to enhance leadership and operational management skills. These initiatives prepare supervisory personnel to lead high-performing teams and contribute to continuous improvement across functions.

Administrative and Software Skills Training

Courses such as Advanced Excel are offered to boost employees’ capabilities in data handling, reporting, and analysis—critical skills for enhancing operational efficiency and supporting data-driven decision-making.

Quality Control Awareness

The QC Awareness program equips employees with a thorough understanding of quality standards and compliance requirements, supporting RCGC’s commitment to product excellence and customer satisfaction.

These structured programs highlight RCGC’s focus on nurturing talent and fostering a culture of continuous improvement. This investment in human capital reflects the company’s broader focus on innovation, operational excellence, and long-term sustainability.

CULTURAL DEVELOPMENT

At Riyadh Cables, inclusivity forms the foundation of all training initiatives, supporting the development of both Saudi and non-Saudi employees. In alignment with the Kingdom’s Vision 2030, the Group emphasizes the advancement of national talent while integrating diverse global perspectives. In 2024, a total of 477 Saudi employees participated in training sessions, demonstrating the Group’s focus on nurturing domestic capabilities. Alongside them, 367 non-Saudi employees engaged in these programs, reflecting RCGC’s inclusive approach to workforce development.

This balanced representation enriches the learning environment by fostering cross-cultural collaboration, expanding organizational capabilities, and strengthening cultural awareness across the workforce. Such integration enhances the Group’s global competitiveness while contributing to national economic and social objectives.

Looking ahead, RCGC is advancing its training strategy to align more closely with core business priorities. Plans include the introduction of specialized training modules tailored to emerging technologies and market shifts. To improve access and flexibility, the Group is also exploring digital learning platforms that allow employees to participate in training programs with greater convenience and effectiveness.



WORKPLACE WELLBEING

Riyadh Cables prioritizes the well-being of its workforce as a fundamental aspect of its operational strategy. The Group’s employee welfare framework integrates Saudi labor regulations with international best practices, ensuring a balanced, safe, and empowering work environment for all staff. By focusing on equity, inclusion, and long-term sustainability, RCGC creates a workplace culture where employees feel valued, supported, and motivated to perform at their best.

This approach extends beyond compensation to include health and safety, professional development, and work-life balance. Through consistent investment in human capital, RCGC meets its ethical responsibilities as an employer and increases organizational resilience and competitiveness in the global market. The Group views employee welfare not as a standalone program, but as an essential component of its broader efforts to responsible business practices and sustainable growth.

WORK-LIFE BALANCE AND RETENTION

RCGC recognizes the diverse needs of its employees and provides a variety of leave options, including annual, sick, Hajj, marriage, and parental leave. Female employees benefit from 10 weeks of maternity leave, while male employees are entitled to three days of paternity leave to support early family bonding. Examination leave is also provided for those pursuing academic goals, promoting professional development alongside personal growth. These initiatives contributed to a 100% return rate following parental leave in 2024, reflecting the company’s commitment to a healthy work-life balance.

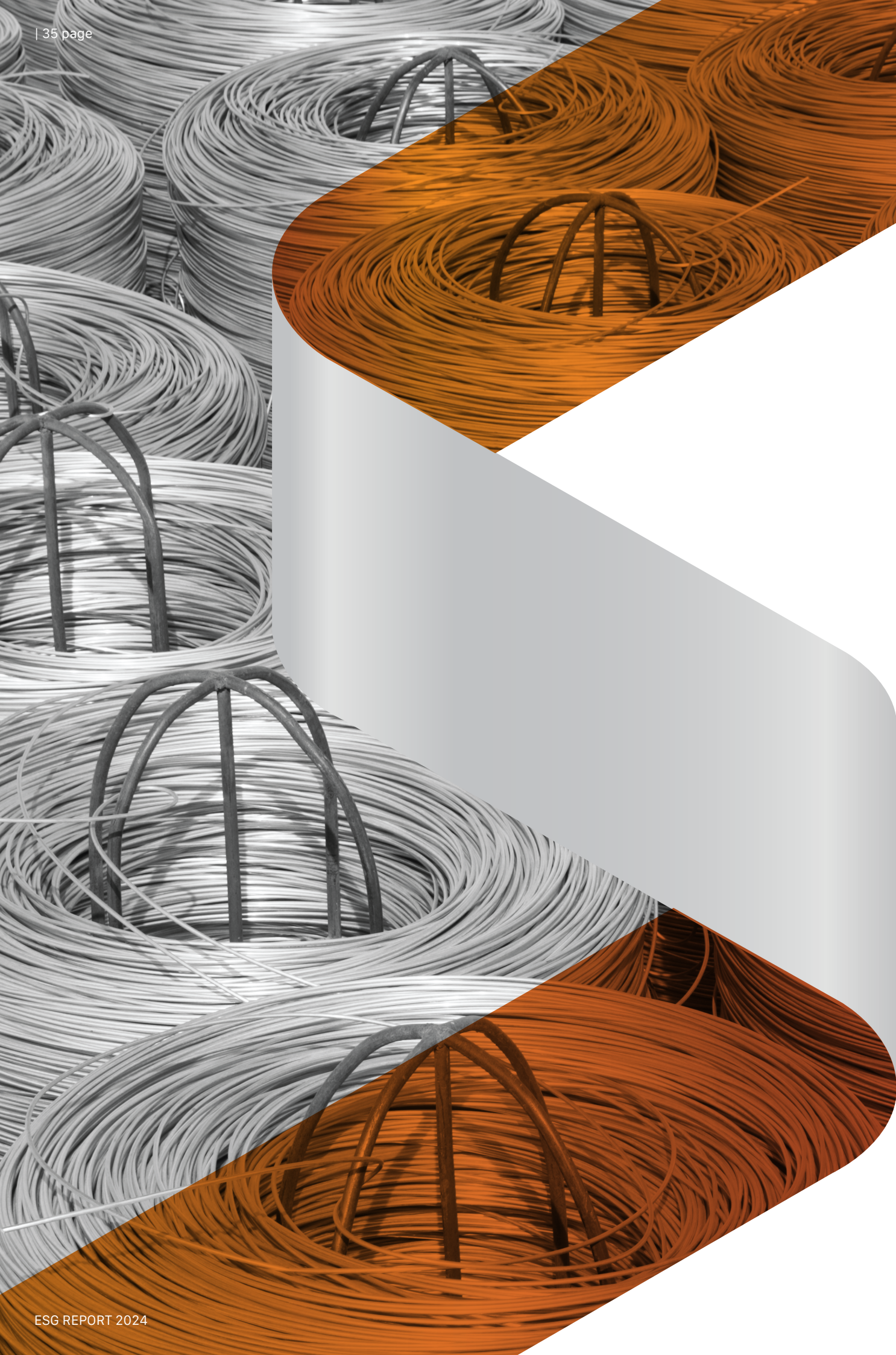
In terms of employee retention, RCGC continues to maintain a stable and engaged workforce, with a turnover rate of 17% in 2024. The Group actively monitors its employment practices and aims to further enhance retention by fostering an inclusive, supportive environment that prioritizes employee satisfaction and long-term professional development.

EQUITABLE COMPENSATION

RCGC offers a transparent and fair compensation framework grounded in the principles of equal pay for equal work. Salaries are determined by role, experience, and qualifications, ensuring fairness across all positions and genders. The Group also implements structured annual bonuses and performance-based incentives to recognize and reward employee achievements. In 2024, the remuneration ratio between executive leadership and workers stood at 3.4, reflecting a balanced approach to compensation across organizational levels.

To strengthen retention and encourage long-term performance, RCGC launched an Employee Long-Term Incentive Plan. This initiative involves allocating treasury shares to employees who meet performance benchmarks, including ESG-related KPIs. In addition to fostering collaboration and team alignment, the plan promotes a sense of ownership, stability, and shared success among employees.





SAFETY AND WELLNESS

At RCGC, the health, safety, and well-being of our workforce are our top priorities. All employees are provided with comprehensive medical insurance, ensuring that they have access to timely and effective care. Workplace safety is managed through clear and stringent protocols, designed to prevent and mitigate work-related injuries, guaranteeing a secure and supportive environment for all staff.

Also, RCGC's wellness clinic is essential in supporting the physical and mental health of the Company's employees. The clinic offers a wide range of services, including preventive healthcare, routine health assessments, and personalized wellness programs, designed to address the diverse needs of our workforce. Staffed by experienced healthcare professionals, the clinic provides a confidential, supportive space where employees can receive tailored care.

The facility focuses on promoting a comprehensive approach to health, significantly improving employees' overall well-being, encouraging healthy lifestyle choices, and supporting long-term productivity. This initiative reflects the Group's efforts to nurture both the personal and professional growth of its team.

SESSONAL INFLUENZA VACCINATION CAMPAIGN

RCGC successfully conducted a seasonal influenza vaccination campaign for employees, aiming to promote health and well-being across the organization. The initiative provided employees with easy access to the vaccine, ensuring a safer and healthier work environment. By encouraging participation in this preventive health measure, RCGC further demonstrates its commitment to the welfare of its workforce, reducing the risk of illness and supporting overall productivity.

SPORTS ENGAGEMENT

To encourage physical activity and support employee wellness, RCGC organized a series of engaging sports events. These activities, ranging from tournaments and fun runs to charity games and wellness workshops, fostered camaraderie, boosted team spirit, and brought employees together in support of both their well-being and teamwork. A highlight of the year was the support for the Company's basketball team, with matches and tournaments that celebrated their achievements and encouraged an active, team-focused environment.

COMMUNITY HEALTH

In addition to internal well-being programs, RCGC also contributes to broader community health through regular blood donation drives. These initiatives offer staff a practical opportunity to contribute to their well-being through a safe and beneficial health activity, while also fostering a strong sense of purpose and shared responsibility. Through such efforts, RCGC advances its role as a responsible industry leader, promoting well-being not only within the organization but across the wider community and value chain.

EQUITY, INCLUSION, AND OPPORTUNITY

Riyadh Cables fosters a workplace culture where diversity and inclusion are both respected and embedded in daily practices. With a workforce representing over 27 nationalities, the Group continues to build an inclusive culture that leverages varied perspectives, experiences, and talents to drive innovation and global competitiveness.

27+ | Nationalities Employed

A GLOBALLY DIVERSE WORKFORCE

RCGC’s international team is a cornerstone of its operational success. As of 2024, the Group employed 1,150 Saudi nationals alongside a strong representation from Bangladesh (836 employees), Pakistan (655), India (422), and Sri Lanka (329), among others. This multicultural composition enhances the Group’s ability to understand and respond to diverse markets, strengthen cross-cultural collaboration, and adapt to an increasingly interconnected business environment. RCGC’s inclusive approach ensures equal welfare provisions for Saudi and non-Saudi employees alike. As of 2024, the Group supported Saudi and non-Saudi nationals under its welfare programs, emphasizing a commitment to cultural diversity and equity in benefits distribution.

SUPPORTING NATIONAL EMPLOYMENT

The Group remains committed to supporting national development through the employment and growth of Saudi talent. This aligns with the Kingdom’s Vision 2030 goals, while also promoting RCGC’s role as a responsible and forward-looking employer.

INCLUSION THROUGH ACTION

- To support a more inclusive environment across all employee groups, RCGC has taken the following initiatives:
- **Cultural Competency Training:** Programs designed to enhance team collaboration in a multicultural setting.
 - **Inclusive Recruitment:** Equitable hiring practices to ensure fair opportunities across nationalities and backgrounds.
 - **Adaptive Communication Strategies:** Enhancing internal communication tools and practices to reflect the diverse needs of a multilingual, multicultural workforce.

These efforts aim to strengthen cohesion, mutual respect, and equal opportunity within the Company, empowering all employees to thrive and contribute meaningfully to RCGC’s continued success.

GENDER DIVERSITY AND REPRESENTATION

Recognizing that gender diversity contributes to long-term success, RCGC is working to increase female representation across the organization. As of 2024, the Group employed 37 women. To build on this progress, RCGC plans to strengthen its recruitment efforts, launch leadership development and mentorship programs for women, and promote an inclusive workplace culture that ensures equal opportunities for professional growth regardless of gender.

Diversity and inclusion are central to RCGC’s values and fundamental to its long-term strategy as a global industry leader. The Group views an inclusive workplace as key to attracting talent, retaining high-performing teams, and building a sustainable future.

EMPLOYEE ENGAGEMENT AND LABOR PRACTICES

As a leader in the manufacturing sector, RCGC focuses on fostering an environment that engages employees and adheres to the highest labor practices. Our emphasis on inclusivity and continuous skill development is central to empowering our workforce and ensuring that we continue to thrive as an industry leader.

OPEN DIALOGUE AND FEEDBACK

Riyadh Cables believes that open communication and feedback are essential to its organizational culture. By conducting regular employee surveys, hosting town hall meetings, and maintaining an open-door management policy, RCGC ensures that every employee’s voice is heard and valued. This transparent approach fosters a collaborative work atmosphere where ideas and concerns are addressed, driving continuous improvement across all levels of the company.

GRIEVANCE RESOLUTION AND EMPLOYEE APPEALS

RCGC is dedicated to maintaining a fair and transparent workplace, supported by a structured grievance and appeals process that aims to resolve employee concerns promptly and equitably. Employees are given a clearly defined three-day window to submit grievances, ensuring timely responses to issues. The Company pledges to address these concerns within five working days, promoting a culture of accountability and responsiveness.

In cases where further review is required, RCGC offers a comprehensive appeals process, allowing employees to request reconsideration within seven working days of the initial decision. This ensures that every case is evaluated thoroughly and fairly. To ensure accessibility, grievances can be submitted through multiple channels, including physical complaint boxes, electronic submission platforms, and the company’s internal IT service management portal. This multi-channel approach offers flexibility and convenience, enabling employees to voice concerns in a manner that suits their preferences.

Grievances are reviewed by a multidisciplinary committee, including HR specialists, legal advisors, and senior management. This ensures impartiality and thorough consideration of each case. By maintaining a structured and transparent grievance process, RCGC reinforces its commitment to a workplace built on fairness, inclusivity, and support for all employees.

The company recorded no employee complaints or whistleblower reports requiring resolution during the year.

GOSI COMPLIANCE

RCGC adheres fully to the regulations of the General Organization for Social Insurance (GOSI), ensuring that all employees are covered for retirement, disability, and workplace injury risks. Monthly contributions are made by Saudi law, securing employees’ rights and financial protection.



SUPPORTING LOCAL COMMUNITIES

RCGC plays an active role in supporting societal welfare through partnerships with charitable organizations across Saudi Arabia. These collaborations include:

Charitable Foundation for Orphan Care

Saudi Social Responsibility Association

Prince Sultan Medical City

These initiatives ensure that RCGC’s contributions make a lasting, positive impact on society, advancing social well-being and development.

RCGC invests in youth development through its specialized training center, providing recent university graduates with hands-on experience in cable manufacturing and electrical project management. This training equips them with essential skills for industry.

Furthermore, RCGC collaborates with local universities and industrial institutes to sponsor Careers Day, creating valuable career pathways for young professionals.

Through its support of social initiatives and investment in the next generation, RCGC contributes to the Kingdom’s long-term social and economic development, further emphasizing its role as a driver of sustainable progress.

SAFE WORKPLACE

At Riyadh Cables Group, QHSE management is central to our operational approach. Aligned with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards, The Group’s QHSE system reflects its focus on excellence in quality, environmental responsibility, and occupational health and safety.

Riyadh Cables leadership team actively shapes and implements QHSE policies, ensuring these principles are embedded in decision-making processes. This proactive involvement fosters a culture of safety and environmental responsibility across all levels of the organization, ensuring the Group maintains the highest standards throughout our operations.

RISK MANAGEMENT AND OPERATIONAL INTEGRITY

RCGC's risk management strategy is built on detailed planning and proactive mitigation. The Group’s comprehensive Hazard Identification and Risk Assessment (HIRA) process identifies potential operational risks and informs the creation of controls that meet regulatory requirements and safety standards. Riyadh Cables continually update these controls to incorporate technological advancements and maintain operational integrity and safety.

ADAPTIVE POLICIES FOR CONTINUOUS IMPROVEMENT

Riyadh Cables QHSE policies evolve in response to emerging challenges and innovations. These policies govern all aspects of our operations, from production to waste management, ensuring safety and minimal environmental impact. By promoting a culture of continuous improvement, we empower every member of our organization, from factory workers to executive leadership, to contribute to achieving our health, safety, and environmental objectives.

SAFETY AWARENESS

RCGC invests in extensive training programs to enhance Health, Safety, and Environmental (HSE) awareness and competence across its workforce. These programs cover a wide range of topics, from foundational safety protocols to advanced emergency response techniques. The goal is to enhance employee skills, ensuring they perform their roles safely and confidently. Regular competency assessments measure the impact of training and identify areas for improvement, reinforcing a culture of safety and operational excellence throughout the organization.

RCGC ensures a safe work environment through comprehensive QHSE training, both internal and external. These programs meet the highest safety standards and cover general safety practices, specific work-related hazards, high-risk activities, and hazardous situations.

139 | Employees Trained on HSE System Manuals

RELEVANT INDICATORS:

Number of Trainings Conducted: **844**

External Training: **161 sessions**

Internal Training: **683 sessions**

Number of hours trained on HSE: **1735**

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 RECORDABLE WORK-RELATED INJURIES:

Employees: **71 Injuries**
(1412 lost workdays over 5.51 per million hours)

Workers not employed by RCGC but working under RCGC’s control: **0 Injuries**

MAIN TYPES OF WORK-RELATED INJURIES:

Traumatic Injuries (Cuts/ Lacerations – Fractures – Bruises/Contusions -Amputations – Crush).

NUMBER OF HOURS WORKED

Employees: **12,875,430 hours**

Workers not employed by RCGC but working under RCGC’s control: **160,650 hours**

EMERGENCY PREPAREDNESS

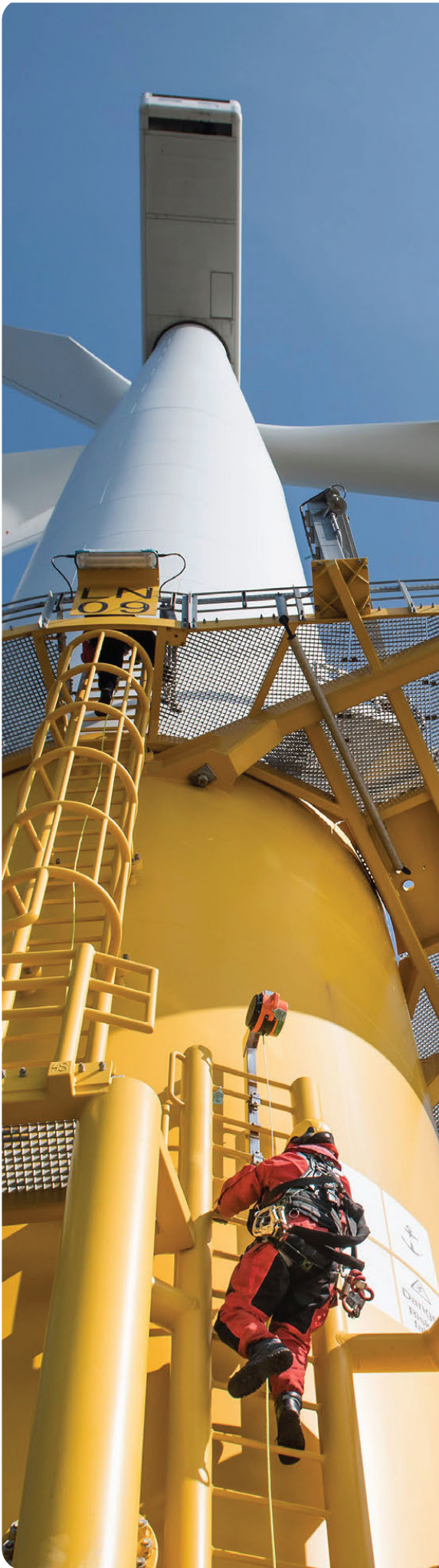
Riyadh Cables Group maintains a firm commitment to emergency preparedness and environmental conservation. Comprehensive emergency response plans and regular drills equip teams to act swiftly and effectively in unforeseen situations, ensuring readiness across all operational levels. These initiatives comply fully with regulatory requirements while reinforcing the Group’s commitment to protecting environmental integrity.

RCGC’s approach extends beyond compliance, emphasizing pollution prevention, resource efficiency, and advanced waste management practices. By proactively minimizing ecological impact and optimizing resource use, the Group strengthens its position as a leader in sustainability and operational excellence.

STAKEHOLDER COMMUNICATION

Transparency and accountability form the foundation of RCGC’s HSE practices. Open communication channels with employees, local communities, regulatory bodies, and customers foster trust and reinforce the Group’s dedication to HSE excellence. Regular disclosures on performance and initiatives ensure stakeholders are continuously informed.

Compliance is an uncompromising priority at RCGC. Regular audits and reviews are conducted to ensure that all operations meet or exceed legal and regulatory standards, supporting continuous process improvements and maintaining high operational integrity.



AUDIT PROTOCOLS

Riyadh Cables follows a systematic audit process to evaluate and verify the effectiveness of its health, safety, and environmental practices. This rigorous methodology ensures that all operations align with internal policies, regulatory requirements, and recognized industry benchmarks.

PREPARATION AND PLANNING

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

OPENING MEETING

An initial meeting with key personnel establishes the audit's scope, methodology, and schedule. This session fosters transparency and encourages collaboration across all relevant departments.

On-Site Inspection

Auditors conduct thorough inspections of facilities, equipment, and operational practices, focusing on critical safety components, including:

Fire Safety Equipment: Inspecting portable fire extinguishers, fire hose reels, and fire pumps to ensure compliance with NFPA standards through manual checks, functionality tests, and hydrostatic testing.

Fire Detection and Alarm Systems: Testing smoke detectors, alarm panels, and related components during routine inspections.

Personal Protective Equipment (PPE): Verifying that all PPE meets required standards, and that compliance is maintained through regular safety tours.

OPERATIONAL COMPLIANCE ASSESSMENT

A detailed review of safety documentation, training records, maintenance logs, and compliance reports is conducted to identify gaps between established policies and actual practices. These insights are significant for enhancing operational effectiveness and maintaining regulatory compliance. Interviews with employees and observations of daily operations are carried out to assess awareness and adherence to safety protocols.

Emergency response drills and daily safety measures are evaluated during comprehensive site walkthroughs. Auditors then compile their findings into a detailed report, highlighting deficiencies, non-compliance issues, best practices, and opportunities for improvement. A closing meeting with management and relevant staff is being held to discuss preliminary findings, provide clarifications, and gather immediate feedback before finalizing the audit report.

Riyadh Cables then implements corrective actions to address identified audit findings. Follow-up reviews are scheduled to confirm that all improvements have been effectively executed and sustained.

PROACTIVE INCIDENT MANAGEMENT

Riyadh Cables Group maintains a proactive incident reporting and investigation system to ensure all unexpected events are promptly addressed and lessons are embedded into operational practices. This process reacts to real-time events, requiring immediate reporting by employees or contractors to their line managers.

Investigations focus on identifying root causes, corrective measures, and systemic improvements to prevent recurrence. Significant incidents involving injuries, fatalities, or environmental damage are escalated to external authorities in full compliance with regulatory requirements. Through documentation and data analysis, it supports continuous improvement and strengthens the safety culture across operations.

EMERGENCY RESPONSE FRAMEWORK

RCGC has developed a robust communication, participation, and consultation framework designed to optimize the effectiveness of its HSE management system. This framework facilitates information exchange within the organization and with external stakeholders, ensuring that critical HSE directives are clearly communicated and understood.

Departmental vice presidents and general managers are responsible for ensuring that all personnel are informed about RCGC’s environmental policies, health and safety objectives, and their respective roles in achieving these goals. Information is disseminated through various channels, such as digital displays, specialized training sessions, and regular HSE-focused meetings, guaranteeing alignment with RCGC’s high HSE standards across all levels of the organization. To promote a culture of continuous improvement, RCGC encourages active employee engagement through a structured suggestion scheme, enabling employees to propose improvements to HSE practices. This initiative fosters a sense of ownership and involvement in shaping the Group’s safety and environmental strategies. Ongoing HSE discussions and meetings support this participatory environment, allowing employees to contribute to the development and implementation of RCGC’s HSE strategies.

RCGC’s comprehensive emergency communication framework ensures swift and effective responses during critical situations. It outlines clear procedures for reporting significant environmental hazards and occupational risks, ensuring rapid notification and response. These protocols are aligned with RCGC’s broader emergency response strategies, reflecting the company’s commitment to safety and operational excellence.



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. The service was performed on the English version of the report.

STATEMENT OF USE	Riyadh Cables Group Company has reported in accordance with the GRI Standards for the period Jan 2024 - December 2024
GRI 1 USED	GRI 1: Foundation 2021



CONTENT INDEX
ESSENTIALS SERVICE

2025

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S) AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	Journey of Innovation and Quality - Page 02-07			
	2-2 Entities included in the organization’s sustainability reporting	About this Report - Page 08-09			
	2-3 Reporting period, frequency and contact point	About this Report - Page 08-09			
	2-4 Restatements of information	No restatements for the reporting year			
	2-5 External assurance	This Report has not been assured by an external party			
	2-6 Activities, value chain and other business relationships	Journey of Innovation and Quality - Page 02-07			
	2-7 Employees	Human Capital - Page 31-38			
	2-8 Workers who are not employees	Human Capital - Page 31-38			
	2-9 Governance structure and composition	Corporate Stewardship - Pages 17-24			
	2-10 Nomination and selection of the highest governance body	Corporate Stewardship - Pages 17-24			
	2-11 Chair of the highest governance body	Corporate Stewardship - Pages 17-24			
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Stewardship - Pages 17-24			
	2-13 Delegation of responsibility for managing impacts	Corporate Stewardship - Pages 17-24			
	2-14 Role of the highest governance body in sustainability reporting	Corporate Stewardship - Pages 17-24			
	2-15 Conflicts of interest	Corporate Stewardship - Pages 17-24			
	2-16 Communication of critical concerns	Corporate Stewardship - Pages 17-24			
	2-17 Collective knowledge of the highest governance body	Corporate Stewardship - Pages 17-24			
	2-18 Evaluation of the performance of the highest governance body	Corporate Stewardship - Pages 17-24			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S) AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: GENERAL DISCLOSURES 2021	2-19 Remuneration policies	Human Capital - Page 31-38			
	2-20 Process to determine remuneration	Human Capital - Page 31-38			
	2-21 Annual total compensation ratio	Human Capital - Page 31-38			
	2-22 Statement on sustainable development strategy	Sustainability Approach - Page 12-13			
	2-23 Policy commitments	Corporate Stewardship - Pages 17-24			
	2-24 Embedding policy commitments	Corporate Stewardship - Pages 17-24			
	2-25 Processes to remediate negative impacts	Human Capital - Page 31-38, Corporate Stewardship - Pages 17-24			
	2-26 Mechanisms for seeking advice and raising concerns	Human Capital - Page 31-38, Corporate Stewardship - Pages 17-24			
	2-27 Compliance with laws and regulations	Corporate Stewardship - Pages 17-24			
	2-28 Membership associations	Sustainability Approach - Page 12-13, Quality Certifications and Standards Page 07			
	2-29 Approach to stakeholder engagement	ESG Communication - Page 09, Material Matters Page 14			
	2-30 Collective bargaining agreements	NA		Legal Prohibitions	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	Material Matters Page - 14			
	3-2 List of material topics	Material Matters Page - 14			
Opportunities in Clean Tech					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	Climate Action - Page 25-30			
	203-2 Significant indirect economic impacts	Climate Action - Page 25-30			
Board (Governance/Corporate Governance); Accounting Ownership and Control; Tax Transparency; Business Ethics					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S) AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Competition Controls - Page 20			
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Competition Controls - Page 20			
	205-3 Confirmed incidents of corruption and actions taken	No Incidents of Corruption have been documented in the year 2024			
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Corruption and Competition Controls - Page 20			
GRI 207: TAX 2019	207-1 Approach to tax	Compliance & Financial Integrity - Page 22			
	207-2 Tax governance, control, and risk management	Compliance & Financial Integrity - Page 22			
	207-3 Stakeholder engagement and management of concerns related to tax	Compliance & Financial Integrity - Page 22			
	207-4 Country-by-country reporting	Compliance & Financial Integrity - Page 22			
Raw Material Sourcing					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	Climate Action - Page 25-30			
	301-2 Recycled input materials used	Climate Action - Page 25-30			
	301-3 Reclaimed products and their packaging materials	Climate Action - Page 25-30			
Water Stress					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	Climate Action - Page 25-30			
	303-2 Management of water discharge-related impacts	Climate Action - Page 25-30			
	303-3 Water withdrawal	Climate Action - Page 25-30			
	303-4 Water discharge	Climate Action - Page 25-30			
	303-5 Water consumption	Climate Action - Page 25-30			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S) AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Biodiversity and Nature Capital					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
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	Climate Action - Page 25-30			
	304-2 Significant impacts of activities, products and services on biodiversity	Climate Action - Page 25-30			
	304-3 Habitats protected or restored	Climate Action - Page 25-30			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Climate Action - Page 25-30			
Human Capital Development/Labour Management					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Human Capital - Page 31-38			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital - Page 31-38			
	401-3 Parental leave	Human Capital - Page 31-38			
GRI 402: LABOR/ MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	NA		Confidentiality constraints	Information related to minimum notice periods regarding operational changes is considered confidential and commercially sensitive to our business. As such, we are unable to disclose specific details publicly. We comply with all local regulations and labor laws in this aspect.
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Human Capital - Page 31-38			
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital - Page 31-38			
	404-3 Percentage of employees receiving regular performance and career development reviews	Human Capital - Page 31-38			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S) AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Occupational Health & Safety					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Inclusive Metritocracy Page 31- 41			
	403-2 Hazard identification, risk assessment, and incident investigation	Inclusive Metritocracy Page 31- 41			
	403-3 Occupational health services	Inclusive Metritocracy Page 31- 41			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Inclusive Metritocracy Page 31- 41			
	403-5 Worker training on occupational health and safety	Inclusive Metritocracy Page 31- 41			
	403-6 Promotion of worker health	Inclusive Metritocracy Page 31- 41			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Inclusive Metritocracy Page 31- 41			
	403-8 Workers covered by an occupational health and safety management system	Inclusive Metritocracy Page 31- 41			
	403-9 Work-related injuries	Inclusive Metritocracy Page 31- 41			
	403-10 Work-related ill health	Inclusive Metritocracy Page 31- 41			
Human Rights; Board Diversity; Pay; Board Indpendence					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Human Capital - Page 31-38, Corporate Stewardship - Pages 17-24			
	405-2 Ratio of basic salary and remuneration of women to men	Human Capital - Page 31-38, Corporate Stewardship - Pages 17-24			
GRI 406: NON- DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	No Incidents of discrimination have been documented in the year 2024			
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	NA		Legal Prohibitions	Due to the nature of our entity and the local legislations as Collective Bargaining is illegal in Saudi Arabia

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S) AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Material Matters Page - 14			
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Material Matters Page - 14			
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures	Material Matters Page - 14			
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	411-1 Incidents of violations involving rights of indigenous peoples	NA		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	Material Matters Page - 14			
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Supporting Local Communities - Page 38-39			
	413-2 Operations with significant actual and potential negative impacts on local communities	Supporting Local Communities - Page 38-39			
Product Safety & Quality					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability Strategy and Focus Areas - Page 15, Climate Action Page - 25-30			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Strategy and Focus Areas - Page 15, Climate Action Page - 25-30			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S) AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Toxic Emissions and Waste; Carbon Emissions - Own Operation, Product & Services					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	Water Management Page- 27			
	303-2 Management of water discharge related impacts	Water Management Page- 27			
	303-3 Water withdrawal	Water Management Page- 27			
	303-4 Water discharge	Water Management Page- 27			
	303-5 Water consumption	Water Management Page- 27			
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	Waste Management Page – 27 Resource Optimization Page 29			
	306-2 Management of significant waste related impacts	Waste Management Page – 27 Resource Optimization Page 29			
	306-3 Waste generated	Waste Management Page – 27 Resource Optimization Page 29			
	306-4 Waste diverted from disposal	Waste Management Page – 27 Resource Optimization Page 29			
	306-5 Waste directed to disposal	Waste Management Page – 27 Resource Optimization Page 29			
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Carbon Impact & Mitigation Page- 30			
	305-2 Energy indirect (Scope 2) GHG emissions	Carbon Impact & Mitigation Page- 30			
	305-3 Other indirect (Scope 3) GHG emissions	Carbon Impact & Mitigation Page- 30			
	305-4 GHG emissions intensity	Carbon Impact & Mitigation Page- 30			
	305-5 Reduction of GHG emissions	Carbon Impact & Mitigation Page- 30			
	305-6 Emissions of ozone-depleting substances (ODS)	Carbon Impact & Mitigation Page- 30			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Carbon Impact & Mitigation Page- 30			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S) AND/OR DIRECT ANSWERS			
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Customer privacy (Non-material)					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate Stewardship - Pages 17-24			
Economic performance (Non-material)					
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	Annual Report			
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report			
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report			
	201-4 Financial assistance received from government	Annual Report			
Economic performance (Non-material)					
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Human Capital - Page 31-38			
	202-2 Proportion of senior management hired from the local community	Human Capital - Page 31-38, Corporate Stewardship - Pages 17-24			
Procurement Practices (Non-material)					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Material Matters Page - 14			
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management - Page 23			
Energy (Non-material)					
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Climate Action - Page 25-30			
	302-2 Energy consumption outside of the organization	Climate Action - Page 25-30			
	302-3 Energy intensity	Climate Action - Page 25-30			
	302-4 Reduction of energy consumption	Climate Action - Page 25-30			
	302-5 Reductions in energy requirements of products and services	Climate Action - Page 25-30			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	PAGE NUMBER(S) AND/OR DIRECT ANSWERS			
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Supplier social assessment (Non-material)					
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management - Page 23			
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management - Page 23			
Public policy (Non-material)					
GRI 415: PUBLIC POLICY 2016	415-1 Political contributions	NA		Legal Prohibitions	Due to the nature of our entity and the local legislations as political contributions are not allowed in Saudi Arabia.
Marketing and labeling (Non-material)					
GRI 417: MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling	Range of Products & Expert Services - Page 04 - 06			
	417-2 Incidents of non-compliance concerning product and service information and labeling	No Incidents in 2024			
	417-3 Incidents of non-compliance concerning marketing communications	No Incidents in 2024			