



Savola Group Corporate Social Responsibility (CSR) Policy

Approved by the Savola Group Shareholders General Assembly at its meeting to be held on 28 April 2021 corresponding to 16 Ramadan 1442H based on Board of Directors recommendation

DISCLAIMER:

This English version of the policy is a translation of the original Arabic document for information purposes only. In case of any discrepancy or misinterpretation, the Arabic document will prevail

First: Introduction:

The Savola Group "Corporate Social Responsibility Policy was prepared to comply with articles (87) and (88) of the Corporate Governance Regulations (CGR) issued by the Capital Market Authority's (CMA) Board pursuant to resolution No. (8-16-2017) dated 13/2/2017, which stipulated that the Ordinary General Assembly, based on the Board recommendation, to establish a policy that guarantees a balance between its objectives and those of the community for the purposes of developing the social and economic conditions of the community.

Second: Objective

This policy is aiming to:

- 1- Achieve a balance between Savola Group's objectives and the goals that the society is aiming to achieve.
- 2- Behaving responsibly towards our employees, customers, shareholders, and the society in which the Group and its subsidiaries operate.
- 3- Embodying a mental image and presenting a role model by behaving responsibly towards society, customers and stakeholders.
- 4- Establish values aimed at contributing to the building of the society and the future generations.
- 5- Establishing the principle of sustainability in all aspects of the Group's operations and community work.
- 6- Adopt local relevant standards, international standards and best practices in the field of CSR and Sustainability such as: adopting the Sustainable Development Goals (SDGs) in Saudi Vision 2030, the National Sustainability Standards, the United Nation Sustainable Development Goals, the Sustainability Reporting Principles endorsed by the Global Reporting Initiative (GRI), and Standard and Poor's agency for transparency and disclosure Index.
- 7- Disclosure of CSR objectives, plans, programs, and initiatives adopted by the company through relevant periodic reports.

Third: General Policy

Savola Group carries out its corporate social responsibility and sustainability work through Savola World Foundation — a non-profit organization - that was established and funded by the Group with an annual allocated budget to support its programs and activities based on a resolution of Savola Board of Directors. Savola World Foundation is subject to the regulations of the Ministry of Human Resources and Social Development based on the Charity and Non-profit Organizations Law.

Whereas, the Foundation is a separate legal entity represented by a Board of Trustees in accordance with the authorities and responsibilities set out in its Articles of Association that were approved by the competent authorities. The Group aims, through the establishment of Savola World Foundation, to achieve the following:

- Launch and develop effective initiatives and programs in the field of social responsibility and sustainability that ensure a balance between the goals of the Group and the goals the society aspires to achieve.
 - Develop and implement awareness and educational programs for the community in partnership with the government and private sectors according to the Saudi Vision 2030.
 - Applying global best practices in social responsibility and sustainability.
 - Conducting research and field studies to propose new programs and solutions to societal issues
 - Training and rehabilitation of youth to proper integrate them to the labor market.
 - To build and promote for a culture of volunteering among the employees of the Group and its subsidiaries and encourage their participation in volunteer work to support the national efforts to achieve one of the most important aspects of Saudi Vision 2030.
- Share Savola Group CSR experience and success stories with interested entities.

Fourth: Overview of Savola World Foundation Strategy:

Vision:

The Group aspires Savola World Foundation to be a leading development foundation aiming to make a sustainable social impact.

Mission:

The Group aims, through its CSR arm, Savola World Foundation - a specialized non-profit community development Foundation - to build strategic partnerships with different sectors and to develop programs and sustainable solutions corresponding to local community needs and requirements.

Areas of Focus, and Long-term Program Portfolio:

a) The Group's sustainable development priorities, through Savola World Foundation, have been identified by conducting an in-depth interviews with key stakeholders to develop the Operating Strategic Positioning Matrix that will be executed by the foundation team of experts. This Matrix aimed at identifying the areas of work that intersects between community's needs/priorities and the foundation's capabilities and positioning. This exercise enabled the Group in selecting the fields of work most needed. The long-term program portfolio of Savola World includes:

1) Preserving Environment Field through Waste Reduction:

- Support, developing and adopting programs & initiatives to reduce waste within community and supply chain including food-waste reduction.
- Support, developing and adopting programs and initiatives for waste reduction in general and food waste reduction in particular within Savola Group Companies.
- Support and develop programs and initiatives to raise awareness on sustainable waste reduction targeting Business Sector.

2) Enabling People with Disabilities Field:

- Support, develop, and adopt programs and initiatives to enable people with disabilities through employment and training. Such initiatives include; applying accessibility code, promoting the culture and awareness of how to deal with people with disabilities, and other initiatives within the Group or for others.
- Participate in research and workshops related to issues of employment, development, and training and rehabilitation of people with disabilities within the Group or for others.

3) Youth Skills Field:

- Support and develop programs and initiatives for the development of vocational & technical skills for youth in areas related to the operations of the Group aiming to increase their abilities to cope with the market needs also their ability to establish their own businesses.

4) Business Assistance Field:

- Support and develop programs and initiatives to help small and medium-sized enterprises (SMEs) and look at the possibility of benefiting from their products/services within the Group, as well as, raising their ability to communicate with larger companies to support with increasing their production.
- Benchmark international standards in this field and use that to identify the most relevant goals for SMEs operations and harmonize that with programs and initiatives thereon.

- b) The abovementioned programs to be reviewed and assess periodically by the Group and Savola World Foundation teams to measure their impact on the society, results, and evaluate feasibility to continue with the programs or replace them with other initiatives that better serve the goals of the Group and the society.

Fifth: Final Provisions (for publications, and Amendments)

This policy to be implemented and complied with by the Company starting from the date it is approved by the AGM. This policy to be published in the Company's website (as part of the Corporate Governance Policies) to enable shareholders, stakeholders, and the public to view it. The content of this policy shall be reviewed - as needed - upon the recommendation of the board, provided that, any recommended changes are presented to the AGM in the next meeting for approval.