



مجموعة كابلات الرياض
Riyadh Cables Group

2025 SUSTAINABILITY REPORT RIYADH CABLES GROUP

Riyadh Cables SA
riyadh-cables.com



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Opening Statement

This Report presents Riyadh Cables Group's approach to environmental, social, and governance (ESG) topics and provides an overview of the Company's performance for the reporting period 2025.

The report covers the key areas relevant to the Company's operations, including energy consumption, emissions, waste management, workforce practices, occupational health and safety, product quality, and governance. It outlines the policies, procedures, and systems in place to manage these areas, as well as the associated performance indicators where available.

The identification of the reported topics is based on a structured review of applicable international frameworks, including the Global Reporting Initiative standards, in addition to peer analysis and an assessment of the Company's operational activities. This approach ensures that the report reflects the most relevant aspects of ESG for the cables manufacturing sector and for Riyadh Cables Group specifically.

The report also provides an overview of governance structures, internal controls, and business practices that support the management of ESG topics. This includes areas such as ethics, risk management, and procurement practices.

The report has been prepared with reference to recognized reporting standards to support transparency, consistency, and comparability of the information presented.





01

ABOUT THIS
REPORT

About this Report

This Sustainability Report presents Riyadh Cables Group’s environmental, social, and governance (ESG) performance for the period from 1 January 2025 to 31 December 2025.

Reporting Scope and Boundary

This report presents Riyadh Cables Group's consolidated business performance, including financial results, sales, geographic presence, projects, and other corporate information across the Group. Certain ESG disclosures are limited to operations within the Kingdom of Saudi Arabia under the Company's direct operational control, and are defined accordingly. The disclosures reflect the data and management systems available during the reporting period.

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. The structure and content are guided by relevant GRI disclosures, with topics selected based on their relevance to the Company’s operations and sector.

Material Topics

The topics presented in this report have been identified through a structured review of applicable international frameworks, peer practices, and the Company’s operational activities. These topics represent the environmental, social, and governance areas considered relevant to Riyadh Cables Group and its stakeholders.

Data Management

The data disclosed in this report is derived from internal sources and has been compiled through established reporting processes. Where applicable, consistent methodologies have been applied to support clarity and comparability of information.

Assurance

The information presented in this report has not been externally assured.

Contact and Further Information

For more information on Riyadh Cables Group and its activities, please visit the Company’s official online channels.

Link: www.riyadh-cables.com



02

EXECUTIVE MANAGEMENT STATEMENTS



Chairman Statement

Dear Stakeholders,

At Riyadh Cables Group, sustainability has increasingly become integrated into the way the Group operates, governs, and plans for long-term growth. As industries continue evolving alongside economic transformation, infrastructure expansion, and changing market expectations, the importance of responsible industrial leadership continues to grow.

Throughout the year, Riyadh Cables Group continued strengthening the integration of ESG principles across its operations while maintaining focus on operational resilience, governance enhancement, organizational development, and long-term value creation. These priorities remain closely aligned with the Group’s strategic direction and its responsibility as one of the region’s leading cable manufacturers.

The Board believes that sustainable growth is built on strong foundations, including disciplined governance, reliable operations, technical capability, responsible decision-making, and the trust of stakeholders. These principles have supported the Group’s development over decades and continue to guide its long-term direction.

During this reporting period, the Group continued advancing initiatives aimed at improving operational efficiency, strengthening governance frameworks, developing human capital, and supporting responsible industrial practices across the organization. While sustainability remains a continuous process of development and improvement, the Group remains committed to progressing with discipline, accountability, and a long-term perspective.

As the Kingdom continues advancing its ambitious economic transformation agenda, Riyadh Cables Group remains committed to contributing through reliable industrial capability, responsible growth, and continued investment in operational and organizational excellence.

On behalf of the Board of Directors, I would like to express our appreciation to our employees, customers, partners, shareholders, and stakeholders for their continued trust and support.



Khaled Al-Gwaiz

Chairman of the Board

CEO Statement

Dear Stakeholders,

In every industry, reputation is built through consistency, discipline, and the ability to deliver what others depend on. At Riyadh Cables Group, these principles have shaped our journey for decades and continue to define how we think about the future.

Our responsibility extends beyond business performance. As an industrial group, we are part of the infrastructure that supports national development, from energy and utilities to the systems that enable long-term economic growth across the Kingdom and the wider region. That role carries responsibility, and with it, the expectation to operate with discipline, foresight, and integrity.

Riyadh Cables Group operates within an industry where reliability is not optional. The products we manufacture are expected to perform across decades, under changing conditions, and within critical infrastructure environments. This reality shapes how we approach governance, investment, operational excellence, and long-term decision-making.

During the year, our focus remained on strengthening the fundamentals of the organization: the quality of our decisions, the resilience of our operations, the capability of our people, and the trust we continue to build with our customers, partners, shareholders, and stakeholders. These foundations are what allow organizations to adapt, endure, and create sustainable long-term value.

As industries continue evolving alongside energy transition, infrastructure expansion, and technological advancement, we remain committed to ensuring Riyadh Cables Group continues developing responsibly, with a long-term perspective and a clear understanding of the role industrial companies play in supporting economic and social progress.

We thank our employees, customers, partners, shareholders, and all stakeholders for their continued confidence in the Group.



Borjan Sehovac

Chief Executive Officer



03

ABOUT RIYADH
CABLES

About Riyadh Cables

Riyadh Cables Group is a publicly listed manufacturer of wire and cable solutions on the Saudi Exchange (Tadawul), serving Saudi Arabia, the GCC, and international markets. The Company provides power transmission and communication solutions across multiple sectors, including energy, construction, oil and gas, renewables, industrial, transport, and infrastructure.

With over three decades of experience, Riyadh Cables Group has developed capabilities in cable design, manufacturing, and specification review. Its products are designed to support operational reliability and reduce downtime through high-quality and durable performance.

The Group operates manufacturing facilities exceeding 1.7 million square meters across Saudi Arabia, the United Arab Emirates (Sharjah), Syria (commenced in 2026, subsequent to year-end, and therefore not part of the 2025 operational boundary), Uzbekistan, and Iraq supported by specialized engineering and technical teams.

Riyadh Cables Group manufactures a broad range of products, including low, medium, high, and extra high voltage cables, overhead line conductors, instrumentation and control cables, renewable energy cables, fiber optic cables, telephone cables, and cable accessories. The Company also maintains in-house production of key materials, including copper and aluminum rods and insulation compounds.

The Group operates extra high voltage testing facilities in the region and has supplied extra high voltage cable systems for major infrastructure projects. It also provides testing and commissioning services.

Products are manufactured in accordance with recognized regional and international standards, including SASO, GSO, IEC, ISO, BS, EN, AEIC, ASTM, ICEA, IEEE, and UL.



Our Vision

To be a major manufacturer across a broad range of electrical cables, including wires, low, medium, high, and extra high voltage cables, overhead line conductors, instrumentation and control cables, renewable energy cables, fiber optic, and telephone cables.



Our Mission

To grow through the provision of products and services across global markets, supported by investments in research and development, quality systems, and human resources.



Our Core Values

Riyadh Cables Group operates based on four core pillars:



People



System



Quality



After Sales Service

These values support the delivery of products and services in line with operational requirements and evolving technology standards.



Our Commitment

Riyadh Cables Group focuses on improving its wire and cable design and manufacturing capabilities across its product range. The Company supports market requirements through integrated production capabilities and adherence to recognized standards, while maintaining product quality and performance across its operations.

Products and Systems

Riyadh Cables Group offers an integrated portfolio of cable products and end-to-end services designed to support critical infrastructure, energy systems, and industrial applications across regional and international markets.

The Group’s vertically integrated manufacturing capabilities, combined with specialized technical services, enable the delivery of reliable, high-performance cable solutions throughout the entire project lifecycle.

Power and Energy Cables



01. LOW VOLTAGE CABLES

Used in residential, commercial, and industrial electrical installations.



02. HIGH VOLTAGE CABLES

Essential for grid transmission and large-scale infrastructure projects.



03. MEDIUM VOLTAGE CABLES

Designed for utility and industrial applications requiring efficient power distribution over longer distances.



04. EXTRA HIGH VOLTAGE (EHV) CABLES

Engineered for major transmission networks, supporting up to (420/380/220) kV systems.

Industrial and Specialized Cables



05. INSTRUMENTATION AND CONTROL CABLES

Enable monitoring, control, and signal transmission in critical operations.



06. SPECIAL CABLES

Custom-designed solutions for demanding environments, including fire-resistant, high-temperature, and underwater applications.

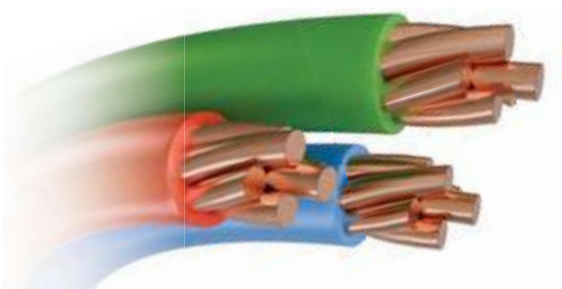


07. CONTROL CABLES

Used in industrial systems to connect and operate control equipment.

Products and Systems

Construction and Infrastructure Solutions



08. BUILDING WIRES

Designed for fixed installations and internal wiring systems in construction projects.



09. OVERHEAD LINE CONDUCTORS

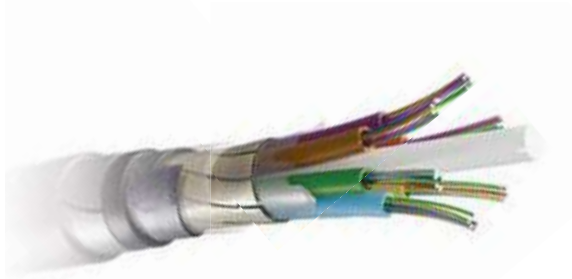
Developed for power transmission across overhead networks under varying environmental conditions.



10. CABLE ACCESSORIES

Components for cable jointing and termination, ensuring system integrity and performance.

Telecommunications and Digital Infrastructure



11. FIBER OPTIC AND TELECOMMUNICATION CABLES

Supporting high-speed data transmission, telecommunications networks, and data centers.



Products and Systems

Services and Solutions

Riyadh Cables Group complements its product portfolio with a comprehensive suite of services that support project execution from design through operation and maintenance.

Engineering and Design

Cable System Design:
Customized engineering solutions for complex and large-scale cable networks.

Installation System Design:
Tailored solutions for underground, overhead, and submarine installations.

Specification Review Services:
Supporting engineering and construction firms in optimizing project design and efficiency.

Installation and Implementation

Cable Laying and Installation:
End-to-end installation services ensuring safe and efficient system deployment.

Cable Jointing:
Specialized expertise in high and extra high voltage connections to ensure system reliability.

Testing, Commissioning, & Quality Assurance

Testing and Commissioning:
On-site validation to ensure compliance with operational and regulatory standards prior to system activation.

EHV Testing Facilities:
Operation of one of the region’s largest extra high voltage testing facilities, enabling advanced system validation.

Operations, Maintenance, and Support

Monitoring, Repair, and Maintenance:
Advanced diagnostics and maintenance services to ensure long-term performance and reliability.

After-Sales Support:
Ongoing technical assistance and maintenance services to optimize system performance and customer satisfaction.

Capacity Building

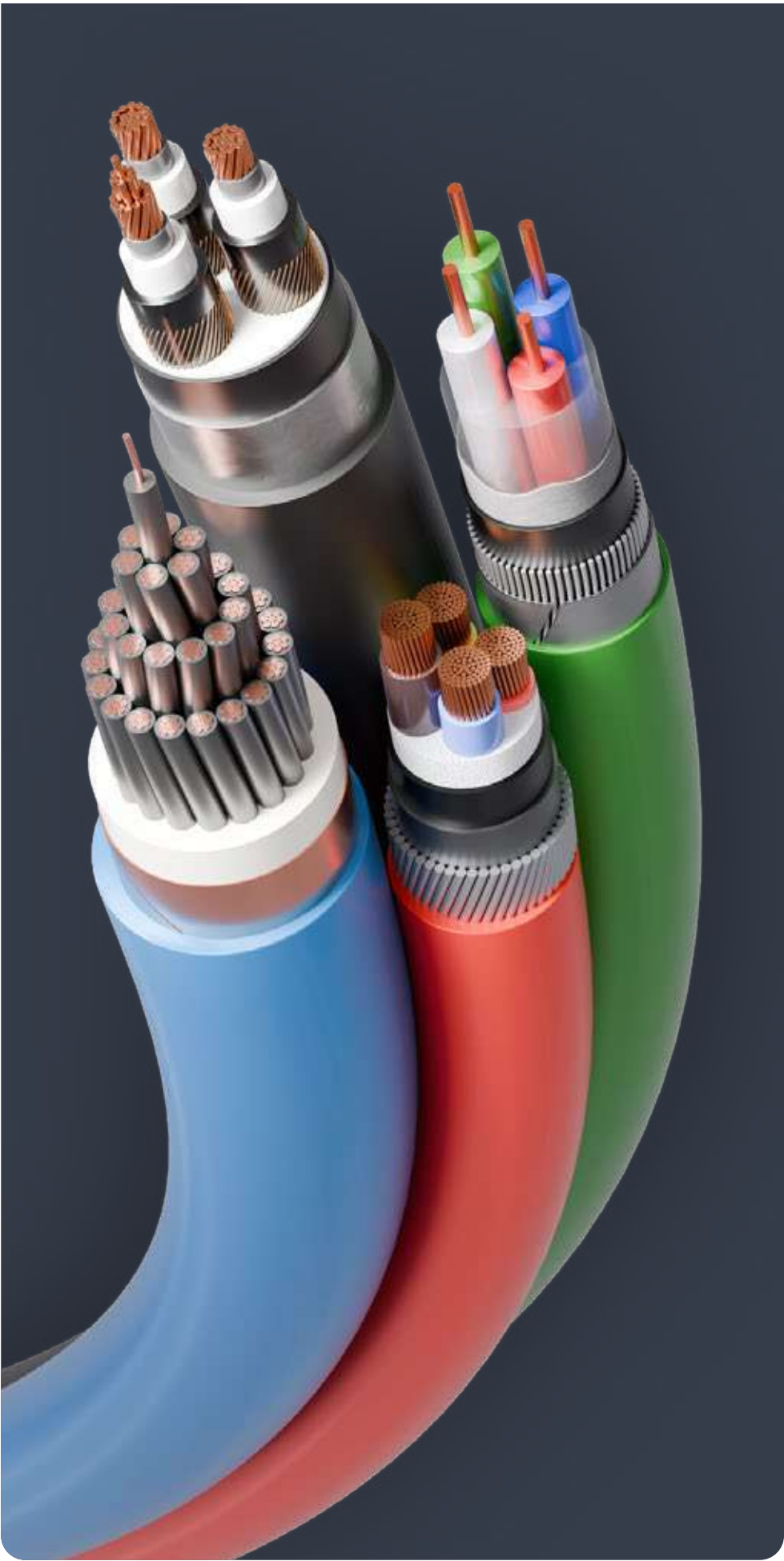
Technical Training:
Training programs for clients, vendors, and internal teams focusing on safety, maintenance, and operational efficiency.

Integrated Manufacturing Capability

Riyadh Cables Group operates a vertically integrated manufacturing model, producing key raw materials and components in-house, including copper and aluminum rods, insulation materials, and cable compounds. This integration enhances quality control, supply chain efficiency, and product reliability while supporting innovation and sustainability initiatives.

Delivering End-to-End Value

Through its combined product and service offering, Riyadh Cables Group delivers comprehensive cable system solutions that support critical infrastructure development, energy transition, and digital connectivity. The Group’s focus on quality, engineering excellence, and lifecycle support enables clients to achieve reliable, efficient, and long-lasting performance across their operations.



Quality and Compliance

Integrated Management Approach

Riyadh Cables Group manages quality and compliance through an integrated management system that embeds quality, health, safety, and environmental considerations across all business activities. This approach ensures that quality performance, regulatory compliance, and operational control are aligned within a unified framework, supporting consistent execution and accountability across the organization.

Quality Assurance Across Operations

Quality assurance is applied across the full value chain, from supplier selection to production and final product delivery. Suppliers are assessed against defined technical and quality requirements prior to approval, supported by testing, validation, and audit processes. Ongoing monitoring and evaluation ensure that suppliers continue to meet required standards and specifications.

Non-Conformance and Corrective Action

The Group applies a structured approach to managing non-conformances through reporting, investigation, and corrective action processes. Deviations from requirements are analyzed to identify root causes, with corrective and preventive actions implemented to reduce recurrence and maintain process integrity.

Standards and Certifications

The Group’s management system is aligned with internationally recognized standards, including ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018. These certifications provide a structured basis for maintaining product quality, managing risks, and ensuring compliance with applicable regulatory and customer requirements.

Compliance Framework

Compliance is maintained through adherence to applicable laws and regulations, internal standards, and customer-specific requirements. The Group ensures that all operations are conducted within defined compliance boundaries, supported by structured procedures and clearly defined responsibilities.

Monitoring and Continuous Improvement

Performance is monitored through defined objectives, audits, and management reviews. The effectiveness of the management system is periodically evaluated, supporting continuous improvement of processes, products, and services in line with operational and regulatory requirements.



Key Projects

Local Projects

Riyadh Cables Group has contributed to a wide range of infrastructure, energy, and development projects across Saudi Arabia and international markets. These projects reflect the Group’s role in supporting large-scale developments through the supply of cable solutions across power, industrial, and construction sectors.

Amaala (Red Sea Global)

RCGC supplied cables to Amaala, Red Sea Global's ultra-luxury regenerative tourism destination on the Kingdom's northwestern coast, a development powered entirely by renewable energy. Engineered for harsh coastal conditions, the cables support clean-power distribution across the destination, reinforcing RCGC's role in the Kingdom's giga-projects and Vision 2030's net-zero tourism goals.



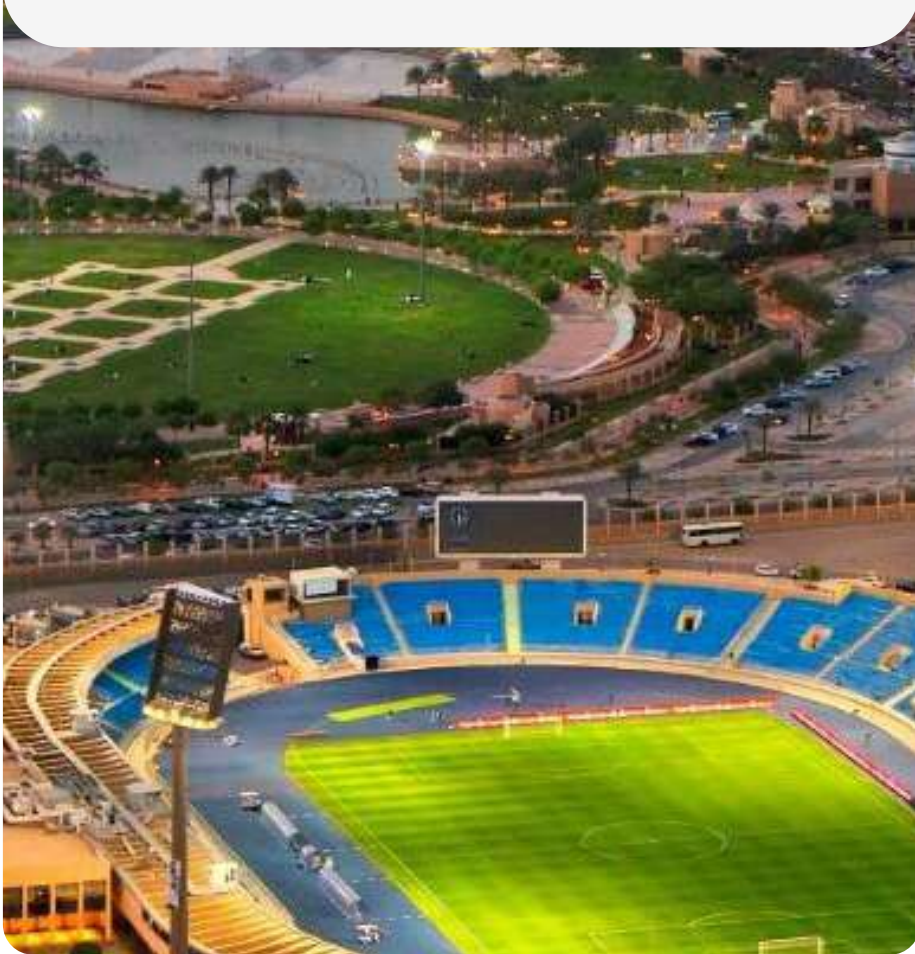
King Salman Park

King Salman Park is one of the largest urban park developments globally, designed to enhance environmental quality and public spaces in Riyadh. The project includes green spaces, cultural facilities, and recreational infrastructure.



ROSHN Development

ROSHN is a national housing initiative aimed at increasing home ownership across the Kingdom. Riyadh Cables Group supported residential developments by supplying low voltage cables and wiring solutions.



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Diriyah Gate Development

Diriyah is a large cultural and heritage development project aimed at positioning the Kingdom as a global tourism destination. The development includes hospitality, retail, and cultural infrastructure across a significant land area.



Sports Track (Riyadh)

RCGC supplied power and control cabling for a world-class sports venue in Riyadh, part of the Kingdom's expanding sports and entertainment infrastructure. The cabling serves floodlighting, broadcast and timing systems, and spectator facilities under stringent safety and reliability standards, supporting Vision 2030's quality-of-life and sporting-excellence ambitions.



Al Qiddiya

RCGC supplied cables to Qiddiya, one of Saudi Arabia's flagship giga-projects rising southwest of Riyadh as a global hub for entertainment, sports, and culture. Supporting theme parks, motorsport and sporting venues, and large-scale visitor infrastructure, the cabling meets demanding power, safety, and reliability standards, reinforcing RCGC's position as a partner of choice on the Kingdom's landmark developments and its contribution to Vision 2030's quality-of-life goals.



Key Projects

International Projects

Riyadh Cables Group has contributed to a wide range of infrastructure, energy, and development projects across Saudi Arabia and international markets. These projects reflect the Group’s role in supporting large-scale developments through the supply of cable solutions across power, industrial, and construction sectors.

Burj Khalifa

The Burj Khalifa in Dubai is the tallest structure in the world and a central element of a large mixed-use development. The project represents a major milestone in global construction and engineering.



Etihad Rail

Etihad Rail is a national railway network connecting the Emirates and supporting freight and passenger transport. The project enhances regional connectivity and provides an efficient transport alternative.



Saadiyat Island Development

Saadiyat Island is a large-scale development combining residential, cultural, and commercial components. The project includes major cultural institutions and supports long-term urban development.



Key Projects

International Projects

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Al Shamkha Residential Project

The Al Shamkha development is a residential project in Abu Dhabi designed to meet growing housing demand. The project includes villa developments and supporting infrastructure.



Electricity Authority of Cyprus Projects

Riyadh Cables Group contributed to electricity infrastructure projects in Cyprus through the supply of high voltage cables. These projects support power transmission and distribution networks.



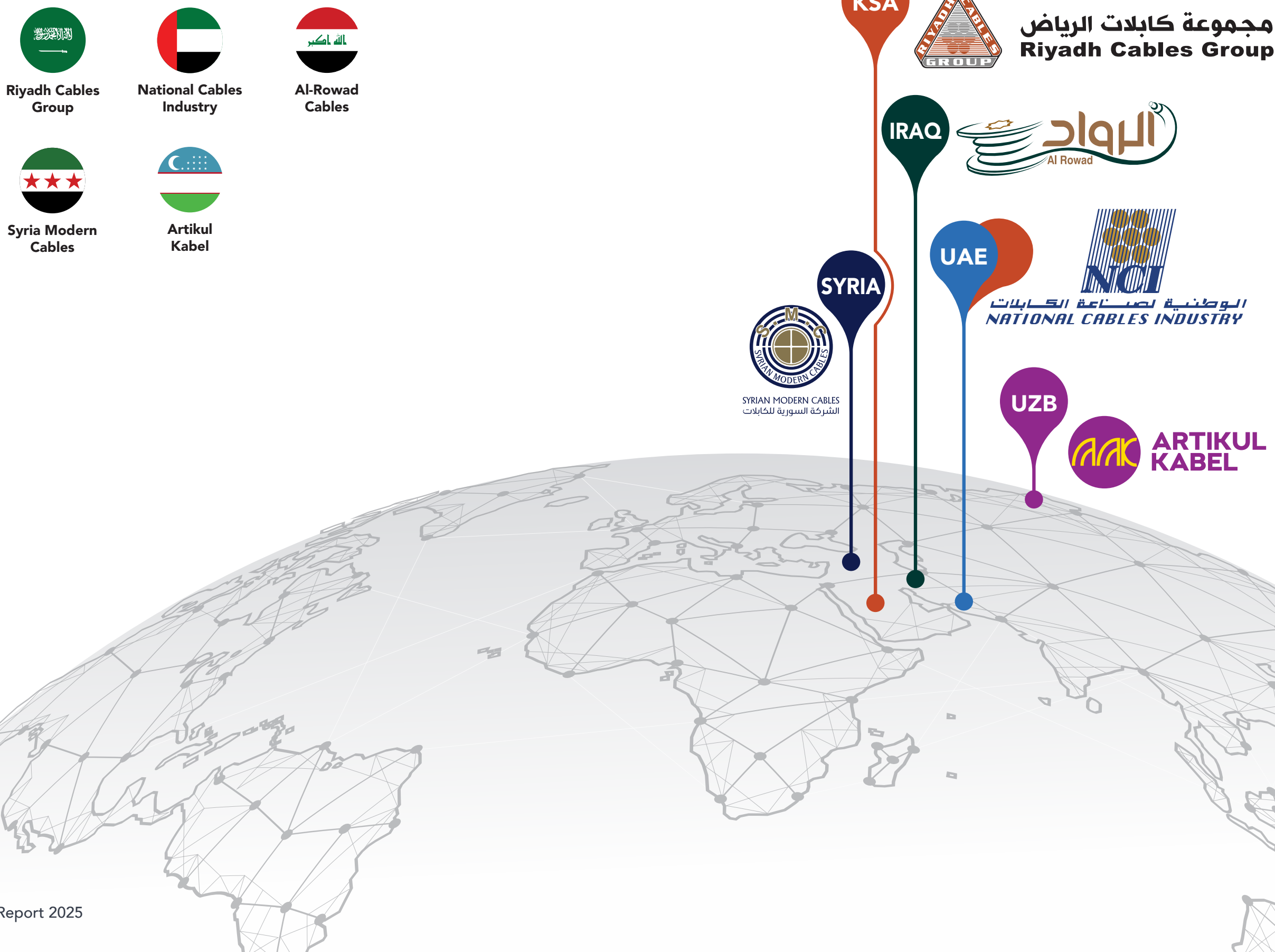
Toshka Project

The Toshka project in Egypt is a development focused on agricultural expansion and resource utilization. The project supports food production and land development initiatives.



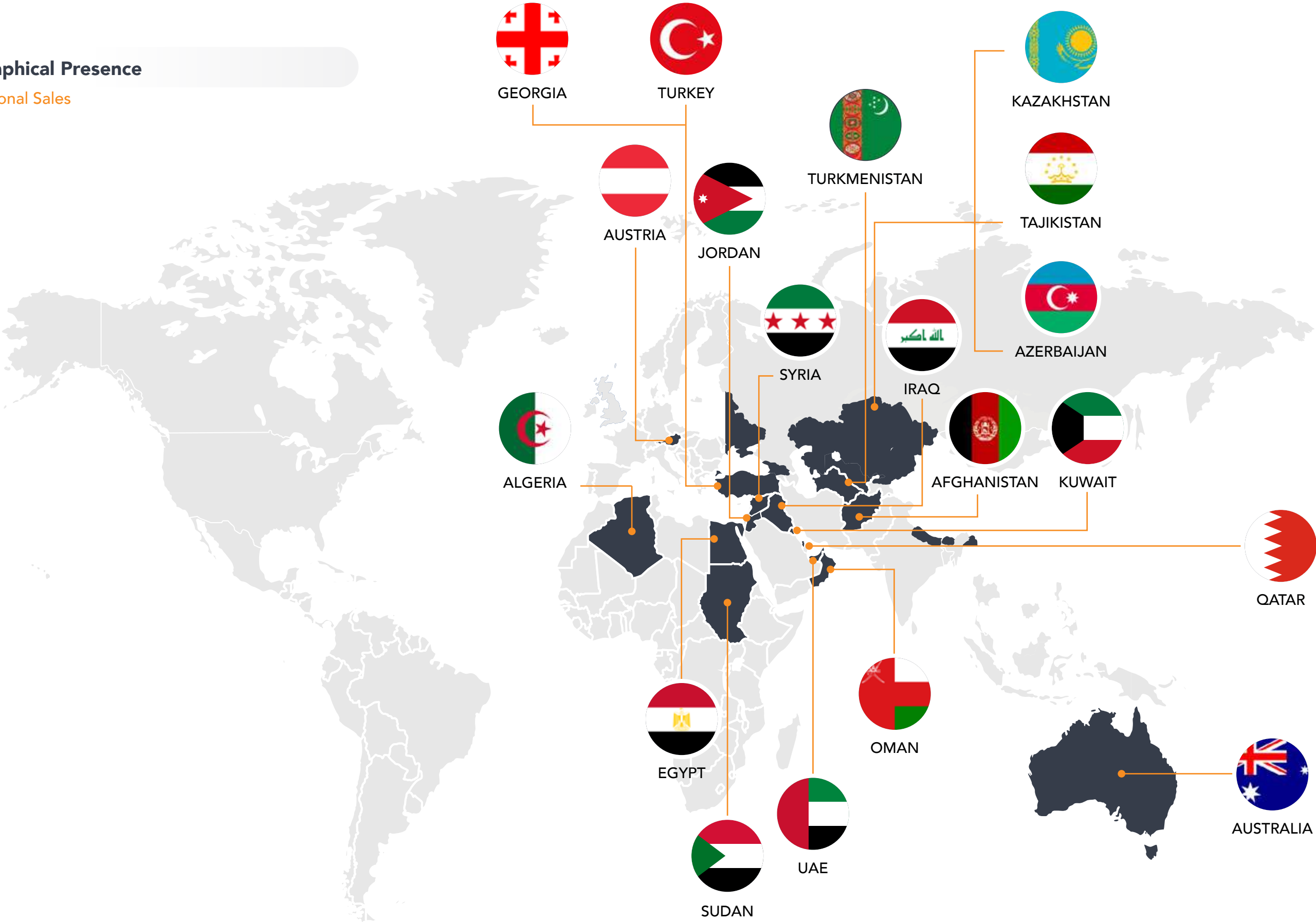
Geographical Presence

Global Manufacturing Footprint



Geographical Presence

International Sales





Strategic Growth and Expansion

During the reporting period, Riyadh Cables Group continued to expand its manufacturing footprint through a series of strategic investments and capacity expansion projects. These developments support growing demand, increase production capacity, and extend the Group's presence across key regional markets.

In Uzbekistan, Riyadh Cables Group acquired a 51% stake in Artikul Aziya Kabel, establishing a manufacturing and export hub in Central Asia with a planned cable production capacity of up to 24,000 tons per year.

Subsequent to the reporting period, in 2026, the Group entered into a strategic partnership with the Syrian Sovereign Fund, which has custody over a cable manufacturing facility in Damascus with a planned capacity of 8,400 MT/year, expanding the Group's manufacturing presence in the market

Within Saudi Arabia, construction is underway on a new low voltage cable manufacturing facility in Riyadh. Once completed, the facility is expected to add approximately 8,400 tons of annual production capacity to meet increasing domestic and regional demand.

The Group is also expanding its Saudi Specialty Cable Facility, adding approximately 3,600 tons of annual low voltage cable production capacity while improving production efficiency and supporting future market requirements.

Together, these projects increase Riyadh Cables Group's manufacturing capacity, broaden its regional production network, and improve its ability to serve customers across existing and emerging markets.

Uzbekistan

New Manufacturing and Export Hub in Central Asia

Riyadh

New Low Voltage Cable Manufacturing Facility

Developments After the Reporting Period

Syria

Strategic Manufacturing Partnership with SMC

Certifications and Associations

Riyadh Cables Group adheres to recognized international and regional standards to ensure the reliability, safety, and performance of its products. The Company aligns its manufacturing processes with established quality frameworks, supporting consistency across operations and compliance with applicable technical requirements.

The Group’s products are manufactured in accordance with standards issued by leading organizations, reflecting its approach to quality management and operational control across its facilities.

Riyadh Cables Group is Aligned with the Following Standards and Organizations:

 SASO Saudi Standards, Metrology and Quality Organization	 GSO GCC Standardization Organization	 IEC International Electrotechnical Commission
 ISO International Organization for Standardization	 BS British Standards	 ES European Standards
 AEIC Association of Edison Illuminating Companies	 ASTM American Society for Testing and Materials	 ICEA Insulated Cable Engineers Association
 IEEE Institute of Electrical and Electronics Engineers	 ULI Underwriters Laboratories Inc.	 SAAC Saudi Accreditation Center (KSA)
 BASEC British Approvals Service for Cables (UK)	 VDE Verband der Elektrotechnik (Germany)	 KEMA Keuring van Elektrotechnische Materialen Arnhem (Netherlands)
 TÜV Rheinland (Germany)	 LPCB Loss Prevention Certification Board (UK)	

These standards support the Company’s manufacturing practices and product specifications across different markets and applications.

A man wearing a white thobe and a red and white checkered ghutra is sitting at a desk, working on a laptop. The laptop screen displays a financial chart with various data points and lines. The background is a blurred office setting. Overlaid on the image are several semi-transparent financial charts and graphs, including bar charts, line graphs, and candlestick charts, in various colors like blue, green, and red. The overall theme is financial performance and analysis.

04

FINANCIAL PERFORMANCE

Financial Performance

Financial performance at Riyadh Cables Group reflects how effectively the business model translates strategy into measurable outcomes. It demonstrates the Group’s ability to allocate capital with strategic vision, manage risk across operations, and sustain growth while maintaining profitability and efficiency.

Beyond financial results, performance is significant for enabling the Group’s ESG agenda. Consistent earnings and returns provide the financial capacity to invest in safer operations, employee development, supply chain continuity, and environmentally responsible processes. In this context, financial performance functions as a funding mechanism for long-term value creation rather than a standalone outcome.

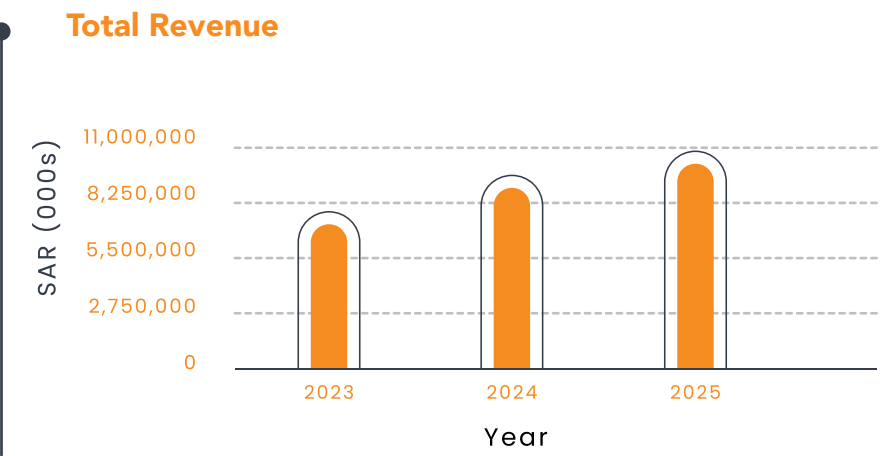
The results indicate clear progression in scaling operations, improving returns, and optimizing the use of capital, positioning the Group to continue delivering sustainable value across economic cycles.

Financial Value Creation

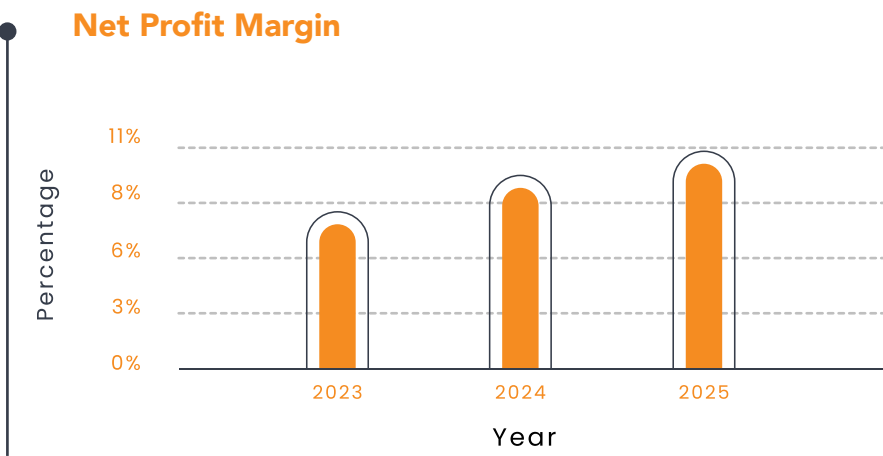
Enabler	Value Created
Revenue Growth	Expands cash generation capacity to fund operations, capital expenditure, and ESG investments
Margin Expansion	Improves internal funding efficiency, reducing reliance on external capital
Asset Utilization	Maximizes output from existing infrastructure, limiting unnecessary capital intensity
Capital Discipline	Ensures optimal allocation of resources toward high-return and strategic projects
Profitability Growth	Increases retained earnings to support long-term reinvestment and stability
Equity Growth	Enhance financial resilience and support sustainable shareholder returns
Operational Efficiency	Converts scale into improved cost structures and competitive positioning



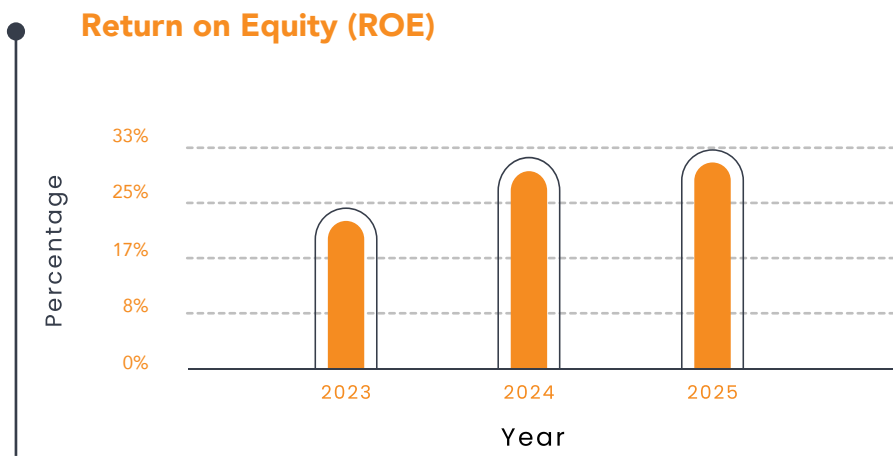
Financial Performance



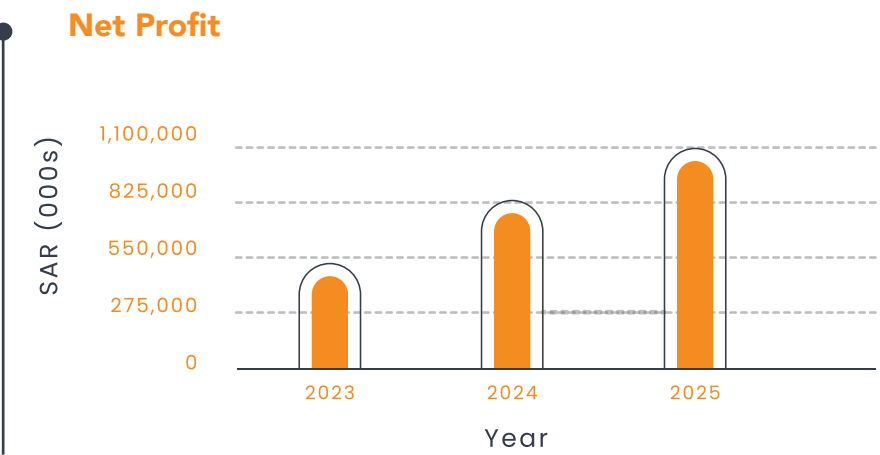
Revenue performance shows a consistent upward trend over the period, indicating overall expansion in business activity and sales generation. The increase reflects the Company’s ability to grow its top line over time, reaching approximately **SAR 10.6 billion in 2025**.



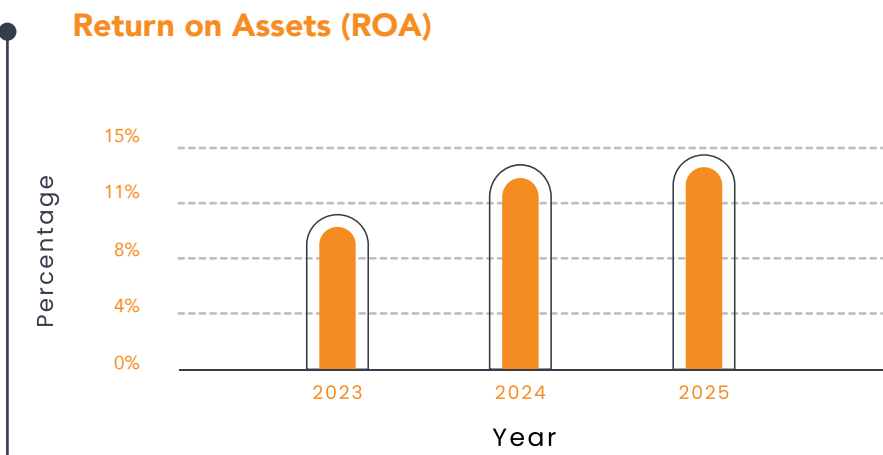
Net profit margin increased from **7% in 2023 to 10% in 2025**, reflecting an improvement in the proportion of net profit generated from revenues. This indicates that a higher share of revenue is retained as profit after accounting for costs and expenses.



Return on Equity demonstrates a strong upward trend, indicating higher returns generated for shareholders relative to equity. This reflects the Company’s ability to generate increased profitability from its equity base, reaching **33% in 2025**.



Net profit growth follows the upward movement in revenues, indicating improved earnings generation after accounting for costs and expenses. This reflects the Company’s ability to translate revenue growth into bottom-line results, reaching approximately **SAR 1.1 billion in 2025**.



Return on Assets shows an increasing trend, reflecting higher earnings generated relative to the Company’s asset base. This indicates improved efficiency in utilizing assets to support income generation, reaching **15% in 2025**.



An aerial photograph showing a large array of blue solar panels installed in a field. The panels are arranged in a grid pattern, with some sections separated by rows of green trees and bushes. The lighting suggests it's either early morning or late afternoon, with long shadows and a warm glow on the foliage. A small white dot is visible in the upper left quadrant of the image.

05

SUSTAINABILITY
STRATEGY

Alignment and Ambitions



Saudi Vision 2030

Saudi Vision 2030 provides the national framework for economic diversification, industrial development, and sustainability. Riyadh Cables Group supports these priorities through its local manufacturing capabilities and the supply of cable solutions to major infrastructure, energy, transport, real estate, and industrial projects across the Kingdom.

Through the local production of cables and key raw materials, the Group strengthens domestic supply chains, supports local content, and reduces reliance on imports.

The group also exports to international markets extend the reach of Saudi-manufactured products, support the growth of national exports, and contribute to economic diversification and the competitiveness of the Kingdom’s industrial sector.

The Group also supports Saudi Arabia’s transition toward a low-carbon economy and its Net Zero by 2060 ambition through renewable energy, power transmission, and sustainable infrastructure projects.



National Industrial Development and Logistics Program (NIDLP)

The National Industrial Development and Logistics Program (NIDLP) aims to strengthen the Kingdom’s industrial base, increase local content, enhance supply chain resilience, grow national exports, and position Saudi Arabia as a global industrial and logistics hub.

Riyadh Cables Group supports these objectives through local manufacturing, continued investment in production capacity, and the production of cables and key raw materials for domestic and international markets. Its vertically integrated manufacturing model strengthens local value creation, reduces reliance on imports, and supports the export of competitive industrial products to markets beyond the Kingdom.

Through its expanding international reach, advanced manufacturing capabilities, and high-quality cable solutions, the Group contributes to the Kingdom’s industrial diversification, export growth, and long-term economic competitiveness.



Saudi Green Initiative

The Saudi Green Initiative supports the Kingdom’s environmental objectives, including emissions reduction, energy transition, environmental protection, and Saudi Arabia’s Net Zero by 2060 ambition. Riyadh Cables Group aligns with these priorities through its operational practices and the solutions it supplies to domestic and international markets.

The Group supports energy infrastructure that enables efficient power transmission and the integration of renewable energy, while continuing to improve resource efficiency, material utilization, waste reduction, and energy performance across its manufacturing operations.

These efforts strengthen the sustainability and competitiveness of locally manufactured cable solutions, supporting their use in the Kingdom and their export to international markets while contributing to Saudi Arabia’s broader sustainability and economic ambitions.

Alignment and Ambitions

United Nations Sustainable Development Goals (UNSDGs)

Riyadh Cables Group aligns its activities with selected United Nations Sustainable Development Goals (SDGs) that are relevant to its operations and sector.

The Company’s contribution is primarily linked to its role in supporting infrastructure development, energy systems, and industrial production, as well as its internal practices related to workforce management and operational efficiency.

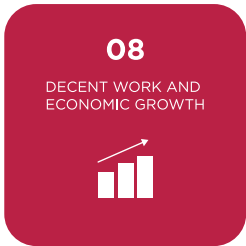


Key Areas of Alignment Include:



Affordable and Clean Energy

Supporting power transmission and energy infrastructure projects, including those related to renewable energy.



Decent Work and Economic Growth

Providing employment opportunities, supporting workforce development, and contributing to industrial growth.



Industry, Innovation and Infrastructure

Supplying cable solutions for infrastructure projects and supporting industrial development across multiple sectors.



Responsible Consumption and Production

Improving resource efficiency through material management, recycling practices, and operational controls.



Climate Action

Supporting emissions reduction efforts through energy efficiency initiatives and participation in energy transition projects.

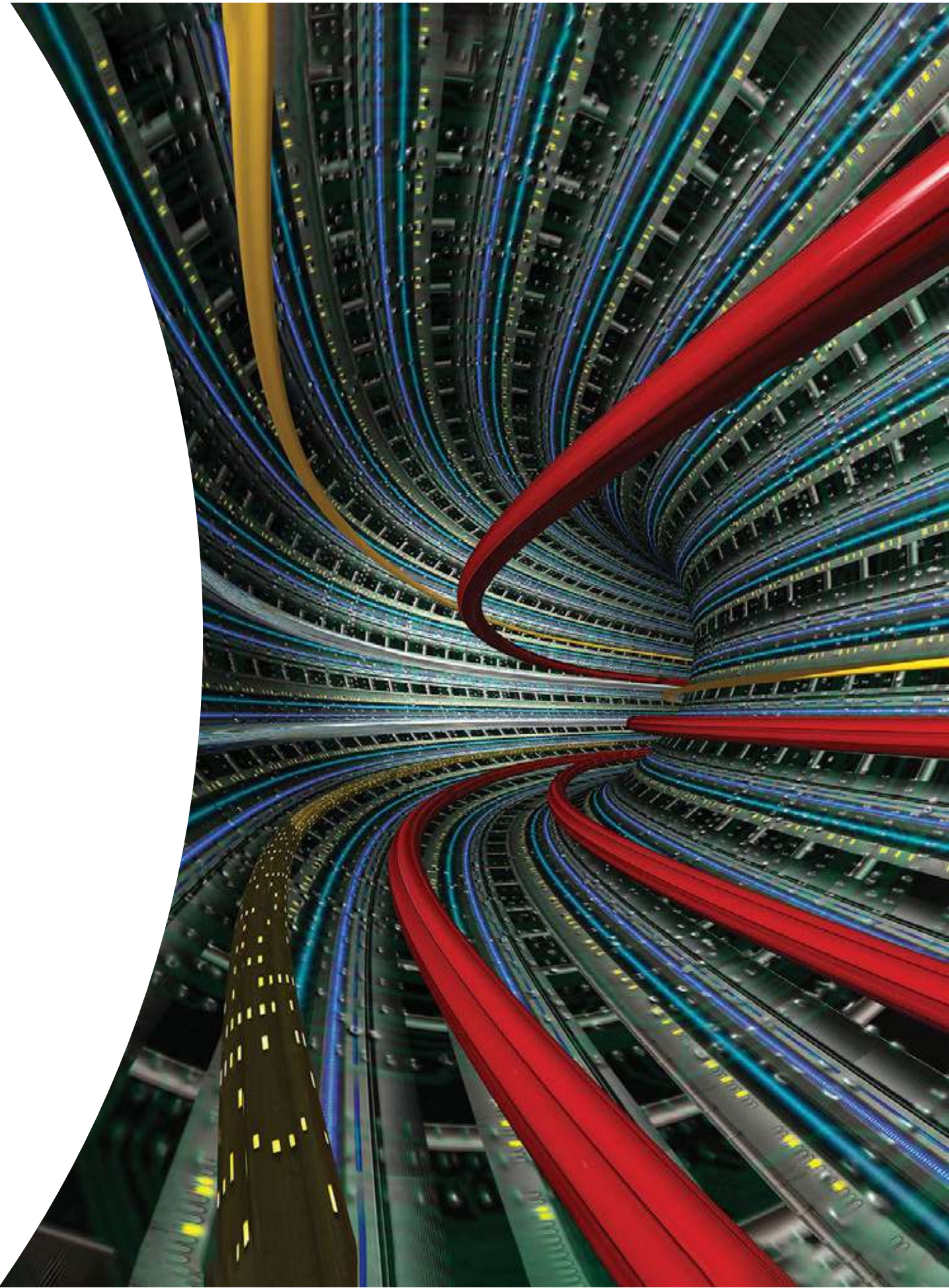
Stakeholders Engagement

Riyadh Cables Group engages with its stakeholders to understand expectations, assess ESG-related risks and opportunities, and support decision-making across its operations. Engagement is conducted through structured and ongoing interactions across key stakeholder groups, including customers, employees, suppliers, regulators, and communities.

The outcomes of stakeholder engagement are incorporated into the identification and prioritization of material topics, ensuring alignment between stakeholder expectations and the Company’s operational priorities.

Stakeholder Engagement Channels and Topics

Stakeholder Group	Engagement Channels	Frequency	Key Topics of Engagement
Customers	Meetings, project coordination, technical consultations	Ongoing	Product quality, reliability, delivery performance, innovation
Employees	Internal communication, training, surveys	Ongoing	Health and safety, employee development, working conditions
Suppliers	Procurement processes, supplier evaluations	Periodic	Procurement practices, compliance, quality standards
Regulators	Regulatory submissions, compliance reporting	As required	Environmental compliance, governance, industry regulations
Communities	Corporate initiatives, project-related engagement	Periodic	Community impact, environmental considerations



Material Topics

Topic Identification and Initial Screening

The process commenced with the identification of a broad list of ESG topics relevant to the cable manufacturing sector and the Company's operations. This phase included:

- Review of international frameworks, including GRI Standards and MSCI ESG Ratings criteria
- Peer benchmarking across regional and international cable manufacturers
- Internal consultation with relevant business functions

This approach ensured that the initial list reflected sector-specific risks, regulatory developments, stakeholder expectations, and operational priorities.

Stakeholder-based Assessment

Stakeholder input was incorporated to evaluate the relative importance of each topic. Stakeholders were engaged through existing communication channels and a materiality assessment survey, providing input based on their interactions with the Company.

The feedback obtained was used to assess the significance of each topic from a stakeholder perspective and to better understand stakeholder expectations regarding the Company's ESG performance.

Impact Assessment

As part of the double materiality assessment, the identified topics were evaluated based on their actual and potential impacts on the environment, society, and the economy. The assessment considered:

- The nature of manufacturing operations, including energy use, emissions, and resource consumption
- Sector-specific exposure to environmental and social risks
- The Company's operational footprint

This assessment provided a structured view of the Company's most significant sustainability impacts without evaluating performance levels.

Double Materiality Assessment

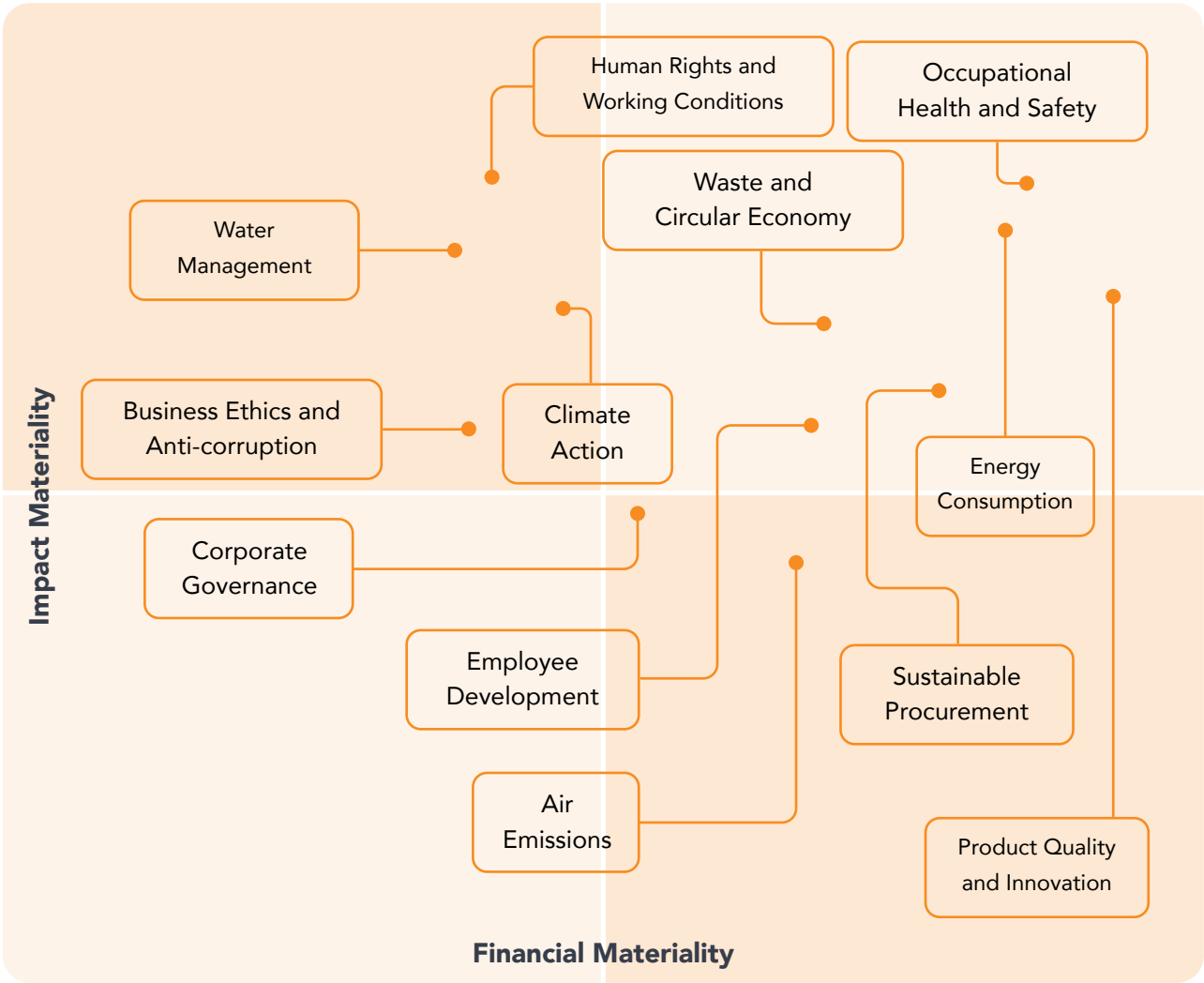
Riyadh Cables Group applied a double materiality approach to evaluating each ESG topic from two complementary perspectives. The assessment considered both the Company's actual and potential impacts on the economy, environment, and people (impact materiality), and the significance of ESG matters to stakeholders and their potential influence on the Company's long-term business resilience and value creation (financial materiality). Considering both perspectives enabled the Company to identify the ESG topics most relevant to its operations and stakeholders.

Consolidation and Validation

The outcomes of the internal assessment, stakeholder input, external benchmarking, and impact assessment were consolidated using predefined evaluation criteria. The results were reviewed by relevant internal functions to ensure alignment with the Company's operational priorities, risk profile, and strategic direction. The finalized material topics formed the basis for the Company's sustainability reporting and ESG strategy development.



Materiality Matrix



ESG Focus Areas and Targets

Riyadh Cables Group has identified the environmental, social, and governance focus areas most relevant to its operations and defined an initial set of objectives for each. These strategic objectives guide the Company's ESG priorities and are aligned with the United Nations Sustainable Development Goals, providing a framework for integrating sustainability considerations across its operations.

Environmental

GHG Emissions

- Reduce greenhouse gas emission intensity



Energy

- Improve energy efficiency across operations
- Increase the use of renewable energy



Air Emissions

- Maintain effective air emissions monitoring and control



Water

- Improve water use efficiency



Waste and Circular Economy

- Maximize recycling and recovery of production scrap
- Minimize waste generation



Social

Occupational Health and Safety

- Foster a safe and healthy workplace
- Reduce workplace incidents through proactive risk management



Employee Development

- Enhance employee skills and capabilities
- Support career development and talent growth



Human Rights and Labor

- Uphold fair and responsible labor practices
- Respect human rights across operations



Sustainable Procurement

- Integrate ESG considerations into supplier management



Governance

Business Ethics and Anti-corruption

- Promote a culture of ethics and integrity



Corporate Governance

- Maintain effective governance and Board oversight
- Enhance transparency and accountability



Product Quality and Innovation

- Deliver high-quality products
- Drive innovation to support sustainable growth



06

CORPORATE GOVERNANCE



Board of Directors

Riyadh Cables Group Company is governed by a Board of Directors that provides strategic direction, oversight, and accountability to ensure the long-term sustainability of the business and the protection of shareholder interests.

The Board comprises seven members, predominantly non-executive, with representation from both independent and non-independent directors. This structure is designed to reinforce independent oversight, strengthen governance practices, and support objective decision-making.

Mr. Khaled A. Al-Gwaiz
Chairman



Eng. Mohammed H. Alzaim
Vice Chairman



Mr. Ahmad Samer Alzaim
Member



Mr. Ziad F. Al-Saleh
Member



Abdulwahab A. Al Bateri
Member



Fahad Mahmoud Al Malhas
Board Member



Raed Ibrahim Almadaihim
Member



The Board is responsible for setting the Company’s strategic priorities and supervising executive management in the delivery of these objectives.

Board of Directors

Its Main Responsibilities Include:

- Approving the Company’s strategy and monitoring its implementation
- Overseeing financial performance, internal controls, and risk management frameworks
- Ensuring compliance with applicable laws, regulations, and governance standards
- Reviewing and guiding executive management performance
- Promoting transparency, accountability, and ethical conduct across the organization

The Board operates within a clearly defined governance framework and is supported by specialized committees to enhance the depth and effectiveness of its oversight.



Board Committees

The Board has established committees to support the effective discharge of its responsibilities. Each committee operates under defined terms of reference and reports to the Board on its activities and recommendations.

Executive Committee

The Executive Committee supports the Board in strategic and operational matters and facilitates timely decision-making on key business issues.

Its Main Responsibilities Include:

- Reviewing and recommending strategic plans and initiatives
- Monitoring operational and financial performance against approved targets
- Evaluating investment opportunities and capital expenditure proposals
- Overseeing the execution of major projects and business initiatives
- Addressing urgent matters and escalating key decisions to the Board

Audit Committee

The Audit Committee oversees financial reporting, internal controls, and risk management processes, ensuring transparency and integrity across the Company’s operations.

Its Main Responsibilities Include:

- Reviewing financial statements prior to Board approval
- Overseeing the effectiveness of internal control systems and risk management frameworks
- Supervising internal audit activities and reviewing audit findings
- Recommending the appointment, remuneration, and performance evaluation of external auditors
- Monitoring compliance with regulatory and financial reporting requirements
- Ensuring the independence of the external auditor



Nomination and Remuneration Committee

The Nomination and Remuneration Committee supports the Board in maintaining an effective governance structure and aligning remuneration with performance.

Its Main Responsibilities Include:

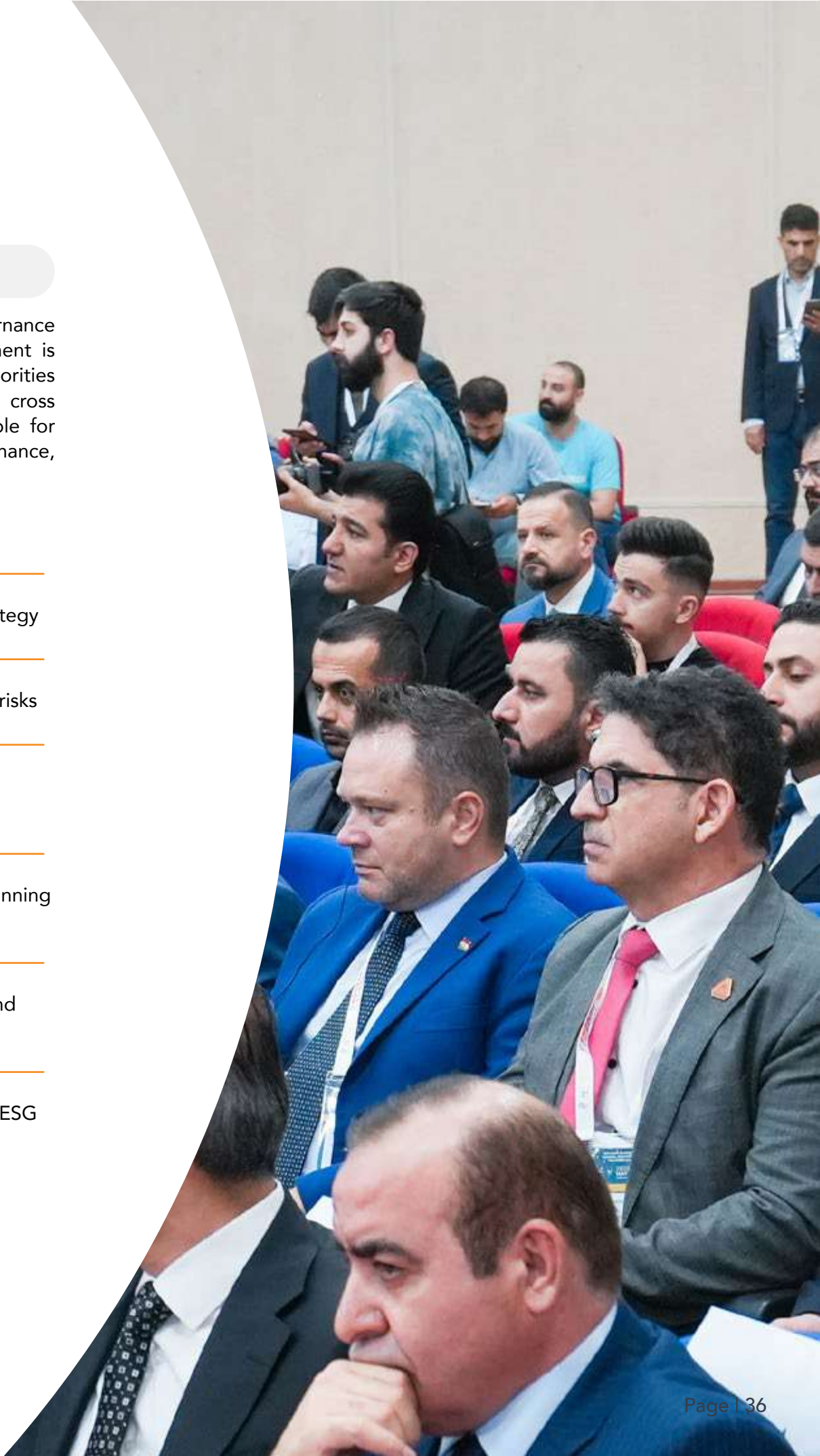
- Reviewing Board composition and recommending appointments and reappointments
- Overseeing succession planning for Board members and executive management
- Evaluating the performance of the Board and its committees
- Establishing remuneration policies for Board members and executive management
- Ensuring that remuneration structures are aligned with performance and long-term objectives
- Supporting the development of leadership and talent within the organization

ESG Oversight

The Board oversees ESG matters as part of its broader governance and risk oversight responsibilities, while Executive Management is responsible for implementing the Company's sustainability priorities across the business. ESG performance is supported through cross functional collaboration, with relevant departments responsible for monitoring environmental, social, and governance performance, implementing initiatives, and reporting progress.

Its Main Responsibilities Include:

- Overseeing the implementation of the Sustainability Strategy
- Monitoring ESG performance and material sustainability risks
- Supporting compliance with applicable ESG related regulations and reporting requirements
- Integrating sustainability considerations into business planning and operational decision making
- Reviewing progress against ESG objectives, initiatives, and performance indicators
- Promoting collaboration across departments to improve ESG performance and reporting



Risk Management

RCGC applies a structured risk management framework to identify, assess, and manage risks that may affect its operations, financial position, and long-term performance. Risk management is embedded across business functions and integrated into governance, operational planning, and decision-making processes.

The framework establishes clear processes for risk identification, evaluation, mitigation, and monitoring. It ensures that risks are systematically assessed, appropriately controlled, and escalated where required, supporting operational continuity and informed decision-making.



Risk Management Approach & Methodology

RCGC adopts a structured and methodical approach to risk management, supported by formal assessment tools and defined evaluation criteria.

1. Risk Identification

Risks are identified across all business areas, including manufacturing, supply chain, finance, compliance, HSE, and information systems. Identification is supported by advanced analytical tools, ensuring coverage of both operational and strategic exposures.

Risk Assessment Identified risks are evaluated based on:

- Likelihood of occurrence
- Potential impact on operations, financial performance, compliance, and reputation

These factors are combined to assign a risk rating, enabling prioritization of key risks requiring management attention.

2. Risk Mitigation

Risks exceeding defined thresholds are assigned mitigation actions. These include preventive controls, corrective measures, and process improvements designed to reduce the likelihood or impact of identified risks. All mitigation actions are documented and tracked.

3. Risk Monitoring and Reporting

Risks and mitigation actions are recorded in a centralized Risk Register. Ongoing monitoring is conducted through operational reviews, internal audits, and management reporting to ensure that controls remain effective, and risks are managed within acceptable levels.

4. Opportunity Consideration

In addition to risk identification, the framework incorporates the assessment of opportunities. Opportunities are evaluated alongside risks to support operational improvements, efficiency gains, and business development.

5. Integration with Operations

Risk management is integrated into RCGC’s operational processes and supports day-to-day decision-making across manufacturing, procurement, project execution, and support functions.

The framework is aligned with established management systems and operational controls, including quality, health and safety, and environmental practices. Risk considerations are incorporated into planning, execution, and review processes, ensuring that potential issues are identified early and managed proactively.

Risk Classification and Management Approach

Risk Category	Description	Management Approach
Strategic Risks	Risks related to market conditions, industry developments, and business positioning.	Monitoring market trends, aligning product portfolio with demand, and supporting long-term planning and diversification.
Operational Risks	Risks arising from manufacturing processes, equipment, and operational continuity.	Preventive maintenance, process controls, operational monitoring, and implementation of management systems.
Supply Chain Risks	Risks related to raw material availability, supplier performance, and logistics.	Supplier qualification and evaluation, performance monitoring, and diversification of supply sources.
Financial Risks	Risks associated with cost fluctuations, liquidity, and financial exposures.	Financial controls, cost monitoring, and structured procurement and treasury management practices.
Compliance and Regulatory Risks	Risks related to non-compliance with applicable laws and regulations.	Compliance frameworks, internal controls, regulatory monitoring, and internal audit processes.
Health, Safety and Environmental Risks	Risks impacting employee safety and environmental performance.	Implementation of HSE management systems, risk assessments, training, and incident management processes.
Information Security Risks	Risks related to IT systems, data protection, and cybersecurity.	Access controls, system monitoring, cybersecurity measures, and regular audits.
Reputational Risks	Risks affecting stakeholder confidence and corporate reputation.	Governance practices, transparency, stakeholder engagement, and quality assurance processes.



Policies and Procedures

Riyadh Cables Group Company (RCGC) has established a comprehensive policy framework to support effective governance, ensure regulatory compliance, and promote ethical and responsible business conduct. These policies are aligned with applicable regulatory requirements and reflect the Company’s approach to managing economic, environmental, and social impacts.

The policy framework is periodically reviewed to ensure alignment with evolving regulatory expectations, operational requirements, and international reporting standards.

Governance and Corporate Framework

RCGC operates under a defined governance framework supported by its Articles of Association and Corporate Governance Policy. These documents establish the structure, roles, and responsibilities of the Board of Directors and its committees, as well as the principles guiding decision-making, oversight, and accountability.

The framework also defines Board membership requirements and governance practices, supporting transparency, independence, and effective supervision of executive management.

100%

Operations Covered by the Company's Governance and Compliance Framework

Business Ethics and Anti-Corruption

RCGC maintains a zero-tolerance approach to corruption and unethical conduct. The Company has implemented policies and controls to prevent bribery, corruption, and conflicts of interest across its operations.

The Professional Conduct Policy establishes standards for ethical behavior and integrity, while the Conflict-of-Interest Policy requires the disclosure and management of any actual or potential conflicts.

In addition, the Company enforces controls related to fair competition through its Competition Controls Policy, ensuring compliance with applicable competition laws and regulations.

ZERO

Confirmed Incidents of Corruption

Whistleblowing and Reporting Mechanisms

RCGC has established formal mechanisms to enable the reporting of unethical conduct, non-compliance, or violations of Company policies.

The Reporting Non-Compliant Practices Policy provides secure and confidential channels for employees and stakeholders to report concerns. The framework ensures that reports are reviewed, investigated, and addressed in a timely manner, while protecting whistleblowers from retaliation.

Compliance and Regulatory Practices

RCGC maintains policies and procedures to ensure compliance with applicable laws, regulations, and internal standards.

This includes frameworks governing regulatory reporting, adherence to listing requirements, and compliance with financial and operational regulations. The Company’s governance structure ensures that compliance is monitored and enforced through internal controls and oversight mechanisms.

Transparency and Disclosure

The Company is committed to maintaining transparency in its communications with stakeholders.

The Disclosure and Transparency Policy governs the timely and accurate disclosure of material information, ensuring compliance with regulatory obligations and supporting fair and informed stakeholder engagement.

The Related Party Transactions Policy establishes procedures for identifying, reviewing, and approving transactions involving related parties to ensure fairness, transparency, and accountability.

Remuneration and Economic Practices

The Remuneration Policy governs compensation for Board members and executive management, aligning remuneration structures with performance and long-term value creation.

The Dividend Distribution Policy defines the principles guiding profit distribution to shareholders, ensuring consistency, transparency, and alignment with the Company’s financial position and strategic objectives.

Digital Resilience

RCGC recognizes digital resilience as a strategic priority underpinning operational continuity, data protection, and stakeholder trust. The Group has established a comprehensive cybersecurity and IT resilience framework to safeguard its digital assets against evolving threats while ensuring the reliability and availability of critical systems across all operations. This framework is aligned with recognized international standards and applies across all facilities, covering infrastructure, networks, applications, and information assets.

SAR 1,050,653

Spent on Cybersecurity Systems in 2025

Governance and Risk Management

RCG’s cybersecurity framework is governed under the oversight of the Chief Information Officer, with clear accountability assigned across IT management, the Network and Security function, and end users. This structure ensures that cybersecurity is embedded across all levels of the organization.

The Group adopts a risk-based approach to digital resilience, anchored in periodic risk assessments that evaluate threats, vulnerabilities, likelihood, and potential impact. These assessments inform the design and implementation of mitigation controls and are conducted regularly, as well as in response to significant technological or operational changes.

Cybersecurity Controls & Infrastructure Protection

RCG employs a layered security architecture designed to protect the confidentiality, integrity, and availability of its information assets. This is achieved through a combination of preventive, detective, and corrective controls, including:

- Role-based access controls and periodic access reviews to ensure appropriate system authorization.
- Segmented network architecture supported by firewalls, intrusion prevention systems, and secure encryption protocols.
- Centralized endpoint protection and anti-malware systems across all IT assets.
- Formal change management processes to ensure secure system modifications.
- Controlled third-party access based on risk assessments and defined security requirements.

These measures collectively enhance RCGC’s ability to prevent unauthorized access, detect anomalies, and maintain system integrity.

Monitoring, Incident Response & Recovery

RCGC maintains robust monitoring capabilities through centralized logging and continuous surveillance of critical systems to ensure early detection of potential threats. A structured incident management process enables timely identification, classification, and response to cybersecurity events.

In the event of an incident, response protocols focus on rapid containment, root cause analysis, and implementation of corrective and preventive actions. This process is supported by defined reporting mechanisms and escalation procedures, ensuring that significant incidents are addressed promptly and transparently.

To support operational continuity, RCGC has implemented comprehensive business continuity and disaster recovery measures. These include defined recovery time and recovery point objectives, regular system backups across multiple locations, and periodic testing of failover capabilities to ensure readiness in the event of disruption.

Cybersecurity Awareness and Culture

RCGC promotes a strong culture of cybersecurity awareness through ongoing training and communication initiatives. Employees are equipped with the knowledge required to identify and respond to cyber risks, including phishing, social engineering, and data protection threats. This is fostered through operational policies, defined responsibilities, and preventive measures to ensure compliance across the organization.

3 Cybersecurity Awareness Campaigns Conducted in 2025

Performance Indicators

RCGC continuously monitors the effectiveness of its digital resilience framework through key performance indicators that reflect both incident prevention and maturity control.



ZERO

Material Cybersecurity Incidents in the Reporting Period



ZERO

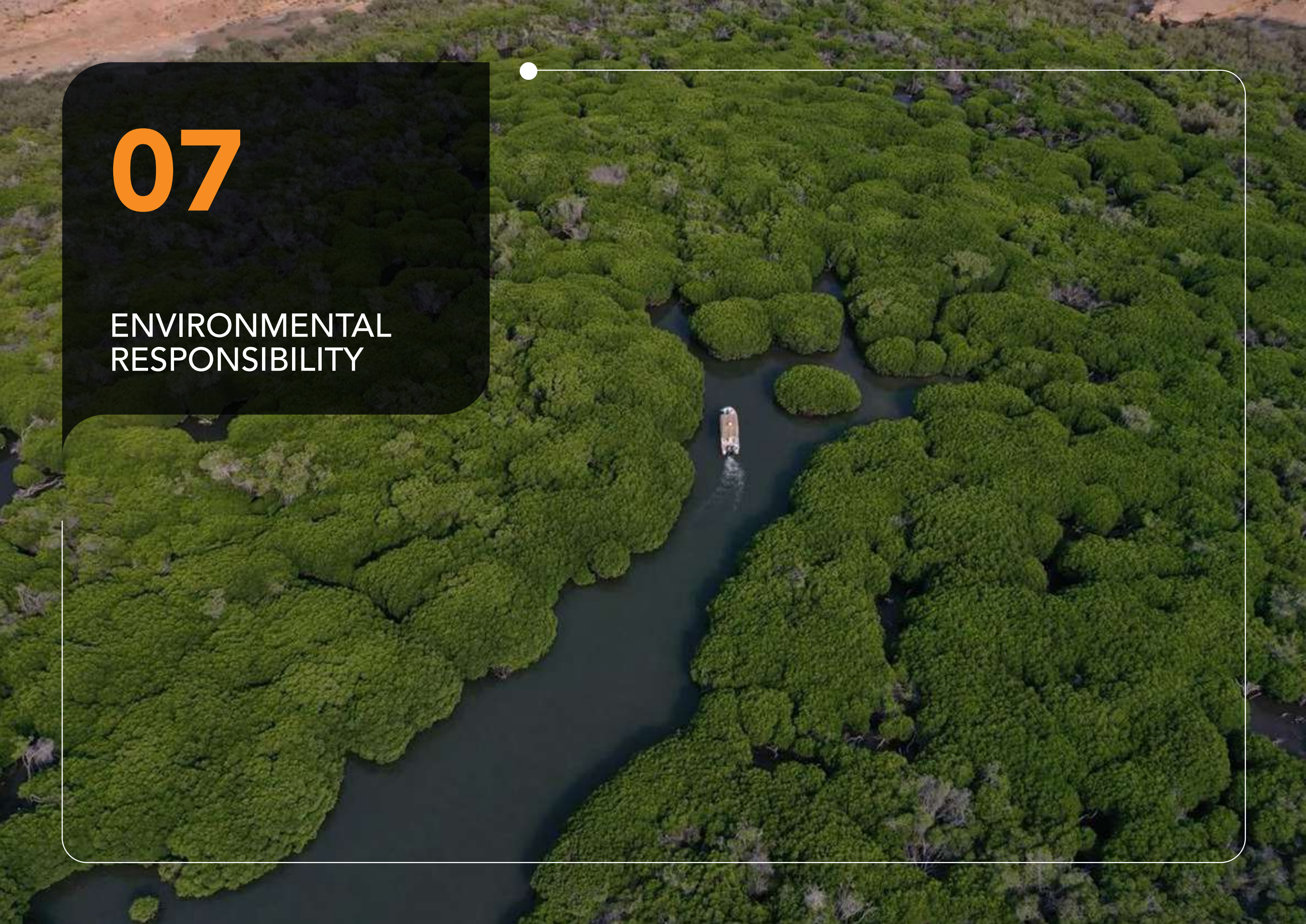
Material Data Breaches in the Reporting Period

The consistent absence of cybersecurity incidents and data breaches demonstrates the effectiveness of RCGC’s preventive and monitoring controls, while the increased number of IT security audits reflects a proactive approach to enhancing oversight and continuous improvement.

Continuous Improvement

RCG remains focused on continuously improving its cybersecurity capabilities in response to the evolving digital risk landscape. Through regular assessments, system upgrades, and sound governance practices, the Group ensures that its digital infrastructure remains resilient, secure, and capable of supporting sustainable business growth.



An aerial photograph of a lush green mangrove forest. A narrow waterway winds through the dense canopy of trees. A small boat is visible in the water, moving away from the viewer. The overall scene is vibrant green with some brown patches of exposed earth or sand.

07

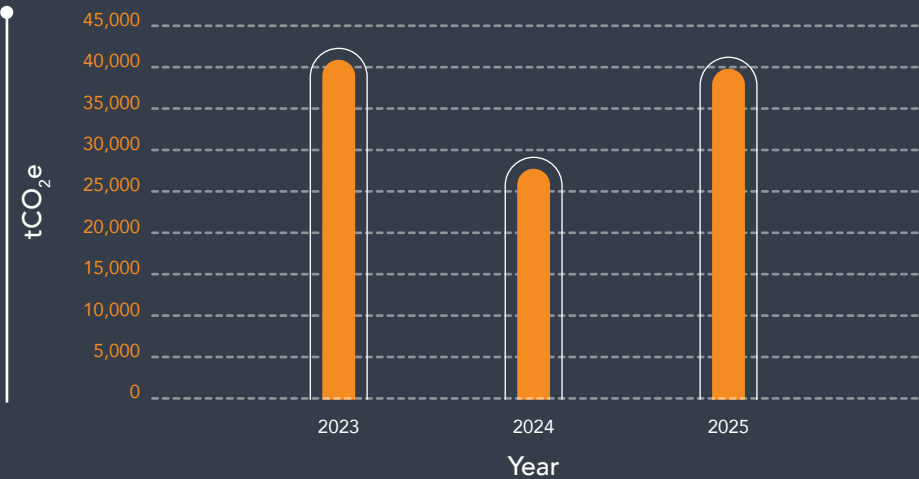
ENVIRONMENTAL
RESPONSIBILITY

Energy
and Emissions

RCGC measures and reports its greenhouse gas emissions in accordance with the GHG Protocol, covering Scope 1 (direct) and Scope 2 (indirect) emissions. Scope 1 emissions arise from the consumption of fuels and refrigerants, while Scope 2 emissions reflect purchased electricity consumed across the Company's operations.

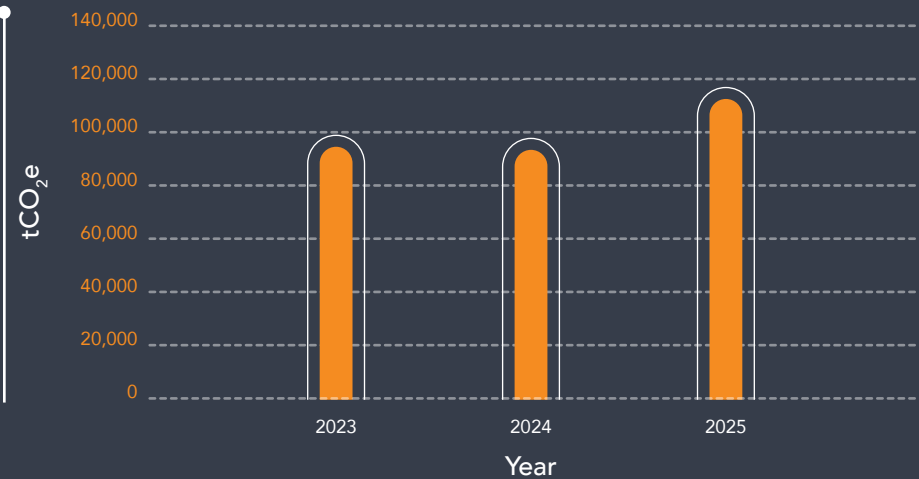
Scope 1 captures greenhouse gases from fuel combusted in owned or operated sources. In 2025, Scope 1 emissions totaled 41,521 tCO₂e, driven primarily by diesel and natural gas.

Scope 1 Emissions



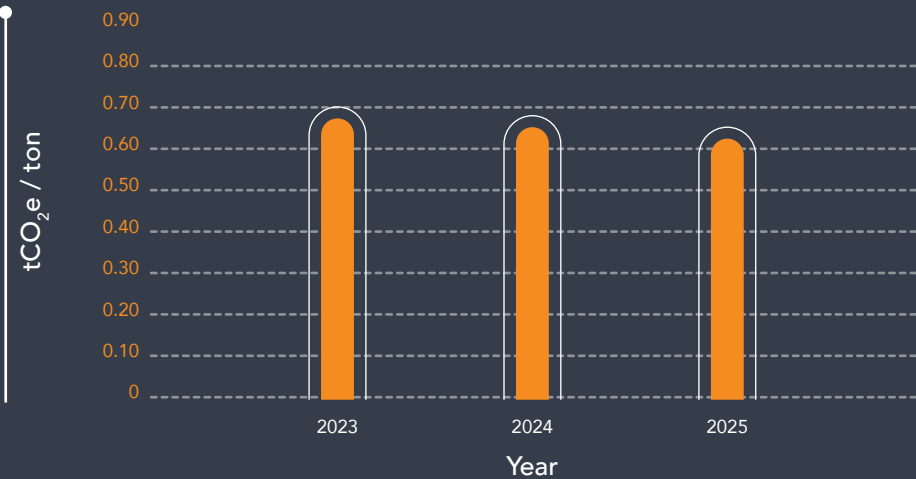
Scope 2 captures emissions from purchased electricity. In 2025, Scope 2 emissions reached 116,580 tCO₂e, reflecting higher production across expanded operations.

Scope 2 Emissions



Emissions intensity decreased to 0.66 tCO₂e per ton in 2025, demonstrating improved carbon efficiency relative to production output.

Emissions Intensity

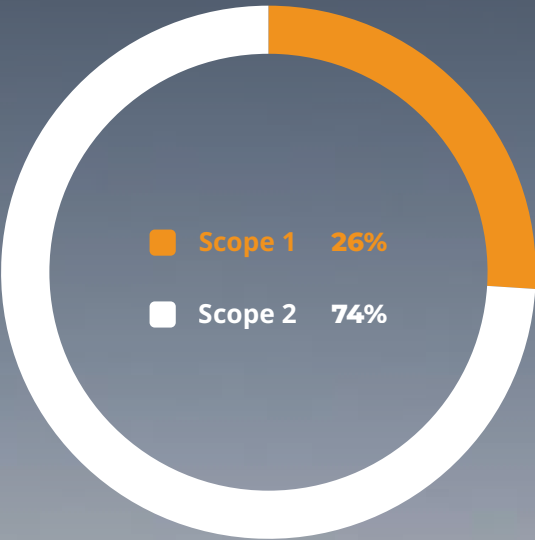


~10%

Reduction in Energy Intensity
(2023–2025)

Total Emissions

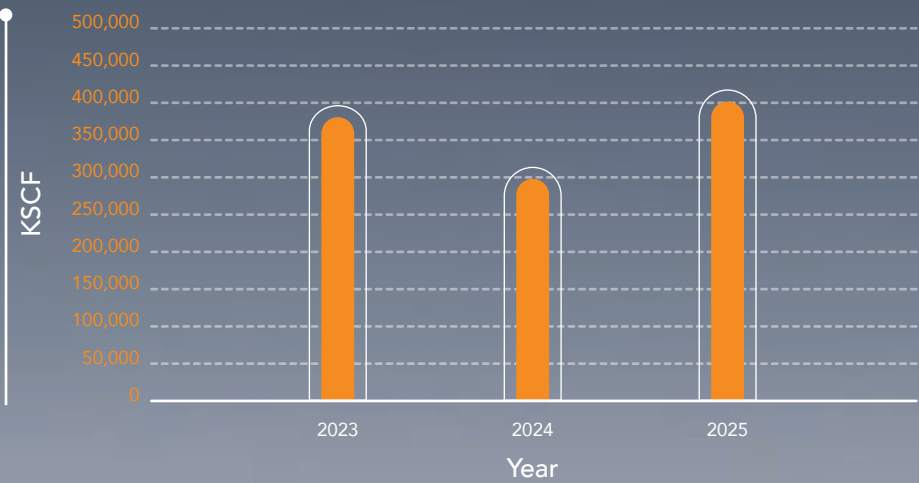
Purchased electricity (Scope 2) accounted for 74% of total GHG emissions, while direct emissions from fuel combustion (Scope 1) represented the remaining 26% of the Company's total carbon footprint of 158,101 tCO₂e.



Key Emissions Reduction Areas

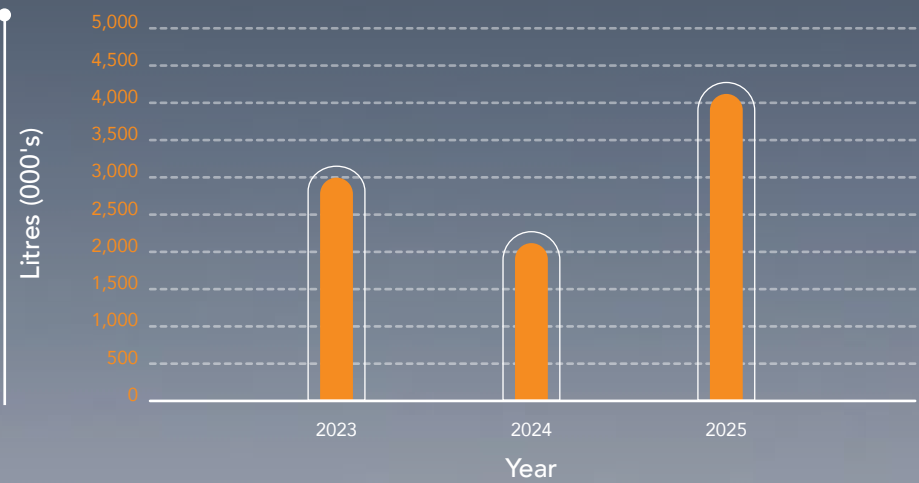
RCGC prioritizes emissions reduction initiatives across its two most significant emission sources: direct fuel combustion, led by diesel and natural gas (Scope 1), and purchased electricity (Scope 2).

Natural Gas Consumption



Consumption reached 435,736 KSCF in 2025 following the transition from diesel-fired to natural gas-fired degassing rooms, supporting lower carbon operations while meeting production requirements.

Diesel Consumption



Diesel remained the Company's primary liquid fuel, with consumption increasing to 4,330,522 litres in 2025 in line with higher production. As thermal processes transition to natural gas, diesel consumption is expected to decline over the longer term.





Energy Efficiency & Emissions Initiatives

Transition to Natural Gas-fired Degassing Rooms

To meet the Company’s GHG reduction targets, RCGC completed the transition of its degassing rooms from diesel-fired to natural gas-fired burners. The initiative replaces higher carbon fuel with a cleaner alternative, reducing Scope 1 emissions while improving operational efficiency. In addition to lowering fuel consumption costs, the transition also reduces the risks associated with onsite diesel storage and handling.

58.4%

Reduction in Operating Cost per Hour

SAR 63,397

Savings Achieved During the Initial Operating Period

Renewable Energy Projects

RCGC is progressing the development of onsite renewable energy projects to reduce purchased electricity consumption and the associated Scope 2 emissions. As purchased electricity represents the largest source of the Group's greenhouse gas emissions, these projects are expected to significantly contribute to lowering the Company's overall carbon footprint while supporting its long-term decarbonization efforts.

2-5%

Targets a 2-5% Reduction in Electricity Consumption

Sustainable Product Innovation

Product innovation remains an important component of RCGC’s sustainability approach, with cable solutions designed to improve energy efficiency, enhance operational safety, and support the development of lower-carbon energy infrastructure.

Fully Recyclable Cables

Manufactured without heat treatment, reducing energy consumption and associated emissions during production while supporting material circularity.

High-Temperature Low Sag (HTLS) Conductors

Increase transmission capacity and improve grid efficiency by reducing electrical losses.

Low-Smoke Zero-Halogen (LSZH) Cables

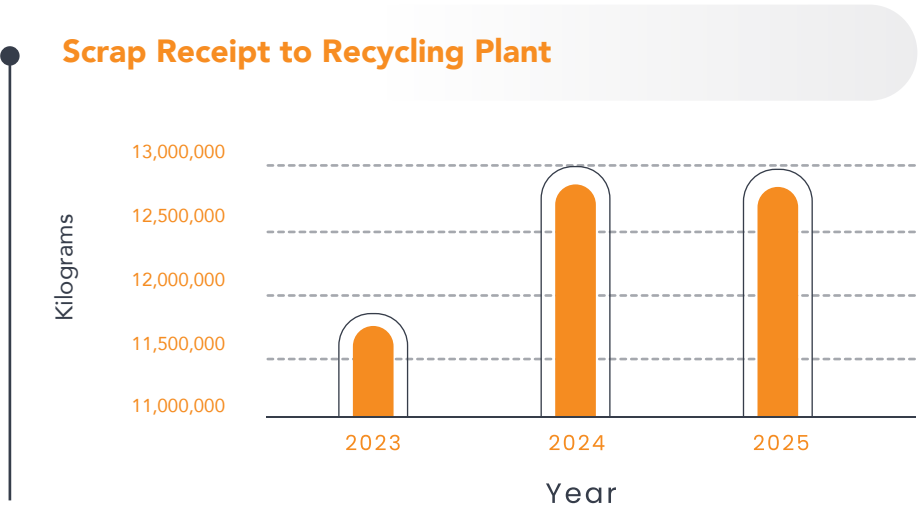
Limit the release of toxic and corrosive gases during fire incidents, enhancing safety for people, infrastructure, and the environment.



Scrap Management

The Recycling Plant serves as the centralized facility responsible for receiving, recording, classifying, and managing production scrap generated across RCGC manufacturing operations. Scrap materials are transferred from the main production plants to the Recycling Plant where they are weighed, categorized, and prepared for recycling, recovery, reuse, or controlled disposal. The system provides operational visibility into material losses, supports inventory reconciliation, and contributes to both cost recovery and environmental management initiatives.

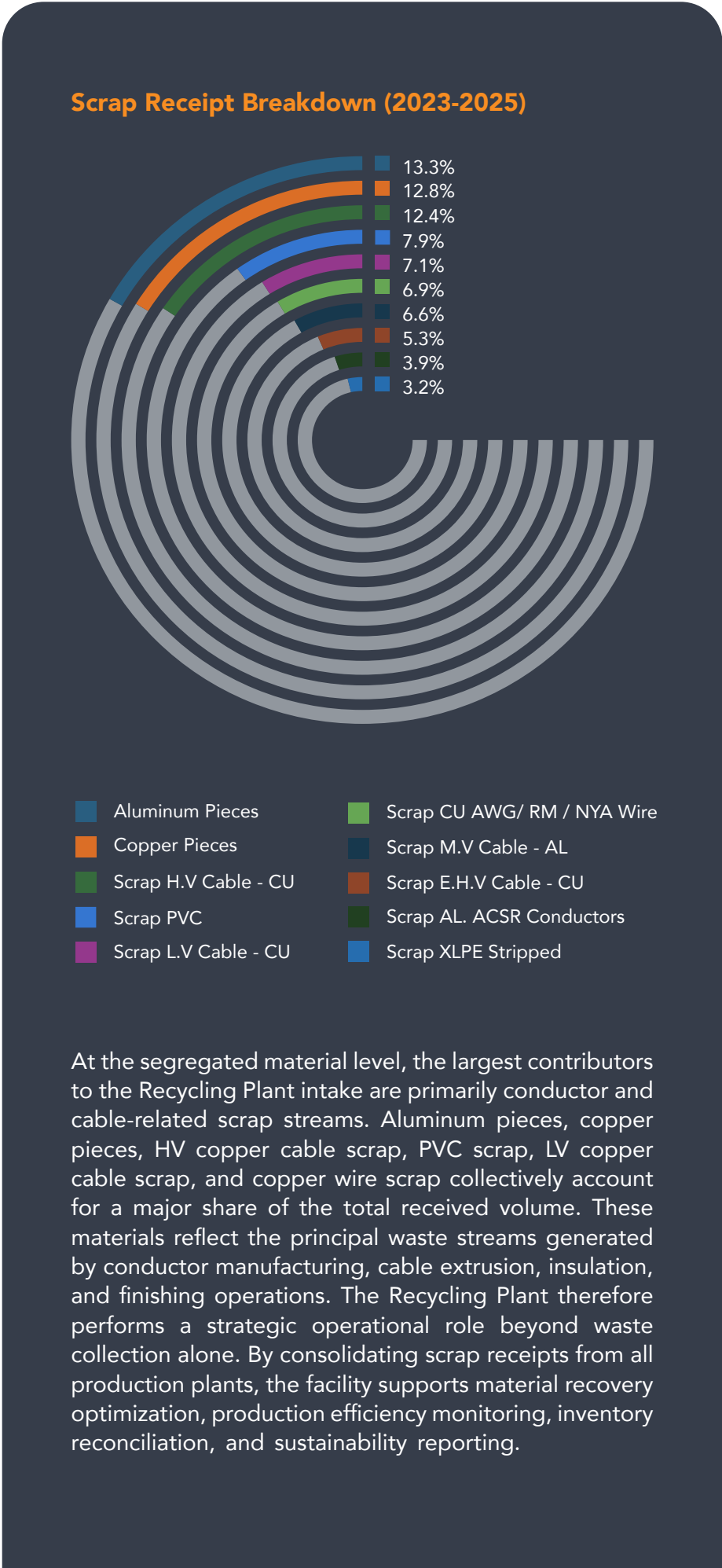
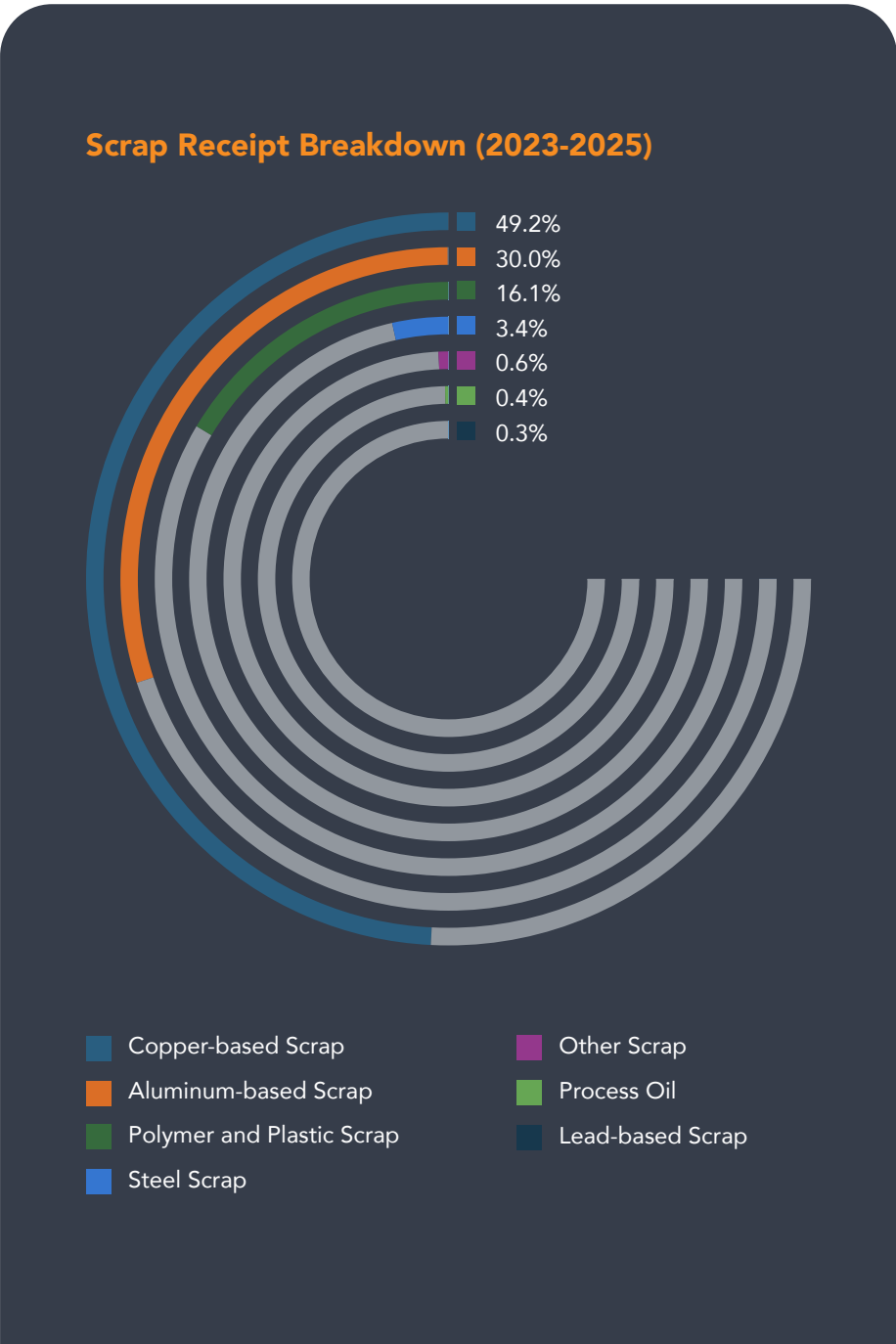
Over the period from 2023 to 2025, the Recycling Plant handled substantial quantities of production scrap, reflecting the scale of RCGC's manufacturing activities and the importance of material recovery within cable production operations. In 2025, the total scrap received by the recycling plant reached approximately 13 million kilograms.



The majority of the scrap stream received is categorized as metallic scrap, particularly copper and aluminum-based materials associated with conductor and cable manufacturing. Copper-bearing scrap represents the largest material category received by the Recycling Plant, accounting for approximately half of the total recorded scrap volume. This category includes copper pieces, LV/MV/HV copper cable scrap, EHV copper cable scrap, copper wire scrap, and related copper residues. Given the high commercial value of copper, effective tracking and recovery of these materials is critical for minimizing production losses and improving material utilization efficiency.

Aluminum-bearing scrap constitutes the second-largest category received. This stream includes aluminum pieces, aluminum cable scrap, ACSR conductors, aluminum tapes, and related conductor manufacturing waste. Together, copper and aluminum scrap form the core operational focus of the Recycling Plant due to their recoverable value and strategic importance within cable manufacturing processes.

Polymer and insulation-related scrap also represent a significant portion of received materials. These include PVC, XLPE, PE striped material, LSF compounds, fillers, and other insulation or sheathing residues generated during extrusion and cable finishing processes.





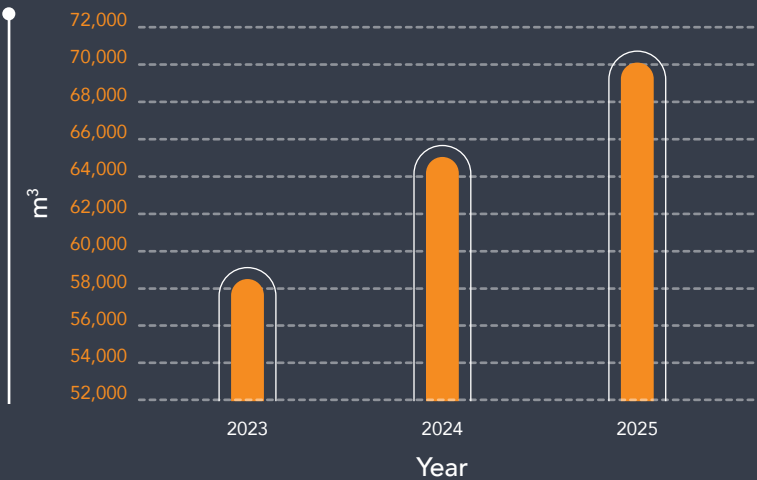
Water Management

Water management at RCGC is centered on maintaining reliable industrial operations while controlling consumption and managing process-related water discharge. Water is primarily utilized in production cooling systems, manufacturing support processes, and the operation of buildings and administrative facilities.

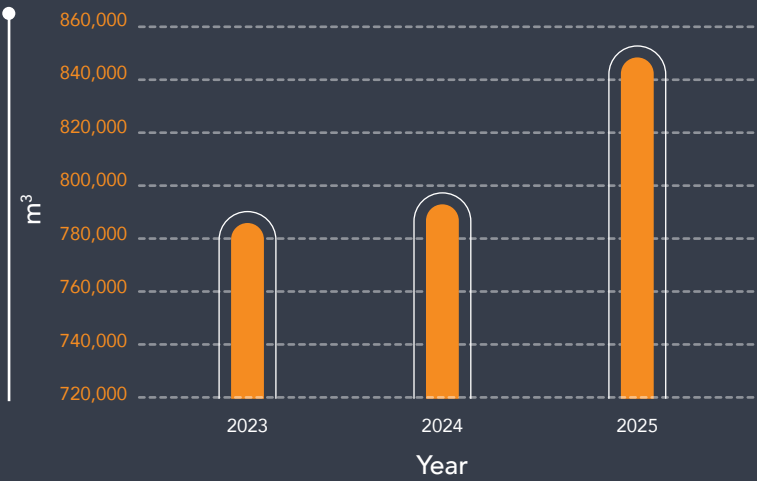
Cooling systems support manufacturing operations by maintaining controlled operating temperatures required for efficient production. Water circulated through production cooling systems absorbs process heat generated during cable manufacturing and related industrial activities. Following circulation, part of this water is discharged from the cooling system in accordance with operational requirements and system management practices. In 2025, water discharged from production cooling systems reached **70,694 m³**.

Water consumption associated with buildings and offices is also monitored across administrative facilities, employee amenities, sanitation systems, and other operational support services. This is essential for managing utility demand and monitoring overall resource consumption across non-production activities. In 2025, water consumption for buildings and offices reached approximately **0.84 million m³**.

Water Discharged from Cooling Down



Water Consumption for Buildings and Offices



08

HUMAN CAPITAL



Human Capital

Riyadh Cables Group Company adopts a structured and policy-driven approach to human capital management, recognizing its workforce as a significant enabler of operational excellence and long-term sustainability. The Company’s framework is designed to ensure consistency, fairness, and alignment with applicable labor regulations, while supporting a high-performance and accountable organizational culture.

Human capital practices are governed through formalized policies and procedures that define the principles for workforce management across the employee lifecycle. These policies establish clear expectations, roles, and standards, ensuring that all employment practices are implemented in a transparent, equitable, and controlled manner.

Governance and Policy Framework

The Company maintains a comprehensive suite of human resources policies that regulate key aspects of workforce management, including recruitment, employment conditions, employee relations, and workplace conduct. These policies are regularly reviewed and updated to reflect regulatory requirements and evolving organizational needs.

Oversight of human capital practices is embedded within the Company’s governance structure, with defined responsibilities across management levels to ensure effective implementation, monitoring, and continuous improvement.



Employee Engagement & Communication

Riyadh Cables promotes a culture of engagement through structured communication and consultation mechanisms. Employees are provided with formal channels to participate in discussions related to workplace practices, operational matters, and health and safety considerations.

These mechanisms include internal meetings, awareness initiatives, and feedback systems, enabling the effective dissemination of policies, objectives, and performance expectations across the organization.



Fair and Transparent Practices

The Company is committed to maintaining fair, transparent, and consistent employment practices across all operations. This includes ensuring clarity in roles and responsibilities, equitable treatment of employees, and adherence to established policies and procedures.

Through its structured human capital framework, Riyadh Cables reinforces accountability, supports ethical conduct, and fosters a stable and well-regulated working environment.



Workforce Profile

Riyadh Cables adopts a structured and forward-looking approach to workforce management, recognizing that a stable, skilled, and well-balanced workforce is essential to sustaining operational performance and long-term growth. The Company actively monitors workforce composition, recruitment patterns, and turnover trends to ensure alignment with business needs, production demands, and national workforce objectives.

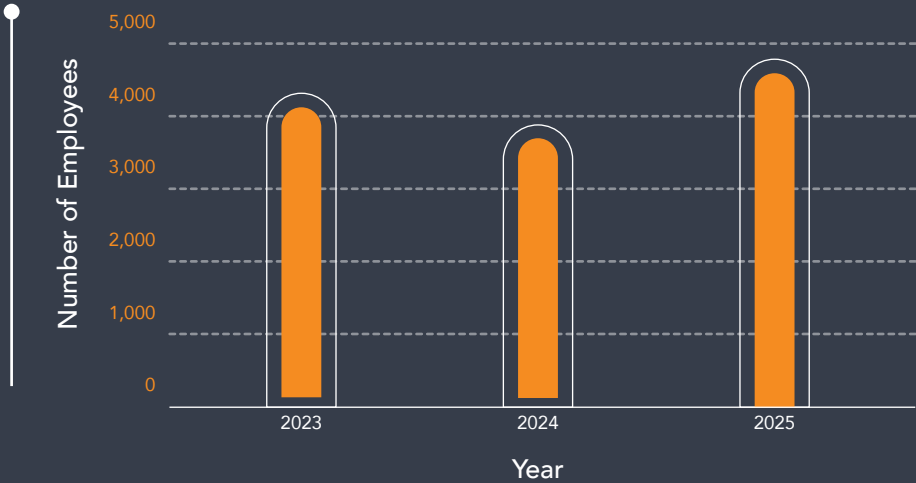
This approach is supported by ongoing workforce planning practices that aim to balance operational efficiency with talent sustainability. By closely tracking demographic indicators such as age distribution, nationality, and gender composition, the Company enables assessing workforce risks, including potential skills gaps, succession challenges, and over-reliance on specific workforce segments.

In parallel, Riyadh Cables focuses on maintaining workforce stability through controlled hiring strategies and retention practices, ensuring that changes in workforce size reflect deliberate operational decisions rather than reactive adjustments. These efforts enable the Company to optimize productivity while maintaining continuity in critical roles and technical expertise.

The analysis of workforce data further supports informed decision-making, allowing the Company to identify trends, evaluate the effectiveness of its human capital practices, and enhance its long-term workforce resilience.



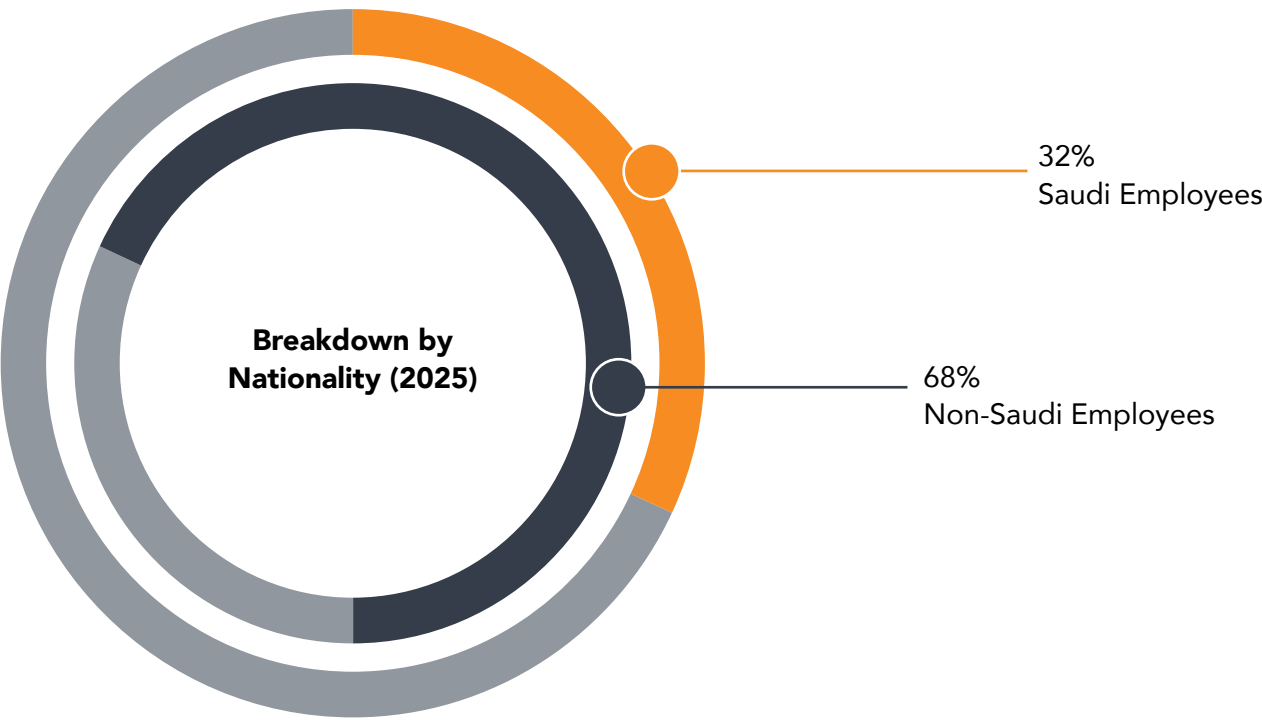
Total Employees



8.6% Female Representation out of the Total Workforce in 2025

Nationalization Profile

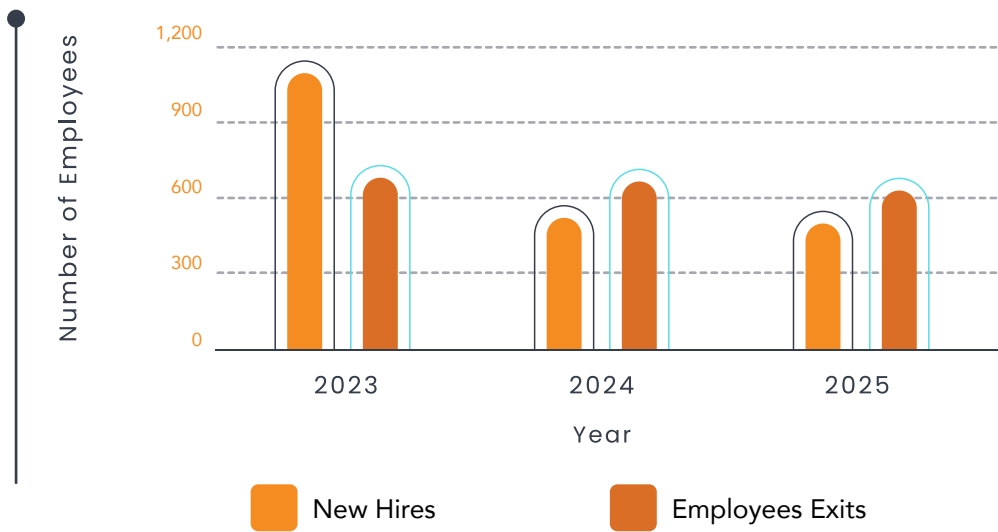
The Company adopts a balanced approach to workforce localization, ensuring alignment with national employment priorities while maintaining the technical and operational capabilities required for its industrial activities. This approach reflects a long-term commitment to developing local talent, enabling sustainable integration of national workforce participation.



Recruitment and Turnover

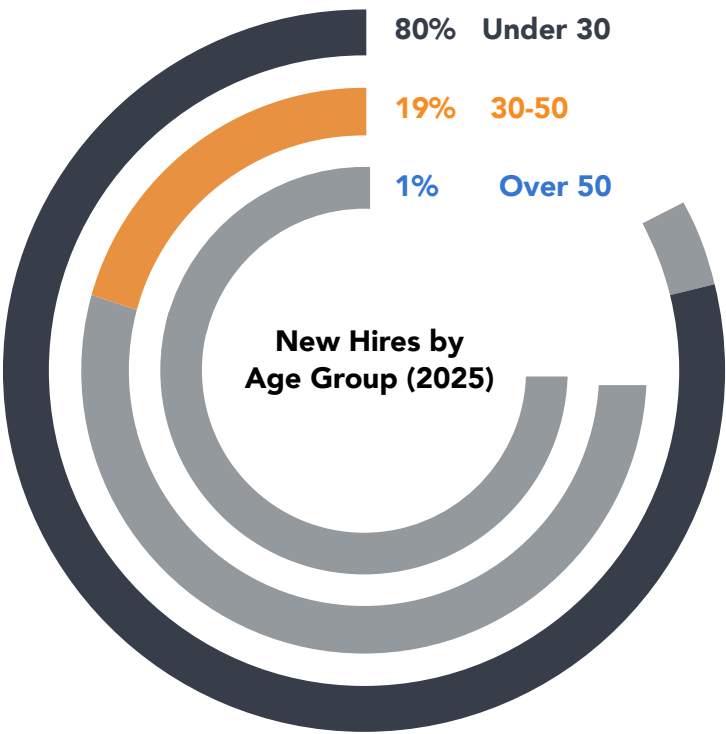
Riyadh Cables manages recruitment through a targeted and efficiency-driven approach, ensuring that workforce growth is aligned with business requirements. This is complemented by a focus on employee retention, reflecting the Company's focus on maintaining a stable and experienced workforce.

Hiring, Exits and Turnover



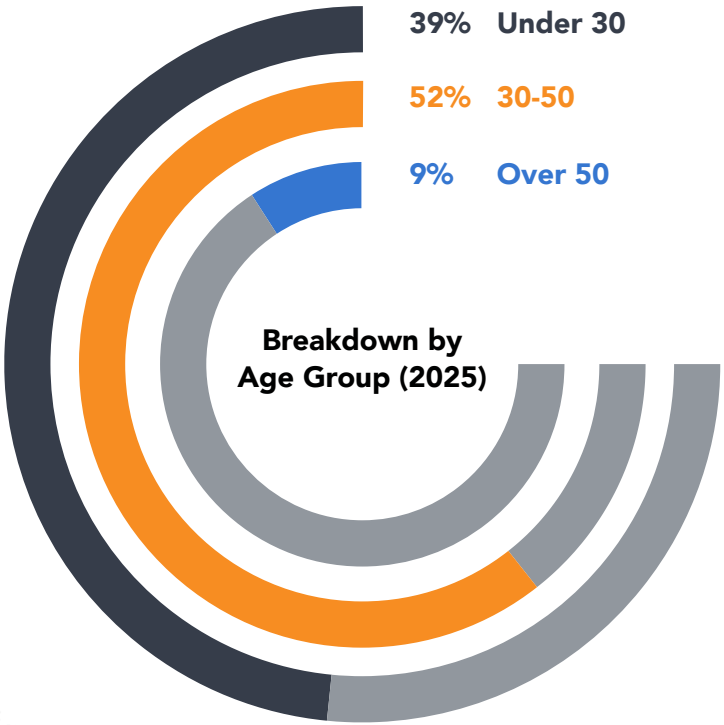
Hiring Demographics

The Company adopts a forward-looking approach to talent acquisition, with a focus on building a sustainable workforce pipeline while ensuring that recruitment remains aligned with operational priorities and efficiency considerations.



Age Structure of Workforce

Riyadh Cables adopts a structured approach to workforce demographics, ensuring a balanced distribution of experience levels across its operations. This enables the Company to maintain technical expertise while supporting long-term workforce sustainability through talent pipeline management.



Benefits and Welfare

Riyadh Cables approaches employee welfare as a core component of its human capital strategy, recognizing that a stable, motivated, and well-supported workforce is essential to operational continuity, productivity, and long-term value creation. The Group’s welfare framework is designed as an integrated system that supports financial security, health, family wellbeing, and work-life balance.

The policy framework underpinning this approach is anchored in fairness, transparency, and competitiveness. RCGC’s Professional Conduct Policy states that the Company provides programs for rewards, benefits, and allowances based on clear and fair policies aimed at attracting, rewarding, and retaining distinguished employees. The policy also emphasizes the provision of a safe, healthy, and orderly workplace.

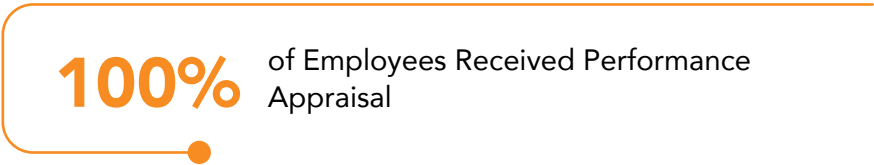
In parallel, the Group’s remuneration framework is designed to ensure that compensation and benefits remain aligned with role requirements, qualifications, responsibilities, and performance. The Remuneration Policy makes clear that rewards are structured to attract and retain qualified talent, and that the executive remuneration framework includes salary, allowances, medical insurance, annual bonuses, annual leave, airfare, and end-of-service benefits. While not all benefits apply identically across employee categories, the underlying principle is consistent: benefits are managed as a strategic tool to reinforce retention, wellbeing, and organizational resilience.

Compensation and Allowances

RCGC adopts a structured and performance-driven approach to compensation, positioning remuneration as a key component of its broader human capital strategy. The framework is designed to ensure fairness, internal equity, and alignment with market practices, while reinforcing a culture of accountability and performance across the organization.

Compensation practices are governed by formal policies that link rewards to role requirements, individual performance, and organizational outcomes. This approach enables the Company to maintain consistency in how employees are rewarded, while ensuring that compensation remains competitive and aligns with evolving business needs.

In parallel, the Company’s approach to allowances reflects a broader commitment to supporting employee wellbeing and financial stability. Rather than being treated as standalone benefits, allowances are integrated within the overall compensation framework to enhance the employee value proposition and contribute to a supportive and enabling work environment.



Medical Coverage & Health Support

Employee health and wellbeing are central to RCGC’s welfare framework. The Company provides comprehensive medical insurance coverage for employees and their families, ensuring access to essential healthcare services.

This coverage is complemented by a broader focus on preventive health and wellbeing, including access to workplace health services and wellness initiatives. Through these measures, RCGC promotes a proactive approach to health, supporting employees in maintaining physical wellbeing and long-term productivity.

Work-Life Balance & Employee Retention

The Group actively promotes work-life balance through its leave policies, employee support programs, and flexible welfare provisions. By enabling employees to balance professional and personal responsibilities, RCGC enhances employee satisfaction, engagement, and long-term retention.

The design of the benefits framework reflects a broader objective of retaining skilled talent and ensuring continuity of expertise within the organization. Welfare provisions are therefore closely linked to employee engagement, productivity, and organizational stability.

Parental Leave

RCGC recognizes parental leave as an important component of its employee welfare framework, supporting employees through key life stages while promoting workforce continuity. The Company’s approach reflects a focus on enabling employees to balance professional responsibilities with family needs, while ensuring a structured and supportive return-to-work process.

Workplace Wellbeing & Employee Engagement

Beyond formal benefits, RCGC fosters a culture of wellbeing through employee engagement initiatives and workplace programs that support physical, mental, and social wellbeing. These initiatives include health awareness campaigns, wellness activities, and community-oriented programs that strengthen employee morale and foster a sense of belonging.

This holistic approach reflects the Group’s broader commitment to human sustainability, ensuring that employees are supported not only through formal policies, but also through a positive and inclusive workplace environment.

Long-term Incentive (LTI) Program

RCGC's Long-term Incentive (LTI) Program aligns executive remuneration with the Company's long-term strategic objectives and sustainable value creation. The program is designed to reward sustained performance over a multi year period, supporting the retention of key talent while reinforcing accountability for long-term business performance and shareholder value.

Learning and Development

Riyadh Cables adopts a structured approach to learning and development, recognizing human capital as a key driver of operational excellence and long-term sustainability. The framework is designed to enhance employee competencies, support career progression, and align individual capabilities with organizational objectives.

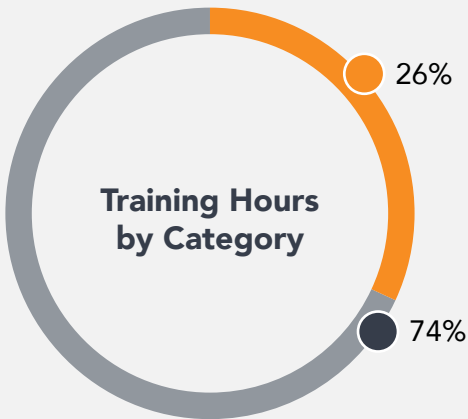
This approach is anchored in Human Resources policies that promote continuous learning, internal mobility, and skills development in line with business requirements. In 2025, this commitment translated into 901 training participations, 2,248 training hours, and 1,017 training days delivered across the workforce.

Training and Development Programs

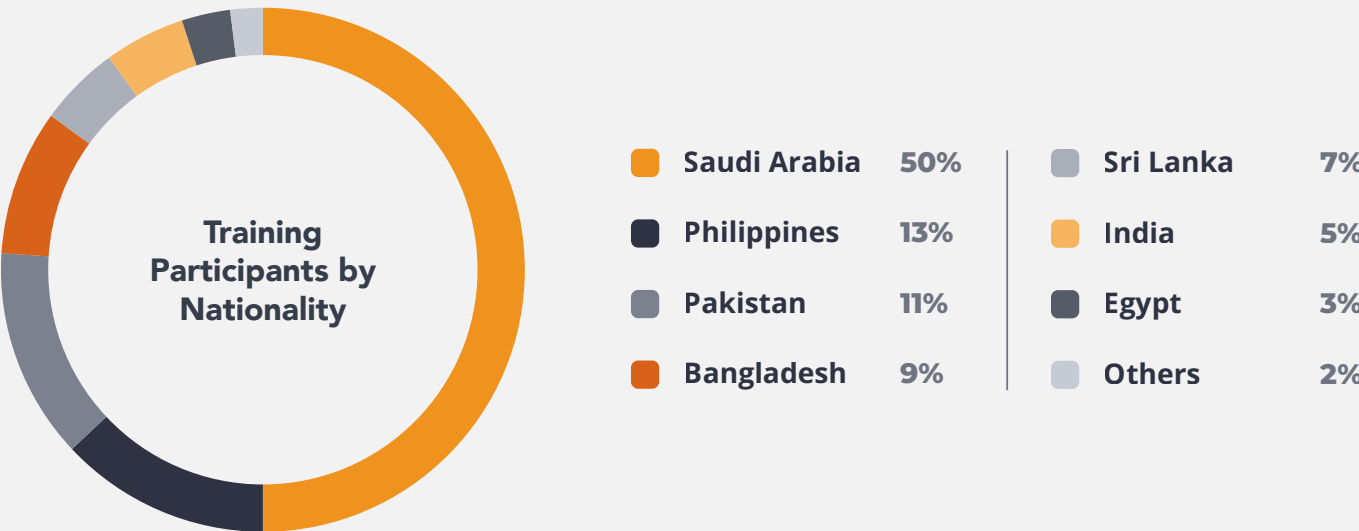
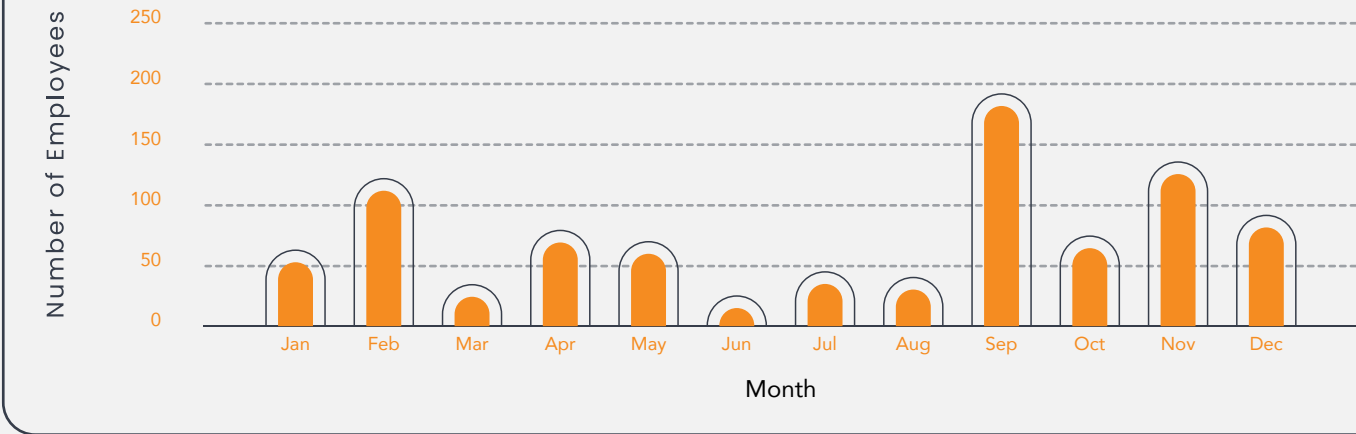


The Company delivers both internal and external training to ensure comprehensive capability development.

Internal programs focus on operational knowledge, compliance, and company-specific competencies, while external programs provide access to specialized expertise and industry practice.



Training Participants by Month



Workforce Diversity

Training reached a diverse workforce spanning 12 nationalities, reinforcing an inclusive learning environment and consistent standards of capability development across the organization.

Performance Management and Career Development

Learning and development is integrated within the performance management framework, ensuring employee growth is systematically aligned with organizational objectives. Through structured performance and career development reviews, employees identify development needs and progression pathways, fostering a culture of accountability and continuous improvement.

100% of Employees Received Performance and Career Development Reviews

Ethics, Compliance, and Code of Conduct Training

The Company places strong emphasis on ethical awareness and compliance as part of its learning framework. Training on the Code of Conduct is mandatory for all employees, ensuring consistent understanding of the Company's values and expected standards of behavior, and reinforcing a culture of integrity, accountability, and responsible business conduct at all levels.

100% of Employees Trained in the Code of Conduct



Occupational Health and Safety

Management Approach

Riyadh Cables Group manages occupational health and safety through a structured and integrated QHSE management system aligned with ISO 45001:2018, embedded within its broader Integrated Management System. This framework establishes a systematic approach to identifying workplace hazards, assessing and mitigating risks, implementing operational controls, and continuously monitoring performance to ensure a safe and healthy working environment across all facilities and operations.

The system is designed to ensure that health and safety considerations are fully integrated into operational decision-making, supported by clearly defined responsibilities, documented procedures, and performance monitoring mechanisms. It emphasizes prevention over reaction, ensuring that risks are identified and controlled at the source, while maintaining readiness to respond effectively to incidents and emergencies.



Governance, Policies and Procedures

Health and safety governance is driven by the Group’s QHSE Policy, which outlines its commitment to protecting employees, contractors, and stakeholders through risk reduction, regulatory compliance, and continuous improvement. The Policy is communicated across all levels of the organization and reinforced through training, operational procedures, and leadership engagement.

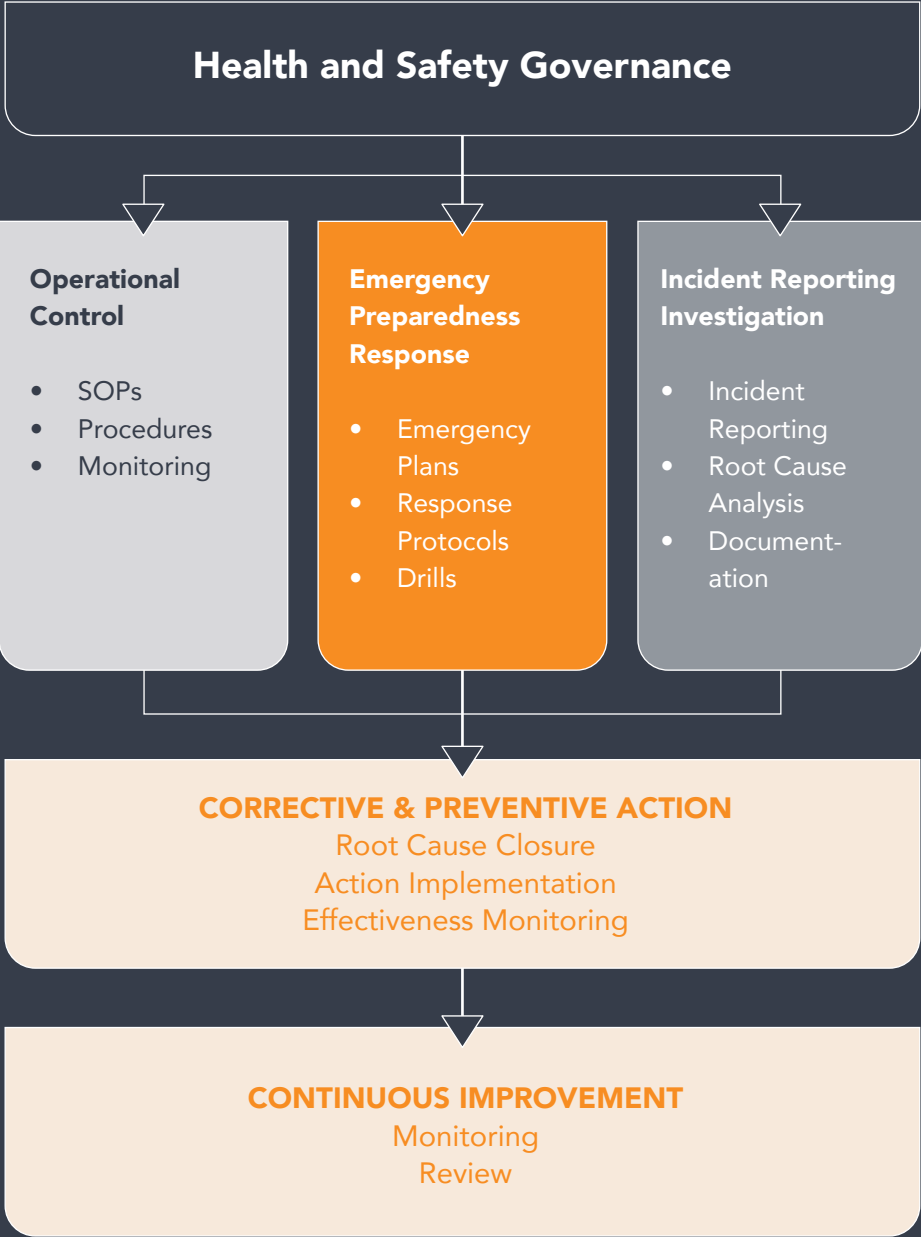
Operational control is implemented through a structured set of procedures and standard operating practices that govern activities with identified occupational health and safety risks. These controls ensure that processes are executed under defined conditions, supported by documented instructions, maintenance activities, and monitoring systems. Requirements are also extended to contractors and suppliers to ensure consistent adherence to safety standards across the value chain.

Emergency preparedness and response are managed through formal procedures that identify potential emergency scenarios, including fires, workplace accidents, chemical spills, and equipment failures. These procedures define roles, responsibilities, prevention measures, and response protocols, supported by periodic drills and ongoing reviews to ensure effectiveness and readiness.

Incident reporting and investigation processes are established to ensure that all incidents, including near misses, are promptly reported, investigated, and documented. The process focuses on identifying root causes and implementing corrective actions to prevent recurrence, with defined accountability across management and HSE functions.

Corrective and preventive action mechanisms form a critical component of the system, enabling the organization to address nonconformities, audit findings, and identified risks through structured action plans. These actions are monitored to ensure timely implementation and effectiveness, supporting continuous improvement in safety performance.

In addition, workplace safety is reinforced through structured housekeeping and organization practices under the 6S methodology, which improves working conditions by enhancing cleanliness, order, visibility, and standardization across operational areas.



Risk Management and Worker Participation

Health and safety risk management is based on a proactive approach to hazard identification and risk assessment covering routine and non-routine activities, contractor work, equipment usage, and workplace conditions. Risks are evaluated based on severity and likelihood, classified into levels, and addressed through mitigation measures and monitoring systems.

The system also emphasizes worker consultation and participation, ensuring that employees are actively involved in identifying hazards, reporting incidents, participating in safety meetings, and contributing to continuous improvement initiatives. This participatory approach strengthens safety awareness and supports the development of a strong safety culture across the organization.

Health and Safety Performance

Riyadh Cables Group monitors its health and safety performance through a set of key indicators that measure incident occurrence, severity, and overall safety outcomes.

Performance Indicator 2025

Total Injuries	82	Incident Rate (per 1,000,000 hours)	5.55
Lost Workdays	1,941	Frequency Rate (per 1,000,000 hours)	5.55
Total Working Hours	14,773,680	Severity Rate (per 1,000,000 hours)	131.3

Corrective actions undertaken following incidents include conducting incident investigations and root cause analyses, implementing corrective and preventive action plans, reviewing and updating operational procedures where necessary, reinforcing supervision in higher-risk activities, and delivering additional training and toolbox talks to employees and contractors. Lessons learned from incidents are communicated across relevant functions to prevent recurrence and support a proactive safety culture.



09

SOCIAL VALUE





Social Value

Riyadh Cables Group delivers corporate social value through targeted initiatives designed to generate measurable impact across priority areas, including education, environmental protection, and health. These initiatives are aligned with the Group’s focus on establishing long-term, mutually beneficial relationships with the communities in which it operates, while ensuring that programs contribute tangible social and economic outcomes.

In 2025, the Group implemented three CSR initiatives, reaching three beneficiary entities. This reflects a focused and structured approach to community engagement, where initiatives are designed to deliver direct impact within defined groups. The alignment between initiatives and beneficiaries indicates that each program is targeted, with clear scope and measurable outreach.

Overall, the Group’s 2025 performance reflects a consistent approach to delivering corporate social value through defined programs, targeted engagement, and alignment with priority social areas.

CSR Focus Area	Value Created	SDG Alignment
Community Investment	Delivery of targeted programs addressing defined community needs	11 SUSTAINABLE CITIES AND COMMUNITIES
Beneficiary Engagement	Direct engagement with identified groups ensuring focused social impact	17 PARTNERSHIPS FOR THE GOALS
Education and Development	Contribution to knowledge development and community capability building	04 QUALITY EDUCATION
Awareness Campaigns	Support for environmental responsibility and awareness at community level	13 CLIMATE ACTION
Health and Wellbeing	Contribution to improving community health outcomes through targeted initiatives	03 GOOD HEALTH AND WELL-BEING

Sustainable Procurement

Riyadh Cables Group manages its supply chain through a structured vendor approval and evaluation process designed to ensure that suppliers meet defined technical, quality, and compliance requirements prior to engagement. The process is governed by formal procedures that assess supplier capability, conduct QHSE evaluations, and define approval criteria before inclusion in the Approved Vendor List.

Supplier selection and onboarding are based on a multi-stage process that includes supplier questionnaires, technical assessments, trial evaluations, and, where required, on-site audits. This ensures that suppliers demonstrate the ability to meet product specifications, maintain quality standards, and operate under controlled processes. The approach emphasizes that supplier selection is not based solely on cost considerations, but on the ability to consistently deliver conforming products and services.

Supplier assessments against Codes of Ethics and Human Rights policies are integrated into the evaluation process to ensure alignment with ethical standards and responsible business conduct across the supply chain.



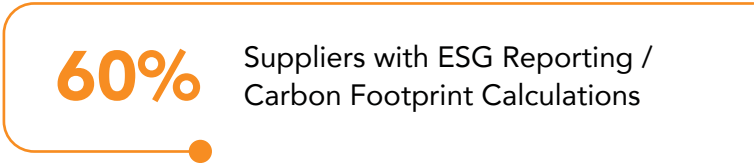
Health, safety, and environmental compliance forms part of supplier evaluation, ensuring that suppliers are assessed against defined HSE requirements and operational standards.



Environmental and sustainability considerations are incorporated into supplier assessments to evaluate alignment with environmental policies and broader sustainability requirements.



The integration of ESG considerations within the supply chain is further reflected through supplier disclosures and environmental impact tracking practices.



Closing Statement

Riyadh Cables Group's 2025 Sustainability Report reflects a year of structured progress across its environmental, social, and governance priorities, underpinned by a clear focus on operational performance, responsible business practices, and long-term value creation.

Throughout the year, the Group continued to integrate sustainability into its core business processes, enhancing governance frameworks, operational controls, and workforce development, and maintaining a strategic approach to financial and risk management. These efforts are supported by measurable outcomes, demonstrating the Group's ability to translate strategy into performance while maintaining alignment with stakeholder expectations.

Sustainability at Riyadh Cables is approached as an ongoing process of alignment, execution, and improvement. The systems, policies, and performance indicators presented in this report reflect a structured foundation that enables the Group to manage impacts, monitor progress, and adapt to evolving regulatory and market dynamics.

As the Group moves forward, it remains focused on maintaining consistency in execution, enhancing transparency in reporting, and further integrating sustainability considerations into decision-making processes. This approach supports the Group's position as a responsible industrial leader, committed to delivering sustained value across its operations, stakeholders, and the broader community.

Stakeholder feedback is valued and welcomed. Comments, questions, and suggestions regarding this report or the Company's sustainability performance can be shared through the official communication channels available on the Company's website.



GRI Content Index

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

Statement of Use	Riyadh Cables Group Company has reported in accordance with the GRI Standards for the period 1/1/2025 to 31/12/2025	
GRI 1 Used	GRI 1: Foundation 2021	

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission	
			Reason	Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	About Riyadh Cables (Pages 9-22)		
	2-2 Entities included in the organization’s sustainability reporting	About this Report (Page 5)		
	2-3 Reporting period, frequency and contact point	About this Report (Page 5)		
	2-4 Restatements of information	About this Report (Page 5)		
	2-5 External assurance	This report has not been externally assured (Page 5)		
	2-6 Activities, value chain and other business relationships	About Riyadh Cables (Pages 9-22); Products and Services (Pages 11-13)		
	2-7 Employees	Workforce Profile (Pages 50-52)		
	2-8 Workers who are not employees	Workforce Profile (Pages 50-52)		
	2-9 Governance structure and composition	Corporate Governance (Pages 33-36)		
	2-10 Nomination and selection of the highest governance body	Board Committees (Page 36)		
	2-11 Chair of the highest governance body	Corporate Governance (Page 33)		
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance (Pages 35-38)		
	2-13 Delegation of responsibility for managing impacts	Corporate Governance (Pages 35-38)		
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance (Pages 35-36)		
	2-15 Conflicts of interest	Policies and Procedures (Page 39)		
	2-16 Communication of critical concerns	Risk Management (Pages 37-38)		
	2-17 Collective knowledge of the highest governance body	Corporate Governance (Pages 33-36)		
	2-18 Evaluation of the performance of the highest governance body	Board Committees (Page 36)		
	2-19 Remuneration policies	Board Committees (Page 36)		

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission	
			Reason	Explanation
	2-20 Process to determine remuneration	Board Committees (Page 36)		
	2-21 Annual total compensation ratio	Omitted	Confidentiality constraints	Omitted due to employee privacy and personal data protection considerations.
	2-22 Statement on sustainable development strategy	Statements from the Executive Management (Pages 7-8)		
	2-23 Policy commitments	Policies and Procedures (Page 39)		
	2-24 Embedding policy commitments	Policies and Procedures (Page 39); Sustainability Strategy (Pages 27-31)		
	2-25 Processes to remediate negative impacts	Risk Management (Pages 37-38)		
	2-26 Mechanisms for seeking advice and raising concerns	Policies and Procedures (Page 39)		
	2-27 Compliance with laws and regulations	Policies and Procedures (Page 39)		
	2-28 Membership associations	Certifications and Associations (Page 22)		
	2-29 Approach to stakeholder engagement	Stakeholders Engagement (Page 29)		
	2-30 Collective bargaining agreements	Omitted	Legal prohibitions	Collective bargaining is not recognized under the labor framework of the Kingdom of Saudi Arabia, the Company's country of operations.
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics (Pages 30-31)		
	3-2 List of material topics	Material Topics Alignment (Page 31)		
Climate Action				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Emissions (Pages 43-45); Sustainability Strategy (Pages 27-31)		
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	Energy and Emissions (Pages 43-45)		
	102-4 GHG emissions reduction targets and progress	Energy and Emissions (Pages 43-45)		
	102-5 Scope 1 GHG emissions	Energy and Emissions (Page 43)		
	102-6 Scope 2 GHG emissions	Energy and Emissions (Page 43)		
	102-7 Scope 3 GHG emissions	Omitted	Information unavailable/incomplete	Scope 3 (value chain) GHG emissions have not been quantified for the reporting period. The Company intends to develop Scope 3 accounting in future reporting cycles.

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission	
			Reason	Explanation
	102-8 GHG emissions intensity	Energy and Emissions (Page 43)		
	102-10 Carbon credits	Omitted	Not applicable	The Company does not currently participate in carbon credit markets and does not purchase, generate, sell, or retire carbon credits.
Energy Consumption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Emissions (Pages 43-45)		
GRI 103: Energy 2025	103-1 Energy policies and commitments	Energy and Emissions (Pages 43-45); Sustainability Strategy (Pages 27-31)		
	103-2 Energy consumption and self-generation	Energy and Emissions (Pages 43-45)		
	103-3 Upstream and downstream energy consumption	Omitted	Information unavailable/incomplete	Upstream and downstream (value chain) energy consumption is not currently monitored. The Company reports energy consumed within the organization.
	103-4 Energy intensity	Energy and Emissions (Page 43)		
	103-5 Energy reductions	Energy and Emissions (Pages 43-45)		
Air Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Emissions (Pages 43-45)		
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy and Emissions (Pages 43-45)		
Water Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management (Page 47)		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management (Page 47)		
	303-2 Management of water discharge-related impacts	Water Management (Page 47)		
	303-3 Water withdrawal	Water Management (Page 47)		
	303-4 Water discharge	Water Management (Page 47)		
	303-5 Water consumption	Water Management (Page 47)		

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission	
			Reason	Explanation
Waste and Circular Economy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Scrap Management (Page 46)		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Scrap Management (Page 46)		
	306-2 Management of significant waste-related impacts	Scrap Management (Page 46)		
	306-3 Waste generated	Scrap Management (Page 46)		
	306-4 Waste diverted from disposal	Scrap Management (Page 46)		
	306-5 Waste directed to disposal	Scrap Management (Page 46)		
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety (Pages 56-58)		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety (Page 56)		
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (Pages 56-58)		
	403-3 Occupational health services	Occupational Health and Safety (Pages 56-58)		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety (Page 58)		
	403-5 Worker training on occupational health and safety	Occupational Health and Safety (Pages 56-57)		
	403-6 Promotion of worker health	Occupational Health and Safety (Pages 56-58)		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety (Page 57)		
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety (Pages 56-58)		
	403-9 Work-related injuries	Occupational Health and Safety (Page 58)		
	403-10 Work-related ill health	Occupational Health and Safety (Page 58)		
Employee Development				
GRI 3: Material Topics 2021	3-3 Management of material topics	Learning and Development (Page 54)		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Learning and Development (Page 54)		
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Development (Page 54)		
	404-3 Percentage of employees receiving regular performance and career development reviews	Learning and Development (Page 55)		

GRI Standard	Disclosure	Page Number and/or Direct Answer	Omission	
			Reason	Explanation
Human Rights and Working Conditions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Capital (Pages 49-53); Policies and Procedures (Page 39)		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Workforce Profile (Pages 51-52)		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and Welfare (Page 53)		
	401-3 Parental leave	Benefits and Welfare (Page 53)		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Workforce Profile (Pages 51-52); Corporate Governance (Pages 33-34)		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported during the reporting period.		
Sustainable Procurement				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Procurement (Page 61)		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Procurement (Page 61)		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Procurement (Page 61)		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Procurement (Page 61)		
Business Ethics and Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Policies and Procedures (Page 39)		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Policies and Procedures (Page 39); Risk Management (Pages 37-38)		
	205-2 Communication and training about anti-corruption policies and procedures	Policies and Procedures (Page 39)		
	205-3 Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption were reported during the reporting period.		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Policies and Procedures (Page 39)		
Corporate Governance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance (Pages 33-41)		
Product Quality and Innovation				
GRI 3: Material Topics 2021	3-3 Management of material topics	Quality and Compliance (Page 14); Products and Services (Pages 11-13)		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Quality and Compliance (Page 14)		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Quality and Compliance (Page 14)		