



**SAVETO GROUP**  
**ESG REPORT 2024**

*SHAPING A RESILIENT AND SUSTAINABLE BUILT ENVIRONMENT*



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An aerial photograph of an industrial complex during twilight. The central focus is a large warehouse-like building with a flat roof covered in rows of dark solar panels. The building's exterior is light-colored metal siding with vertical blue accents. The word "SAVETO" is prominently displayed on the front facade. To the right of the main building stands a very tall, slender yellow cylindrical silo, which features the "vetonit" logo near its top. Several other smaller yellow storage tanks are situated further back on the site. In the foreground, there's a paved area with some vehicles, including a white truck and a yellow forklift. The background shows a vast industrial park with numerous other buildings under a deep blue evening sky.

# INTRODUCTION



# EXECUTIVE SUMMARY

Saveto’s 2024 ESG Report highlights our commitment to sustainability, social responsibility, and governance, aligning with Saudi Vision 2030 and global ESG best practices. As part of our long-term strategy, we have developed a five-year plan encompassing over 100 sustainable initiatives to drive meaningful impact.

ENVIRONMENTAL PROGRESS	SOCIAL RESPONSIBILITY	GOVERNANCE & ETHICAL BUSINESS PRACTICES	LOOKING AHEAD
<ul style="list-style-type: none"><li>• 60 hybrid vehicles integrated, reducing emissions.</li><li>• Solar energy expansion, including Tabuk factory’s solar-powered production line.</li><li>• Energy &amp; water-saving initiatives, including LED lighting, smart meters, and sensor faucets.</li><li>• 100% recycling of wooden pallets, plastic cases, and chemical waste, promoting a circular economy.</li><li>• The Finance Department recycled over 20 tons of paper, equivalent to saving 340 trees.</li></ul>	<ul style="list-style-type: none"><li>• 22 employees with disabilities integrated, earning the Moawamah Certificate – Bronze.</li><li>• 100% employee Code of Conduct training, reinforcing ethical practices.</li><li>• Over 20 training programs sponsored annually, with 7 finance trainees supported and 1 hired.</li><li>• Health &amp; well-being initiatives, including flu shots, health checkups, and fitness programs.</li><li>• Community impact, with partnerships like Tarmeem Charity and university internship programs.</li></ul>	<ul style="list-style-type: none"><li>• 64% of procurement from local suppliers.</li><li>• 98% customer complaint resolution, enhancing service excellence.</li><li>• Strengthened cybersecurity, with a goal of 80% employee training by 2025.</li><li>• 19 new sustainability policies, including whistleblowing, anti-bribery, and supplier code of conduct.</li></ul>	<p>With a five-year roadmap of 100+ ESG initiatives, Saveto is committed to expanding sustainability efforts, fostering innovation, and strengthening governance to build a more sustainable future. This report reflects our progress and ambition to lead in sustainable construction solutions.</p>



## MESSAGE FROM LEADERSHIP

### Greetings to All,

As we present this year's Environmental, Social, and Governance (ESG) Report, we reaffirm Saveto's ongoing commitment to sustainability and responsible business practices. With each report, we strive to enhance our impact, refine our approach, and set new benchmarks for environmental stewardship, social responsibility, and governance excellence. This report reflects our continued progress, ongoing challenges, and the ambitious goals we set for the future.

Sustainability is embedded in every aspect of our operations—from reducing our carbon footprint and optimizing resource efficiency to minimizing waste and promoting green energy solutions. A significant milestone in Saveto's sustainability journey is the transition to a greener fleet. Saveto is committed to sustainability in operations, with 55 hybrid vehicles in Saudi Arabia, transitioning to electric forklifts, and optimizing fuel efficiency to reduce carbon emissions. Aligned with Saudi Vision 2030, we continuously strive for a greener, more sustainable future. Additionally, we continue to enhance transparency by providing Environmental Product Declarations (EPDs), ensuring our stakeholders have clear insights into our products' environmental impact.

Beyond environmental responsibility, social impact remains central to our ESG strategy. We are committed to equity, inclusion, and women's empowerment, fostering a workplace culture that values diversity and opportunity. Our dedication extends beyond our workforce to the communities we serve. We have established partnerships with universities, fostering collaboration in knowledge exchange, research & development for better construction materials. As part of this initiative, we were proud to participate in any effort towards achieving sustainability in construction, always showcasing our commitment to advancing sustainable practices in the industry. Upholding ethical labor practices and maintaining supply chain transparency further strengthens our resilience and trust among stakeholders.

While we are proud of our achievements, we recognize that sustainability is an evolving journey. Saveto remains steadfast in setting ambitious targets, driving innovation, and embracing best-in-class sustainable practices to create lasting impact.

I extend my sincere gratitude to our colleagues, partners, and stakeholders for their continued support and dedication. As you explore this report, I invite you to join us in shaping a more sustainable future—one built on innovation, responsibility, and shared progress.

### **Ammar Haddad**

Chief Executive Officer  
Saveto Group





# ABOUT THE REPORT

Saveto Group’s 2024 ESG Report reflects our ongoing commitment to sustainable construction, environmental responsibility, and social impact. As a leader in the building materials and construction solutions industry, we recognize the importance of integrating ESG principles into our operations, product innovation, and stakeholder engagement. This report provides insights into our sustainability progress, key initiatives, and future goals, reinforcing our dedication to transparency and accountability.

## SCOPE AND COVERAGE

This report outlines Saveto’s ESG performance for 2024, covering our manufacturing, supply chain, and business operations across the Middle East and North Africa (MENA) region. It details our efforts in energy efficiency, carbon reduction, sustainable product development, and community engagement.

## REPORTING PERIOD

The ESG data presented in this report covers the period from **January 1st to December 31st, 2024**, unless otherwise stated.

## DATA COLLECTION & ACCURACY

We ensure a structured and data-driven approach to ESG measurement, using internal monitoring systems and industry best practices to track our environmental and social impact.

## REPORTING STANDARDS & FRAMEWORKS

Saveto aligns its ESG disclosures with internationally recognized sustainability frameworks, including:

- Saudi Green Initiative & National Sustainability Strategies
- United Nations Sustainable Development Goals (SDGs)
- GRI Sustainability Reporting Standards
- Environmental Product Declarations (EPDs) and Health Product Declarations (HPD) for product sustainability transparency

## STAKEHOLDER ENGAGEMENT & FEEDBACK

We actively engage with our stakeholders—including customers, suppliers, regulatory bodies, and employees—to drive sustainable growth. Feedback, inquiries, and suggestions are welcomed to enhance our ESG reporting and performance. More details can be found on our corporate website.

## EXTERNAL ASSURANCE

While this report has not undergone external assurance, we remain committed to enhancing data accuracy and verification to ensure reliable and transparent ESG disclosures.

## LOOKING AHEAD

As we continue to innovate in sustainable construction solutions, we are committed to reducing our carbon footprint, promoting resource efficiency, and fostering a positive social impact across our operations.

## CONTACT

For inquiries or feedback, please reach out to us at: <https://www.saveto.com/contact-us>





An aerial photograph of an industrial park. In the foreground, a large white warehouse with a gabled roof is visible. To its left, a smaller building has the word 'Veronit' written vertically in blue. A road with a green median runs alongside the buildings. In the background, there are more industrial buildings, a water tower, and a city skyline under a clear sky.

# ABOUT US



At Saveto Group, our journey is built on a legacy of progress, innovation, and excellence. Guided by our purpose to “build better”, we design, manufacture, and distribute premium, sustainable construction solutions across diverse market sectors through our companies and subsidiaries in the Middle East and North Africa (MENA) region.

With over 45 years of expertise, Saveto has evolved into a leader in the construction materials industry, backed by state-of-the-art manufacturing facilities, cutting-edge R&D laboratories, and a commitment to quality and sustainability. Our fully automated production plants, supported by world-class infrastructure, technical support, and customer service, enable us to deliver tailored solutions with efficiency, precision, and speed.

# OUR STORY

Our story began in 1981, when Saudi Vetonit was established through a joint venture with a Finnish company. Five years later, our expansion continued with a partnership with a German company, leading to the creation of Insuwrap, a renowned manufacturer of waterproofing membranes.

A defining moment came in 1991, when RAR Group fully acquired Saudi Vetonit, forming Saveto Group, the exclusive owner of the Vetonit brand in MENA. Over the years, Saveto expanded its footprint across Egypt, Qatar, Kuwait, Oman, the UAE, and Jordan, while strengthening its regional leadership with five advanced R&D centers, and scaling its production through a network of 21 factories, 51 production lines, and 55 strategically located logistical hubs.

# SHAPING THE FUTURE

Through continuous investment in research, technology, branding, and sustainability, Saveto remains at the forefront of the construction materials industry. Our focus on innovation, quality, and customer satisfaction drives our ambition to expand our regional presence and redefine industry standards.

As we look ahead, our commitment remains unchanged: to build better, smarter, and more sustainable solutions—creating lasting impact in the places where people work, live, and play.





# MISSION, VISION, VALUES

## MISSION

To harness the power of technology and innovation to build a better tomorrow for our people, partners, and the world.

## VISION

To remain the leading homegrown manufacturer providing sustainable solutions that help everyday people create inspired spaces for a better quality of life.

## VALUES

**Sustainability:**  
Creating sustainable products and solutions for a greener tomorrow.

**Multinational Tribe:**  
Building lasting, meaningful relationships.

**Excellence:**  
Integrating precision into everything we do.

**Relentlessness:**  
Working with an inventive spirit towards a better-built tomorrow.

## OUR CULTURE

At Saveto, our culture is rooted in the belief that collective effort leads to exceptional achievements. We are a diverse and multinational team, united by a relentless drive to push industry boundaries and deliver innovative solutions. Our commitment to excellence is evident in our craftsmanship and deep understanding of the regional landscape, allowing our work to speak for itself.

We prioritize building meaningful relationships by putting our people first—employees, stakeholders, and customers alike. By embodying our core values, we create connections that positively impact every life we touch.

Our core values guide our actions and decisions, shaping a culture that reflects our mission and vision. These values include trustworthiness, curiosity, innovation, discipline, inclusivity, collaboration, integrity, and progress.

At Saveto, we are more than a company; we are a community driven by a shared passion to build better.





# OUR BUSINESS

Saveto is a leading provider of comprehensive construction solutions, offering a diverse range of products tailored to meet the evolving needs of the construction industry. Our offerings are categorized under three primary brands: Vetonit, Insuwrap, and UBM, each specializing in distinct areas to ensure quality and innovation across various applications.

## VETONIT

400+ Products

3 Million Tons Product Turnover/Year

51 Production Lines

5 R&D Centers

As our flagship brand, Vetonit leads the MENA region in providing premium construction chemicals and finishing materials. With over 400 products and a production turnover exceeding 3 million tons per year, Vetonit is synonymous with quality and reliability. Our product groups under Vetonit include:

- **Tiling:** High-quality adhesives and grouts designed for various tile installations.
  - **Waterproofing:** Advanced solutions to protect structures from water ingress.
  - **Flooring:** Durable materials suitable for both industrial and commercial flooring needs.
  - **Concrete Repairs:** Products formulated to restore and strengthen concrete structures.
  - **Wall & Facade:** Finishing solutions that enhance aesthetic appeal and durability.
  - **Bonding Agents & Primers:** Materials that ensure optimal adhesion and surface preparation.
  - **Plasters & Masonry:** Ready-mix plasters and masonry products for efficient application.
  - **Thermal Insulation:** Energy-efficient solutions to improve building insulation.
  - **High Precision Grout:** Grouts engineered for precision applications.
  - **Surface Treatments & Finishes:** Products that protect and beautify surfaces.
  - **Protective Coatings:** Coatings designed to safeguard structures from environmental factors.
  - **Sealants & Joints:** Flexible sealants for various joint applications.
  - **Accessories & Ancillaries:** Supplementary products to support construction activities.
  - **Sports Group:** Tailored solutions for sports facilities, ensuring high-performing, durable, and resilient athletic surfaces.
- These products are developed in our five R&D centers across the region, ensuring they meet the highest industry standards and cater to the specific needs of our clients.





# OUR BUSINESS

## INSUWRAP

100 Million m<sup>2</sup>  
PVC Waterproofing Membranes

40  
Products

40  
Years in the Region

11  
Countries

Insuwrap specializes in PVC waterproofing membranes, ensuring structures remain resilient against environmental challenges. Our Insuwrap solutions encompass:

- **Roofing Solutions:**  
Durable membranes and coatings designed to protect roofs from water penetration and environmental wear.
- **Tanking Solutions:**  
Comprehensive waterproofing solutions for below-ground structures, safeguarding against groundwater ingress.
- **Lining Solutions:**  
Engineered PVC lining solutions for tanks, ponds, and structures, offering waterproofing, root resistance, and chemical protection.

These solutions are crafted to provide long-lasting protection, enhancing the durability and lifespan of various structures.



# OUR BUSINESS

## UBM SOLUTIONS

45+  
Years of Experience

30+  
World-renowned Brands

1500+  
Approved projects

3000+  
Products

UBM offers a diverse range of mechanical and electrical solutions, integrating advanced technologies to meet modern construction demands. Our UBM solutions include:

- **Mechanical:** Comprehensive mechanical systems designed for efficiency and reliability.
- **Doors:** High-quality door solutions catering to various architectural requirements.
- **Access Control:** Advanced systems ensuring secure and controlled access to facilities.
- **Climate Control:** Innovative solutions for effective heating, ventilation, and air conditioning.
- **Radiant Solutions:** Energy-efficient radiant heating and cooling systems.
- **Door Hardware:** Durable and functional hardware accessories for door installations.
- **Master Key:** Integrated master key systems for streamlined security management.
- **Electrical:** Comprehensive electrical solutions supporting various building needs.
- **Renewable Energy:** Sustainable energy solutions, including solar and other renewable technologies.

UBM’s offerings are designed to integrate seamlessly into projects, enhancing functionality and sustainability.

At Saveto, we are committed to delivering products that not only meet but exceed industry standards, ensuring our clients can build better, more durable, and sustainable structures.



# BUILDING BETTER AT EVERY SCALE

Saveto Group innovates and delivers high-quality products and solutions for a diverse range of structures across various sectors, ensuring that every space we contribute to is built to the highest standards. These sectors include:

## Infrastructure & Civil Works

Enabling resilient infrastructure through durable, high-performance construction materials

## Urban & Community Developments

Enhancing everyday life with safe, efficient, and sustainable urban spaces

## Industrial & Specialized Facilities

Reliable solutions for high-demand industrial environments

## Recreational & Cultural

Beautifying and protecting cultural landmarks and recreational spaces

## Environmental & Sustainable

Solutions engineered to build smarter, greener, and more responsibly





# INNOVATION AT SAVETO

At Saveto, innovation is at the core of our mission to "build better." Our commitment to anticipating challenges and delivering sustainable solutions drives us to continually advance the construction industry. Our state-of-the-art research and development laboratories, strategically located throughout the MENA region, enable us to identify evolving needs and future trends, ensuring that our products address all aspects of construction.

## RESEARCH AND DEVELOPMENT

Our comprehensive portfolio of high-quality, sustainable solutions stems from our desire to create technically superior, customer-centric, and long-lasting products. With five R&D centers and three testing centers, we are equipped to drive the industry forward while enabling sustainable manufacturing processes.

## INNOVATIVE SOLUTIONS

### Smart Silo Technology:

We have revolutionized silo management by improving productivity, controlling inventory consumption, and assisting in reconciliation for a seamless workflow. Equipped with smart sensors, our technology tracks consumption and inventory information in real-time and historically, allowing our clients to order deliveries 24/7 via our application.

Through these initiatives, Saveto demonstrates its relentless pursuit of excellence, continually pushing the boundaries of what's possible in construction to build a better, more sustainable future.

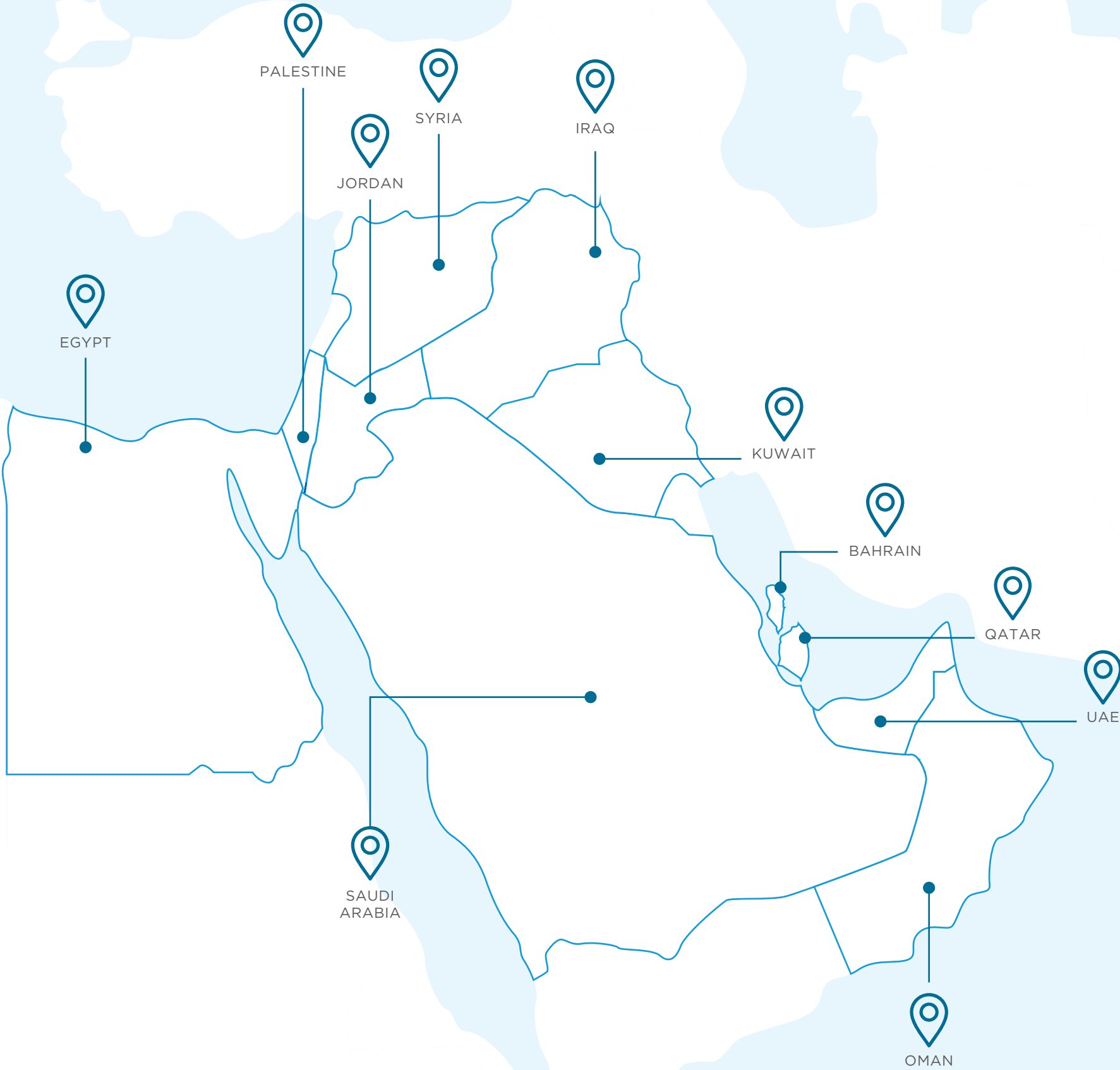




# FACTS & FIGURES

-  **400+**  
Products
-  **8500+**  
Tons of Products Shipped/Daily
-  **3M+**  
Tons Product Turnover/Year
-  **7000+**  
Customers
-  **6500+**  
Ongoing Projects
-  **51**  
Production Lines
-  **3500+**  
Employees
-  **5**  
R&D Centers
-  **3**  
ISO 9001, 45001, 14001 Certifications
-  **3**  
Testing Centers
-  **21**  
Factories
-  **55**  
Logistical Hubs

This report includes data exclusively from Qatar, the UAE, Jordan, Saudi Arabia, and Egypt.





## CERTIFICATIONS



**ISO 9001:2015**  
Quality Management  
System



**ISO 14001:2018**  
Environmental  
Management System



**ISO 45001:2015**  
Occupational Health  
and Safety Management  
System



**Local Content Certificate**  
Commitment to using  
Local Resources and Talent



**SASO**  
Saudi Standards, Metrology &  
Quality Organization



**WRAS**  
Water Regulations  
Approval Scheme

## MEMBERSHIPS & ASSOCIATIONS



A Non-Profit Organization  
concerned with the collec-  
tion and refurbishment of  
materials for educational  
and social institutes.



An association specializing  
in renovating homes for  
families in need across the  
Kingdom of Saudi Arabia



US Green Building Council:  
Organizational Member







# SUSTAINABILITY STRATEGY



Saveto’s Sustainability Strategy is deeply aligned with Saudi Vision 2030, driving us toward a prosperous, diversified, and sustainable future. At the core of our strategy is an unwavering commitment to embedding sustainability across all operations while fostering positive change at regional and global levels. Through a comprehensive ESG approach, we integrate environmental stewardship, occupational health and safety, employee and community engagement, governance, and ethics—ensuring long-term value creation for our stakeholders while advancing global sustainability objectives. This section outlines the key ESG initiatives implemented by Saveto Group throughout 2024.

## ENVIRONMENTAL STEWARDSHIP

At Saveto, environmental responsibility is embedded in our operations, with a strong focus on resource efficiency, waste reduction, and circular economy principles. Our commitment to sustainability is reflected in tangible actions that minimize our environmental impact while enhancing operational efficiency.

### GREEN ENERGY & SUSTAINABLE LOGISTICS

We continue to transition toward cleaner energy sources and eco-friendly transportation, significantly reducing our carbon footprint. Our fleet modernization efforts now include 60 hybrid vehicles and fuel-efficient transport solutions, reinforcing our commitment to green mobility. We arrange carpooling services for our employees—such as mini-buses and company vehicles—demonstrating our continued commitment to minimizing environmental impact.

### CIRCULAR WASTE MANAGEMENT & RECYCLING

Saveto has implemented a rigorous chemical management policy, ensuring that liquid factory waste is reused or resold, making it part of a circular economy. Overall, our waste management plans have been enhanced at both the company headquarter and factory sites to improve efficiency and sustainability. Additionally, under waste management, our workshops ensure the safe disposal and resale of oil waste, a practice recognized with an annual environmental certification. Our approach to waste reduction extends across multiple materials:

- 20 tons of paper recycled, along with reducing landfill contributions.
- Expiring product mixes are reintegrated into new batches, extending their lifecycle while maintaining quality standards.
- Damaged plastic cases (blue, green, red) are broken down and reused to manufacture new cases, minimizing plastic waste.
- Old hardware is recycled through our partnership with Ertiqaa, supporting responsible e-waste disposal.
- Debris and factory waste is transported to state-designed locations for recycling.

### COMMITMENT TO SUSTAINABLE INNOVATION

Beyond waste management, we are advancing our renewable energy infrastructure and adopting cutting-edge technologies to enhance resource efficiency across operations. As part of our commitment to sustainable innovation, we launched Porcelain Plus Green—a low-carbon footprint tile adhesive that supports eco-conscious construction—and earned ISO 14001 and Environmental Product Declaration (EPD) certification.

These milestones reflect Saveto’s leadership in responsible manufacturing and circular economy practices. Through these efforts, we are not only reducing our carbon footprint and resource consumption but also setting a benchmark for the industry, ensuring every material, product, and process contributes to a cleaner, greener future.

### BIODIVERSITY CONSERVATION

At Saveto Group, we are committed to preserving biodiversity by integrating nature-positive practices into our operations and fostering ecosystems that support native flora and fauna.

- Planted native vegetation buffers around industrial sites to attract pollinators such as bees and birds, enhancing local biodiversity and ecological balance.
- Relocated the liquid production plant and lab to mitigate chemical odor emissions, contributing to a healthier surrounding environment for flora and fauna.
- Initiated tree plantation along boundary walls, creating green barriers that support habitat creation and improve air quality.



# HEALTH, SAFETY, AND SECURITY

We uphold the highest safety standards, integrating comprehensive training, risk management systems, and proactive wellness initiatives to create a secure and supportive workplace.

## WORKPLACE SAFETY & RISK MANAGEMENT

Saveto has a robust health and safety framework that includes:

- Regular safety training and hazard identification programs to prevent workplace incidents.
- Strict risk management systems to ensure full compliance with safety regulations, including achieving ISO 45001 and OHSAD certifications.
- Ongoing workplace inspections and audits to maintain a hazard-free environment.
- Zero fatalities in 2024, reinforcing our unwavering commitment to operational safety.

## EMPLOYEE HEALTH & WELL-BEING

Beyond workplace safety, we prioritize employee health and wellness through:

- Annual health checkups to monitor workers’ well-being.
- Flu vaccination programs, including seasonal flu shots for all factory workers in Rabigh.
- Ensuring high-quality worker accommodations, maintaining comfortable and safe living conditions.
- Fitness and recreational initiatives, including company-sponsored fitness memberships to promote an active lifestyle.

Through continuous improvements in safety protocols, and health programs we are enhancing operational efficiency, resilience, and overall workplace well-being. Our commitment ensures that Saveto remains a safe, healthy, and dynamic place to work, setting new benchmarks for employee safety and satisfaction in the industry.





# EMPLOYEES AND COMMUNITY

At Saveto, we recognize that our people are our greatest asset, and our communities are our shared responsibility. We are committed to fostering a diverse, inclusive, and thriving workplace, while actively engaging in initiatives that drive social and environmental progress.

## EMPLOYEE DEVELOPMENT & WELL-BEING

Saveto invests in continuous learning, professional growth, and employee well-being to create an empowered workforce:

- Sponsored over 20 training programs annually, including workshops, certifications, and upskilling courses.
- Finance Department sponsored 7 new trainees in 2024, with one trainee successfully employed full-time.
- Strengthened our diversity and inclusion efforts, increasing female representation in management roles.
- Earned the Moawamah Certificate – Bronze for our commitment to Persons with Disabilities (PWD) inclusion.
- Launched the Saveto Bike Ride Initiative at Riyadh’s Sports Boulevard, promoting sustainable commuting, health, and wellness, followed by a company picnic.

## EMPLOYEE RECOGNITION & ENGAGEMENT

We believe in celebrating our employees’ contributions and fostering a culture of engagement and appreciation:

- Annually recognize outstanding employees across departments during our Ramadan Iftar event.
- Host an employee lottery with exciting gifts during the annual Saveto meeting to show appreciation, enhance employee engagement by fostering team connection and strengthening workplace relationships.
- Served as a Gold Sponsor to support employee engagement for the Jordan Trail Thru-Hike 2024, a 675 km long-distance hiking route spanning from Um Qais to Aqaba, passing through 75 villages over 40 days.

## COMMUNITY & ENVIRONMENTAL COMMITMENT

Beyond the workplace, Saveto remains dedicated to making a positive impact on society and the environment:

- We have successfully implemented office greening initiatives and significantly enhanced the green landscape around our warehouses and factories by planting thousands of trees.
- Actively participate in local community programs, investing in initiatives that enhance education, infrastructure, and environmental sustainability.
- Promote local employment by recruiting local talent and offering internship training programs for university students.
- At the initiative of employees from Saveto Jordan and the Regional Office, a donation was made to Al Hussain Cancer Center in support of medical care for Gaza patients, with Saveto facilitating the effort by increasing employee sales commissions—resulting in a contribution of approximately 2% of three months’ sales revenue.



## GOVERNANCE AND ETHICS

At Saveto, strong corporate governance and ethical business practices form the foundation of our sustainability strategy. We are committed to upholding transparency, integrity, and accountability across all levels of our operations, ensuring that our business aligns with the highest environmental, social, and governance (ESG) standards.

### SUSTAINABLE PROCUREMENT & RESPONSIBLE SUPPLY CHAIN

Saveto is dedicated to sustainable and ethical sourcing, ensuring that our supply chain supports local economies and responsible business practices. As part of this commitment, we have:

- Implemented a Sustainable Procurement Policy, ensuring that 64% of our suppliers are locally sourced to promote economic resilience and reduce our carbon footprint.

### CUSTOMER-CENTRIC GOVERNANCE

As a company that values trust and stakeholder satisfaction, we have enhanced our customer service frameworks to ensure rapid issue resolution and continuous improvement:

- Achieved a 98% resolution rate for customer complaints in 2024 demonstrating our commitment to responsiveness and customer satisfaction.
- Strengthened internal governance policies, introducing sustainable policies that align with international best practices.
- Implemented a formal system to measure customer feedback through official documentation, ensuring structured evaluation and continuous service improvement.

## CYBERSECURITY & DATA PROTECTION

In today’s digital landscape, data security and privacy are critical aspects of governance. To safeguard our operations and customer data, Saveto has:

- Introduced advanced cybersecurity protocols, reinforcing data protection measures and mitigating risks against cyber threats.
- Enhanced IT governance frameworks, ensuring compliance with global cybersecurity standards.

## PRODUCT QUALITY MANAGEMENT

Saveto Group upholds strict product quality management standards to ensure reliability, safety, and compliance across its entire product range.

- Obtained CE international certification for some products in Egypt and Qatar, demonstrating compliance with EU health, safety, and environmental standards.
- Obtained ISO 9001 certification for Quality Management, demonstrating a commitment to quality management systems and continuous improvement in operations.

## ETHICAL LEADERSHIP & COMPLIANCE

Saveto maintains the highest ethical standards, ensuring that all employees, partners, and suppliers operate with integrity and fairness. Our governance framework includes:

- Strict adherence to corporate codes of conduct that promote compliance and accountability.
- Implementation of robust policies that reinforce ethical business practices, anti-corruption measures, and fair competition.
- As we continue to strengthen our governance, procurement, and ethical business standards, Saveto remains committed to transparency, sustainability, and operational excellence. Our efforts not only drive long-term value creation but also position us as a leader in responsible business practices—ensuring that sustainability, security, and ethics remain at the heart of everything we do.



# ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

Saveto’s ESG initiatives are aligned with the United Nations Sustainable Development Goals (UN SDGs), a global blueprint for creating a more sustainable and equitable world by 2030. We recognize our responsibility to drive positive change and are committed to embedding the UN SDGs into our operations, business strategies, and community initiatives—ensuring a greener, more resilient future for our stakeholders and the regions we serve.

## ENVIRONMENT

07  
AFFORDABLE AND CLEAN ENERGY

12  
RESPONSIBLE CONSUMPTION AND PRODUCTION

15  
LIFE ON LAND

## SOCIAL

03  
GOOD HEALTH AND WELL-BEING

08  
DECENT WORK AND ECONOMIC GROWTH

10  
REDUCED INEQUALITIES

## GOVERNANCE

16  
PEACE, JUSTICE AND STRONG INSTITUTIONS

17  
PARTNERSHIPS FOR THE GOALS

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GOOD HEALTH AND WELL-BEING

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REDUCED INEQUALITIES

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RESPONSIBLE CONSUMPTION AND PRODUCTION

15  
LIFE ON LAND

16  
PEACE, JUSTICE AND STRONG INSTITUTIONS

17  
PARTNERSHIPS FOR THE GOALS

Ensure healthy lives and promote well-being for all at all ages

Ensure access to affordable, reliable, sustainable and modern energy for all

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Reduce inequality within and among countries

Ensure sustainable consumption and production patterns

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development



# STAKEHOLDER ENGAGEMENT

At Saveto, we believe in fostering transparent and meaningful relationships with our internal and external stakeholders to create shared value and drive sustainable progress. Our engagement practices are designed to align our business activities with stakeholder expectations, ensuring that our social, environmental, and economic contributions positively impact the communities we serve.

We maintain regular dialogue with our stakeholders through structured two-way communication channels, allowing us to understand their needs, address concerns, and enhance our engagement methods. By continuously assessing stakeholder expectations, we identify opportunities for business improvement, sustainability innovation, and social responsibility, while ensuring compliance with regulatory frameworks and industry best practices.

NUMBER OF CUSTOMER  
FEEDBACK SURVEYS  
CONDUCTED IN 2024:

1250

CUSTOMER  
SATISFACTION  
SCORE:

98%

Through these stakeholder engagement initiatives, Saveto reinforces its commitment to collaboration, accountability, and sustainable development, ensuring that we continuously evolve to meet the expectations of those we serve.

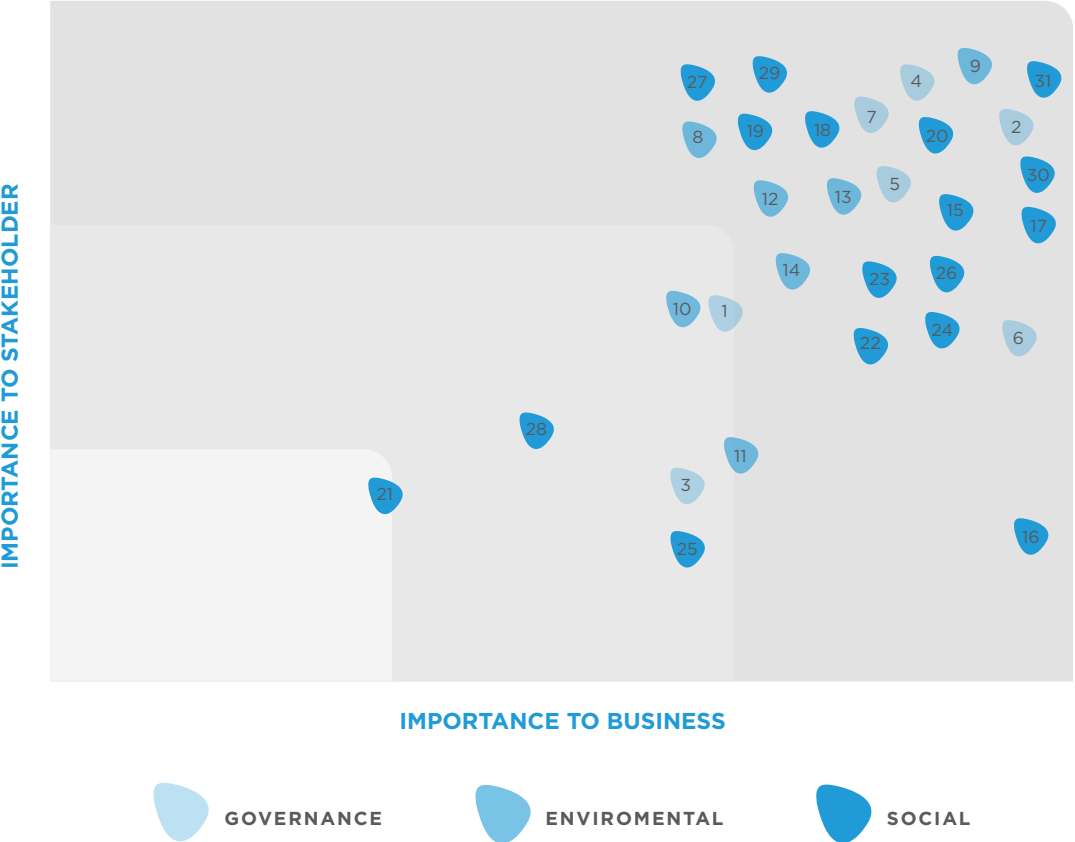
Stakeholder Group	Engagement Channels	Purpose of Engagement
Customers	Customer feedback tools, surveys, social media	Enhance customer experience, gather insights for product and service improvements
Environmental Entities	Support for environmental NGOs, restoration initiatives	Drive sustainability efforts and environmental impact mitigation
Employees	Meetings, workshops, internal communication, surveys	Foster employee engagement, career development, and workplace satisfaction
Suppliers	Contracts, supplier meetings, procurement policies	Ensure responsible sourcing, ESG compliance, and long-term partnerships
Community	Volunteering campaigns, capacity-building programs	Contribute to local development, social well-being, and skills enhancement
Governmental Entities	Regulatory reviews, compliance reporting, partnerships	Maintain compliance, support national sustainability goals, and policy alignment



# MATERIALITY

We prioritize ESG topics that are both strategically significant to our business and critical to our stakeholders. By focusing on these key areas, we deepen our understanding of stakeholder expectations and align our sustainability strategy accordingly.

Material topics represent the most impactful Environmental, Social, and Governance (ESG) factors for our company, influencing both our operations and stakeholder decision-making. To ensure we address the most pressing concerns, we conducted a comprehensive materiality assessment, identifying the current and emerging ESG issues that will shape our business and drive long-term value for our stakeholders.



## MATERIAL TOPICS

- 1 ECONOMIC PERFORMANCE
- 2 MARKET PRESENCE
- 3 INDIRECT ECONOMIC IMPACTS
- 4 PROCUREMENT PRACTICES
- 5 ANTI-CORRUPTION
- 6 ANTI-COMPETITIVE BEHAVIOR
- 7 TAX
- 8 MATERIALS
- 9 ENERGY
- 10 WATER AND EFFLUENTS
- 11 BIODIVERSITY
- 12 EMISSIONS
- 13 WASTE
- 14 SUPPLIER ENVIRONMENTAL ASSESSMENT
- 15 EMPLOYMENT
- 16 LABOR/MANAGEMENT RELATIONS
- 17 OCCUPATIONAL HEALTH AND SAFETY
- 18 TRAINING AND EDUCATION
- 19 DIVERSITY AND EQUAL OPPORTUNITY
- 20 NON-DISCRIMINATION
- 21 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
- 22 CHILD LABOR
- 23 FORCED OR COMPULSORY LABOR
- 24 SECURITY PRACTICES
- 25 RIGHTS OF INDIGENOUS PEOPLES
- 26 LOCAL COMMUNITIES
- 27 SUPPLIER SOCIAL ASSESSMENT
- 28 PUBLIC POLICY
- 29 CUSTOMER HEALTH AND SAFETY
- 30 MARKETING AND LABELING
- 31 CUSTOMER PRIVACY

## RELEVANT GRI TOPIC STANDARDS

- GRI 201: ECONOMIC PERFORMANCE 2016
- GRI 202: MARKET PRESENCE 2016
- GRI 203: INDIRECT ECONOMIC IMPACTS 2016
- GRI 204: PROCUREMENT PRACTICES 2016
- GRI 205: ANTI-CORRUPTION 2016
- GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016
- GRI 207: TAX 2019
- GRI 301: MATERIALS 2016
- GRI 302: ENERGY 2016
- GRI 303: WATER AND EFFLUENTS 2018
- GRI 304: BIODIVERSITY 2016
- GRI 305: EMISSIONS 2016
- GRI 306: WASTE 2020
- GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016
- GRI 401: EMPLOYMENT 2016
- GRI 402: LABOR/MANAGEMENT RELATIONS 2016
- GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018
- GRI 404: TRAINING AND EDUCATION 2016
- GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016
- GRI 406: NON -DISCRIMINATION 2016
- GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016
- GRI 408: CHILD LABOR 2016
- GRI 409: FORCED OR COMPULSORY LABOR 2016
- GRI 410: SECURITY PRACTICES 2016
- GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016
- GRI 413: LOCAL COMMUNITIES 2016
- GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016
- GRI 415: PUBLIC POLICY 2016
- GRI 416: CUSTOMER HEALTH AND SAFETY 2016
- GRI 417: MARKETING AND LABELING 2016
- GRI 418: CUSTOMER PRIVACY 2016



# OUR OPERATIONS





# OUR COMMITMENT TO CARBON MANAGEMENT

At Saveto, environmental conservation remains a core pillar of our sustainability strategy, reinforcing our commitment to minimizing our ecological footprint through responsible and innovative business practices.

To ensure compliance with environmental regulations and industry best practices, we have established a comprehensive environmental policy that aligns with national and international sustainability standards. Our achievement of ISO 14001:2018 certification reflects our ongoing efforts to enhance resource efficiency, optimize waste management, and drive continuous improvement in our environmental performance.

In 2024, we continue to integrate department-specific environmental initiatives to effectively monitor, measure, and achieve our sustainability targets. Through advanced resource conservation strategies, circular economy principles, and cutting-edge technology, we are driving meaningful change in reducing our environmental impact, ensuring that sustainability is woven into every aspect of our operations.

At Saveto, we are deeply committed to environmental responsibility, continuously striving to minimize our carbon footprint through efficient resource management and sustainable practices. Our sustainability journey begins with measuring, analyzing, and understanding our emissions, enabling us to take targeted actions toward a greener future.

To ensure a structured and transparent approach to emissions management, we adhere to the Greenhouse Gas (GHG) Protocol, a globally recognized framework that helps businesses quantify, monitor, and mitigate emissions. This framework categorizes emissions into

Scope 1	Scope 2	Scope 3
Direct emissions from Saveto-owned facilities and operations.	Indirect emissions from purchased energy (electricity, heating, cooling).	Other indirect emissions across our value chain, including supplier activities and logistics.

By tracking and analyzing our emissions, we gain valuable insights that enable us to implement effective carbon reduction strategies, focusing on:

- Energy-efficient operations and renewable energy adoption.
- Optimizing supply chain sustainability.
- Minimizing waste and promoting circular economy principles.





Aligned with Saudi Vision 2030, local regulations, and international sustainability agendas, we are committed to actively monitoring, reducing, and reporting our environmental impact. Through these efforts, Saveto continues to lead the construction industry toward a more sustainable and climate-conscious future.

SCOPE 1

17,654

SCOPE 2

11,712

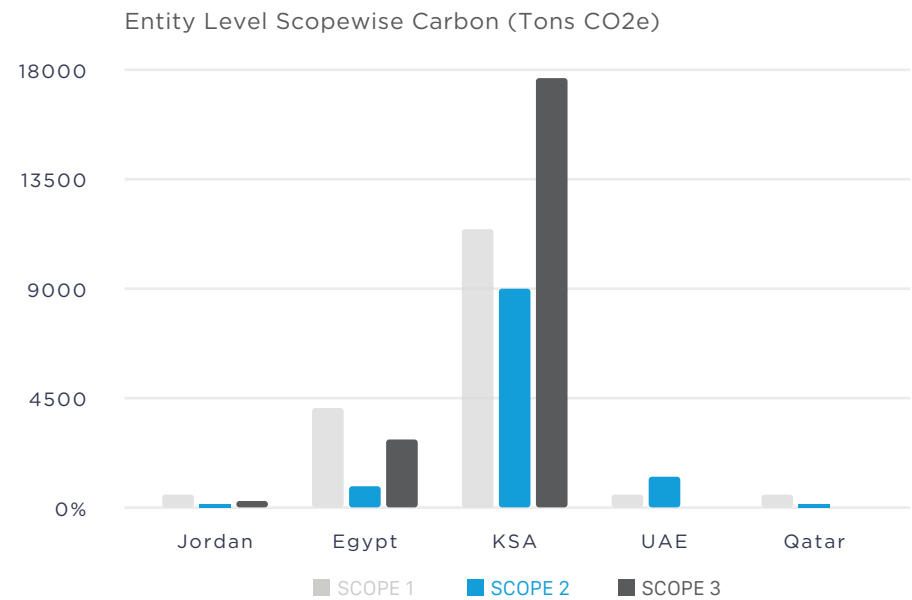
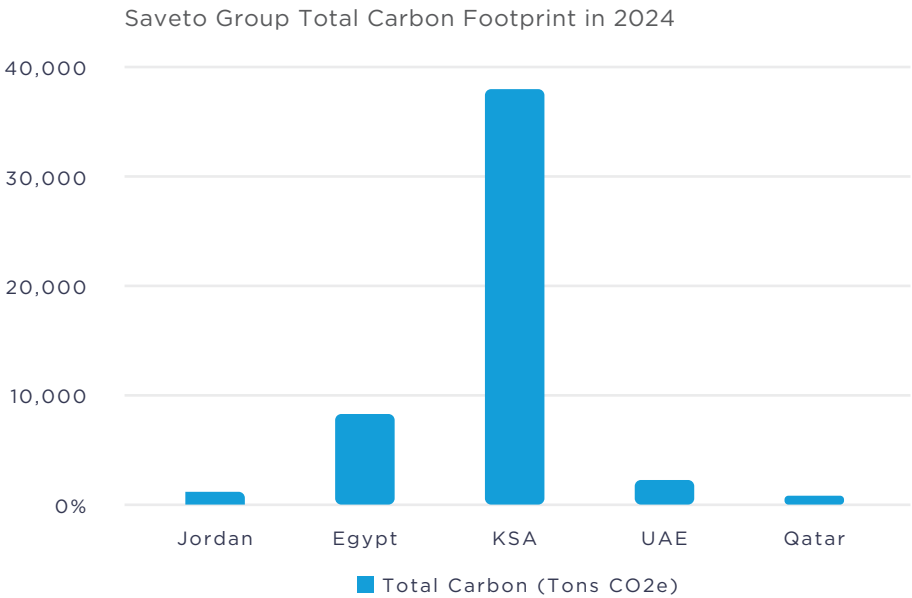
SCOPE 3

20,699

CARBON  
FOOTPRINT  
(TONS CO2E)



## KEY ACHIEVEMENTS & ONGOING INITIATIVES



A detailed breakdown of emissions shows that Scope 1 emissions, primarily from diesel consumption, remain the dominant contributor. However, our transition to an electric and hybrid fleet has successfully reduced diesel fuel combustion in logistics by 4%.

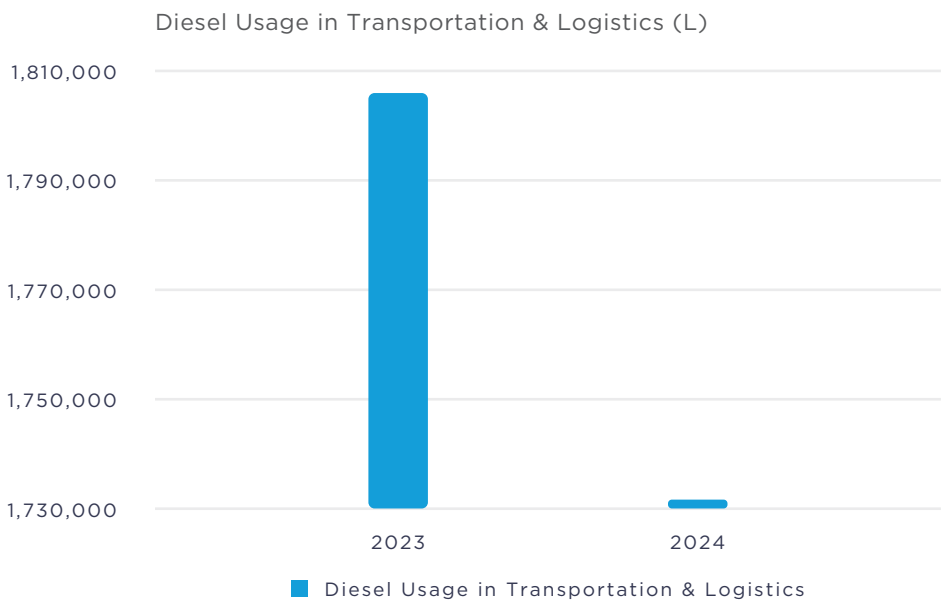
Similarly, in Scope 2 emissions for our KSA facility, we have witnessed a 12% decrease in our electricity consumption, thanks to the seamless integration of renewable energy sources into our operations.

Note: the 2024 carbon emissions assessment does not include our UBM and Insuwrap business units.

**A key milestone was achieved with the launch of a solar power plant at our Tabuk factory, enabling one of our production lines to run entirely on solar energy—a testament to our commitment to sustainable manufacturing.**

To further drive green transformation, we are making significant upgrades to our vehicle fleet, shifting from conventional diesel-powered transport to environmentally sustainable alternatives. This initiative extends beyond passenger vehicles, incorporating electric forklifts into our warehouse and logistics operations.

- 60 hybrid vehicles currently operational, with a roadmap to expand this number.
- Orders placed for 15+ additional hybrid vehicles to further reduce fuel dependency.
- Introduction of electric forklifts in warehouses, with trained drivers following HSE standards for safe operation.
- Fuel-efficient fleet transition, ensuring that all remaining vehicles meet an “Excellent” fuel consumption rating.
- Tabuk factory milestone: production is entirely powered by solar energy during daylight hours, setting a benchmark for renewable energy integration in our operations.

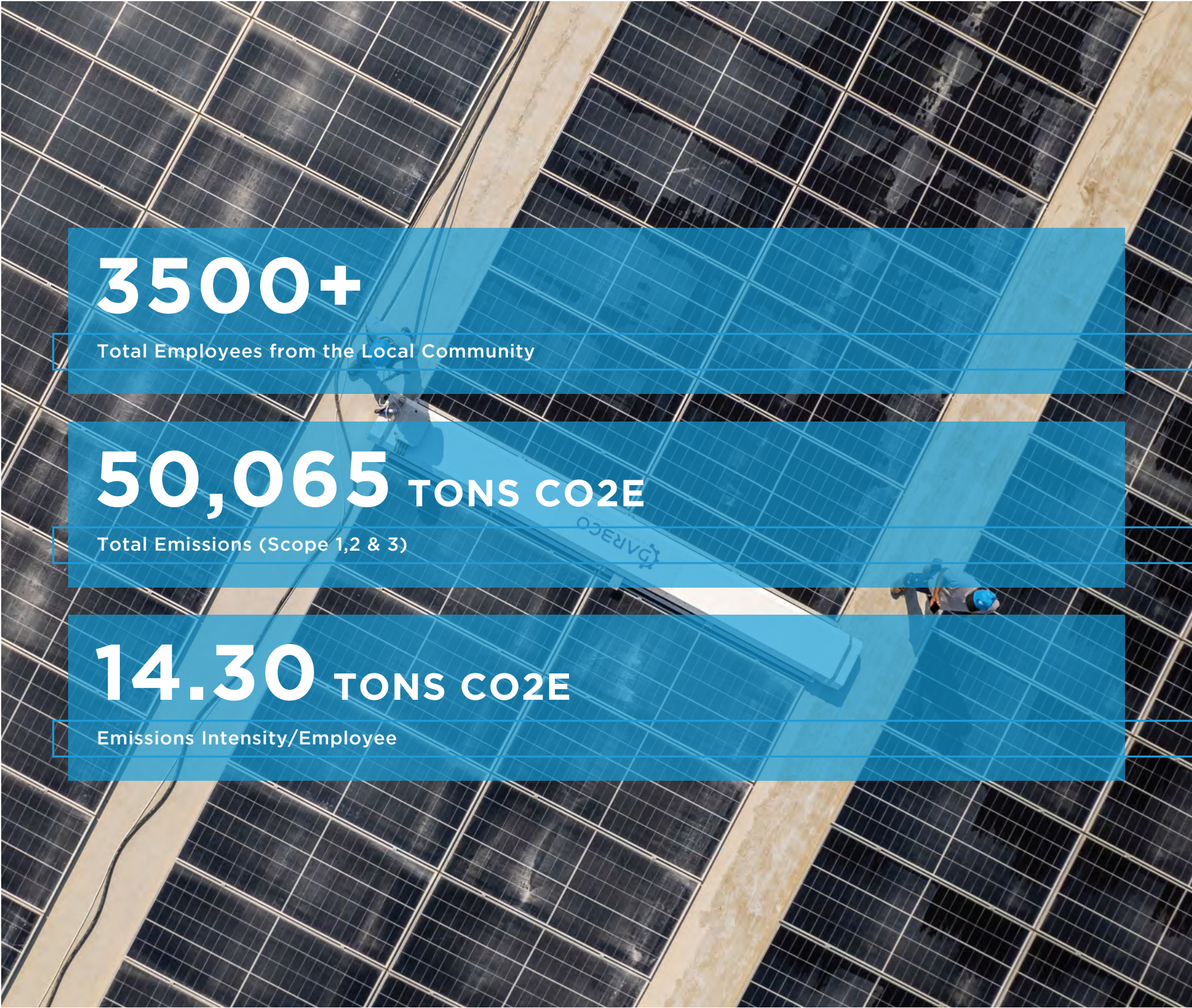




## EMISSIONS INTENSITY

Carbon emissions intensity measures the CO<sub>2</sub>e emissions per unit of operational scale or economic activity, serving as a critical benchmark for evaluating emissions efficiency. By tracking both our total emissions and emissions intensity, we gain a comprehensive view of our environmental impact, enabling us to assess progress and refine sustainability strategies.

In 2024, we calculated our carbon emissions intensity based on total headcount, ensuring a standardized and meaningful comparison as our organization expands. This approach allows us to monitor the environmental impact of our growth and implement targeted sustainability initiatives that balance business expansion with carbon reduction efforts. By continuously measuring and reporting our emissions intensity, we can drive informed decision-making and strengthen our commitment to a low-carbon future.





# ENERGY MANAGEMENT

At Saveto, we are committed to optimizing energy intensity, recognizing its critical role in sustainable business practices. Energy intensity refers to the amount of energy required to produce a unit of output, and reducing it is a key priority across manufacturing, logistics, and office operations.

By analyzing energy consumption patterns, we identify areas of inefficiency and implement targeted energy conservation strategies, including:

- Upgrading to energy-efficient equipment.
- Optimizing production processes for lower energy use.
- Expanding renewable energy adoption.

## KEY RENEWABLE ENERGY INITIATIVES

In 2024, Saveto expanded its solar energy initiatives across multiple facilities, and here’s how we’re making tangible progress toward a greener future:

- Tabuk plant’s production lines are now run entirely on solar energy: during daylight hours
- Solar panels at Tristone and our head office at Riyadh generated a combined 480,028 kWh this year
- The Rabigh plant is on track to reduce traditional power consumption by 80%
- Solar panels on parking shades at the main office are steadily producing clean energy

These projects reflect our commitment to sustainability and energy efficiency, contributing to our broader decarbonization and operational optimization effort.

## ONGOING ENERGY EFFICIENCY INITIATIVES

Saveto is continuously working on new strategies to improve energy performance, including:

- Switching all lights to LED for lower energy consumption. For instance, our factories and warehouses in KSA operate with 100% of its lighting powered by energy-efficient LED fixtures.
- Deploying smart meters on Silos for real-time inventory tracking with the help of an app.
- Expanding Solar PV systems across facilities.
- Upgrading warehouse insulation to reduce heat absorption and lower cooling energy demand.

Through these proactive energy initiatives, Saveto remains at the forefront of sustainable manufacturing and operational efficiency, driving a low-carbon future for the construction industry.

Total energy consumption in 2024 was 321,414 GJ. This includes both direct energy (fuel combustion in operations and transportation) as well as indirect energy (electricity consumption).

The energy mix was both renewable and non-renewable sources. The energy intensity per employee at Saveto in 2024 was 92 GJ/employee.

Our Existing Plants - 2024

Plant Location	PV Yield (kWh)	CO <sub>2</sub> Avoided (t) (2023 & 2024 combined)	Revenue (S.R.)
Head Office - Riyadh	974,512	662	209,706
Tabuk	180,557	122	27,809
Rabigh	2,255,008	1,967	448,033

Amount of off-site renewable energy investments to offset emissions:

2022	2023	2024
3,627,894 SAR	2,704,819 SAR	3,718,560 SAR



# WATER MANAGEMENT

At Saveto, we recognize the growing importance of water conservation and are committed to minimizing water consumption across our operations. While our water supply is sourced through government facilities, we actively monitor and manage our usage to ensure responsible consumption and efficiency.

In 2024, our total water consumption reached 144,849.7 cubic meters (144,849,789 liters) across all locations. As part of our commitment to sustainability and resource efficiency, we are implementing water-saving technologies to further reduce consumption and enhance conservation efforts.

## KEY WATER EFFICIENCY INITIATIVES

- Installation of sensor-based IR automatic faucets, reducing water consumption by 56%, with an additional 5% savings from automatic shut-off, leading to a total 61% water savings.
- Implementation of drip irrigation systems instead of traditional sprinklers, ensuring water is delivered directly to plant roots, reducing wastage.

### Investment in Water-Saving Technologies

Saveto is investing in high-efficiency fixtures to ensure long-term sustainability:

The Grohe IR Automatic Faucet, though a higher-cost investment compared to traditional faucets, is being implemented across our facilities due to its long-term water-saving benefits. The significant reduction in water consumption will enable us to recoup the initial investment over time, reinforcing our commitment to sustainability, operational efficiency, and responsible resource management.

By adopting smart water management solutions, upgrading facilities, and integrating cutting-edge conservation technologies, Saveto continues to lead by example in resource efficiency and environmental stewardship.





# WASTE MANAGEMENT

At Saveto, we are dedicated to minimizing waste and promoting sustainable resource management across all our operations. Our waste management framework is designed to optimize resource utilization, reduce environmental impact, and support a circular economy. By actively collaborating with waste management entities and adopting innovative recycling methodologies, we continuously improve waste reduction efforts and drive sustainability.

## CIRCULAR ECONOMY & RESOURCE EFFICIENCY INITIATIVES

- 100% recycling rate for wooden pallets – All pallets received are reused or resold through our pallet resale program, ensuring zero waste.
- Rigorous chemical management policy – Chemicals are reused and liquid factory waste is resold, making liquid waste part of a circular economy.
- Sustainable plastic waste management – Damaged plastic cases (blue, green, red) are broken down and repurposed into new cases, reducing plastic waste.
- Recycling of near-expired material – Expiring material is reintegrated into new batches after quality control, extending product life cycles and reducing waste.

## STRATEGIC PARTNERSHIPS FOR WASTE REDUCTION

- Collaboration with Ertiqaa – Saveto partners with Ertiqaa, a nonprofit specializing in collecting, refurbishing, and distributing used computers to educational and social institutions. Additionally, Ertiqaa assists with paper waste and obsolete hardware recycling, reinforcing our commitment to holistic waste management.
- Engagement with Tadweer - We are expanding collaborations with Tadweer to recycle paper, plastic, and electronic waste.

## ENHANCING WASTE REDUCTION & RECYCLING INITIATIVES

- Reducing single-use plastics & paper cups in offices by encouraging the use of reusable mugs.
- Implementing a hazardous materials storage & disposal program to ensure safe handling.
- Saveto engages in heavy paper recycling as part of its digitization efforts and works with third parties for the sale of scrap materials such as metal, wood, and oil.

## DRIVING A GREENER FUTURE

Saveto’s ongoing resale of liquid oil/waste, recycling of plastic cases, and jumbo bag recycling are all part of our broader sustainability vision. By integrating waste reduction at every level, we continue to lead the industry in responsible resource management, ensuring long-term environmental stewardship and contributing to a cleaner, more sustainable future.



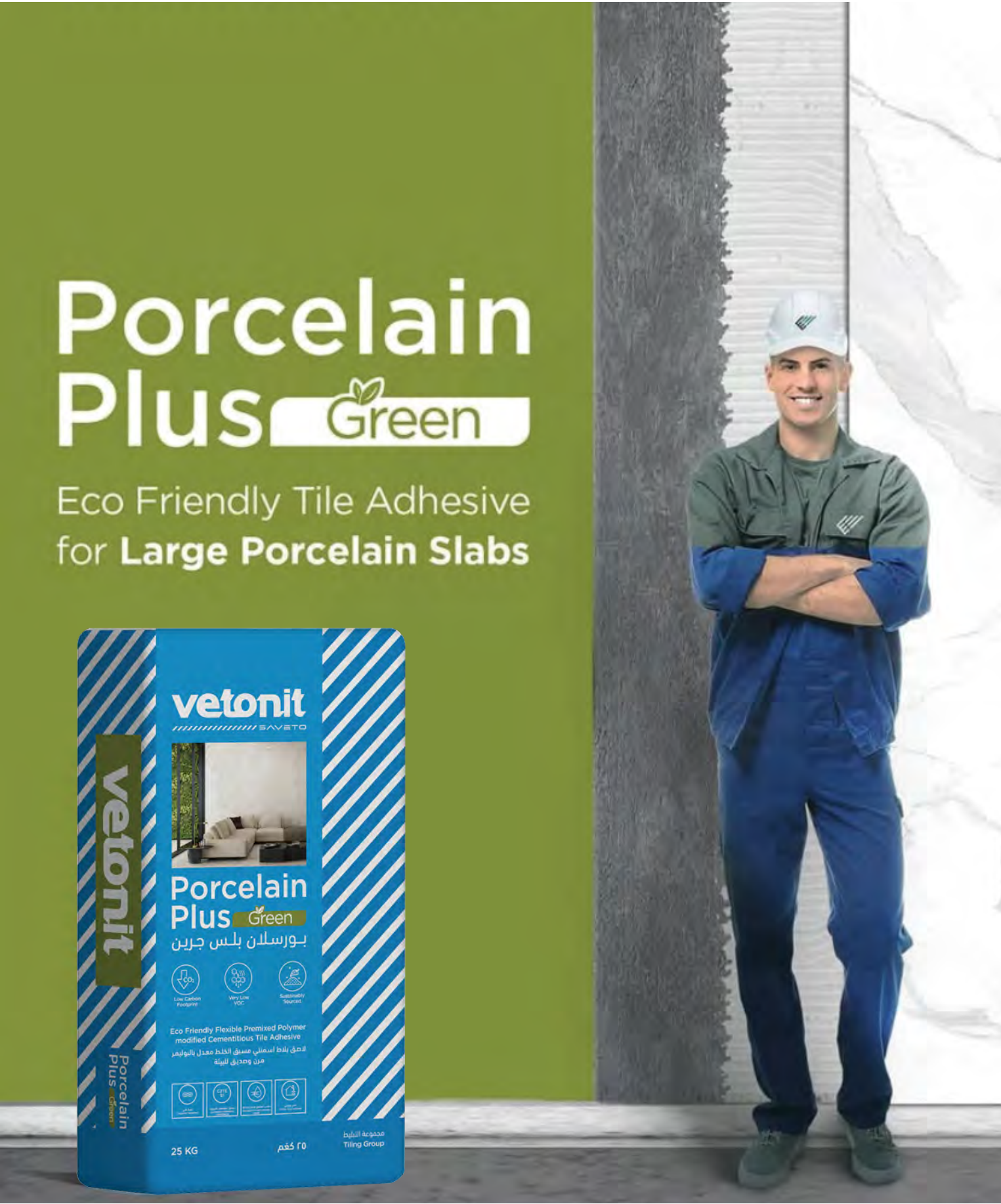
# SUSTAINABLE PRODUCTS

At Saveto, we are committed to transparency, sustainability, and responsible product innovation. As part of our ongoing efforts to reduce environmental impact and promote green building solutions, we have obtained Environmental Product Declarations (EPD) and Health Product Declarations (HPD) for various product categories. These certifications, aligned with the Environmental Footprint Institute, ensure that our products meet high environmental performance standards, providing architects, engineers, and contractors with credible, third-party verified sustainability data.

## CERTIFIED PRODUCT CATEGORIES

- Flooring Systems
- Plasters, Masonry, Concrete Repair, Renders & Finishes
- Sealants & Joints, Porcelain Plus Green Tile Adhesives & Grouts, Thermal Insulation & Protective Coatings
- Waterproofing, Primers & Ancillary Products

By achieving EPD & HPD certifications, Saveto continues to lead the industry in sustainable construction materials, ensuring that our products contribute to healthier buildings and a lower carbon footprint.





# OUR PEOPLE





At Saveto, we recognize that our employees’ knowledge, skills, and experience form the foundation of our success. By investing in their growth and development, we provide the tools and opportunities needed to empower our team members to excel professionally and personally.

To support this, Saveto’s HR team has developed a comprehensive HR manual, outlining all policies and regulations to ensure consistent implementation across the organization, fostering a structured, inclusive, and growth-oriented workplace.

3500+

Total workforce as of 2024

# DIVERSITY, EQUITY AND INCLUSION

At Saveto, we believe that diversity, equity, and inclusion (DEI) are essential for driving operational excellence and fostering a collaborative and innovative workplace. We are committed to creating an environment where all employees feel valued, respected, and empowered to contribute to our collective success, regardless of race, age, gender, disability, or religion.

Our inclusive hiring practices ensure equal opportunities for all qualified candidates, while our HR policies actively promote inclusivity and accessibility.

## Commitment to Disability Inclusion

- Certified with a Bronze Medal from Mowaamah for our disability inclusion efforts.
- Trained 10 HR specialists to support employees with disabilities, equipping them with the knowledge and tools to provide effective resources and assistance.
- Continuing to expand outreach programs to recruit and integrate more individuals with disabilities into our workforce.

By prioritizing inclusion and accessibility, Saveto ensures that every team member can reach their full potential, reinforcing our commitment to a diverse, dynamic, and thriving workplace.

## ADVANCING GENDER DIVERSITY & WOMEN’S EMPOWERMENT

At Saveto, we are committed to fostering gender diversity and empowering women within our workforce. As we continue to grow, the progress and achievements of our female employees stems from our dedication to creating equal opportunities and inclusive career pathways.

While the nature of our industry presents challenges in directly hiring women for certain operational roles, we remain steadfast in identifying suitable positions and alternative opportunities that align with candidates’ skill sets, ensuring they can actively contribute to our team.

## Our Commitment

- Female representation in mid management currently stands at 10%.
- We actively increase female representation in management, ensuring greater inclusivity in leadership roles.
- Equal parental leave policies aligned with local labor laws and integrated into our HR guidelines to support work-life balance.
- Recognized International Women’s Day by gifting flowers with powerful messages of encouragement and appreciation to female employees.
- Implementing structured mentorship programs and leadership training to support women’s career growth and professional development.
- Encouraging female participation in decision-making roles through active engagement and career advancement initiatives.
- Collaborated with the Saudi Red Crescent and participated in the "Ambassador of Life" first aid initiative, where 25 employees from various departments were trained in basic first aid skills.

At Saveto, we recognize that gender diversity drives innovation and strengthens our workforce. Through ongoing initiatives and structured support, we aim to create a workplace where women thrive, grow, and lead.



# EMPLOYEE WELFARE

At Saveto, we prioritize our employees' well-being and professional growth by offering competitive and fair compensation packages designed to attract, retain, and motivate top talent. Our flexible remuneration programs ensure that employees are rewarded fairly, while also fostering the knowledge, skills, and behaviors essential for business success.

## COMPREHENSIVE BENEFITS & WORK-LIFE BALANCE

We provide a wide range of benefits in accordance with local labor laws and company policies, including:

- Retirement plans & financial security – Covering 32% of employees under GOSI provisions, with Saveto contributing 9.75% to retirement plans.
- Overtime bonuses & flexible work arrangements, including breaks and leave policies (paid/unpaid, sick leave, and career development opportunities).
- Comprehensive medical insurance, varying by pay grade and employment level.
- Employee wellness initiatives, including fitness memberships, food catering, and comfortable workspaces, promoting physical well-being.

## COMMITMENT TO FAIR & EQUITABLE COMPENSATION

Our compensation structure reflects gender equity, ensuring that salaries across all employment grades remain fair and equal between male and female staff. We are committed to providing a safe and healthy working environment, regulated by our HSE policies, to ensure employee well-being at all levels.

By integrating competitive pay, inclusive benefits, and financial security, Saveto continues to foster a workplace where employees feel valued, supported, and motivated to succeed.

1:1

Ratio of salary male vs female



## EMPLOYEE ENGAGEMENT

At Saveto, we recognize that employee engagement is the foundation of a motivated, connected, and resilient workforce. Our approach is rooted in a deep understanding of how organizational dynamics influence performance, well-being, and long-term success. By curating diverse initiatives, we foster a workplace where employees feel valued, heard, and inspired to contribute meaningfully to our shared vision.

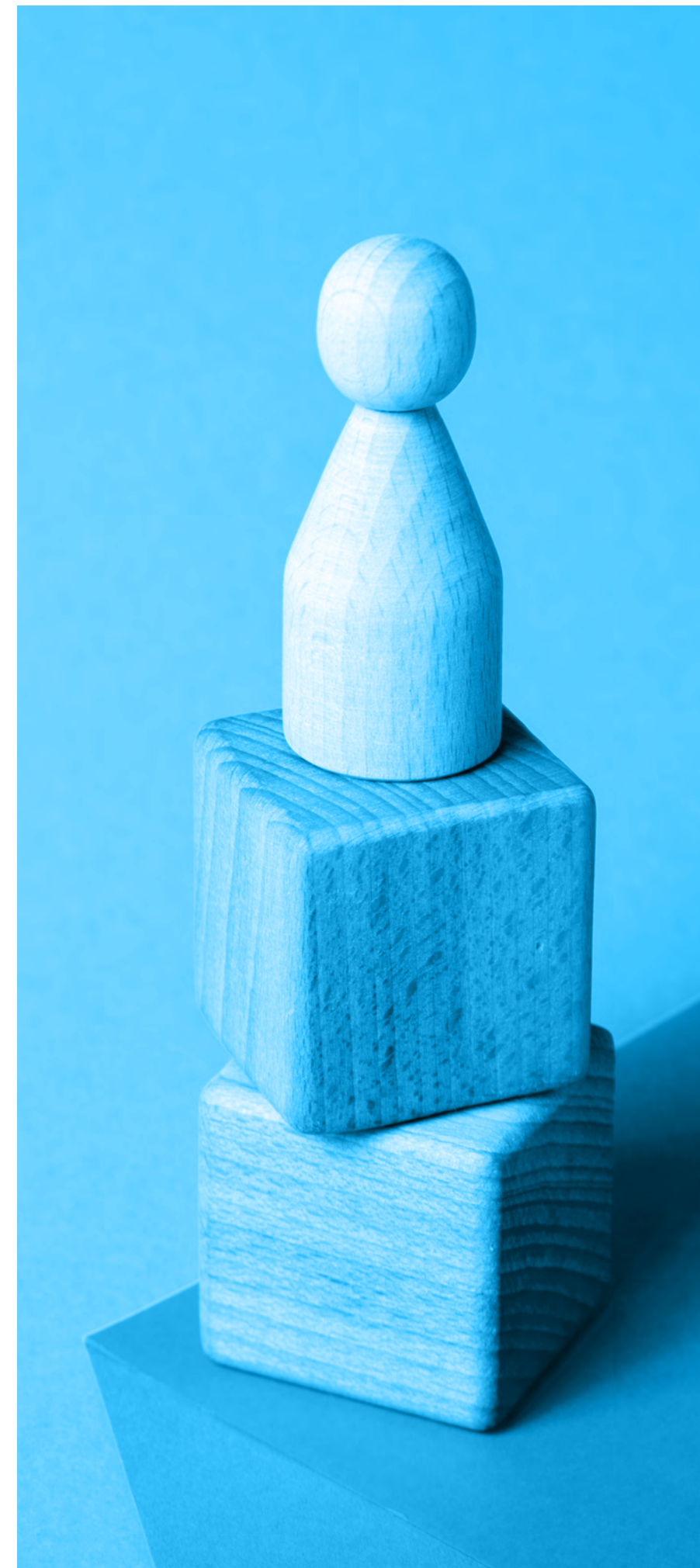
Our engagement strategy extends beyond formal interactions, creating memorable experiences that strengthen team bonds and reinforce our collective purpose. Whether celebrating milestones, festive occasions like Eid, or launching recognition programs, we prioritize initiatives that promote unity, diversity, and a sense of belonging.

We go beyond traditional engagement by integrating transparent communication, structured mentoring programs, and motivational initiatives that drive continuous employee growth. Engaged employees are at the heart of our success, which is why we actively invest in their well-being, development, and empowerment.

To enhance engagement and streamline HR processes, Saveto leverages advanced digital platforms such as HRIS, providing employees with easy access to HR services and career development tools. Additionally, while governmental platforms like Qiwa and Netaqat—specific to Saudi Arabia—support compliance with local labor laws and regulations, we remain committed to adhering to labor laws and regulatory requirements across all countries in which we operate, ensuring transparency and efficiency in managing employment matters.

We also uphold an open-door policy, fostering direct communication between employees and leadership. Our internal suggestion e-tool on the intranet platform allows employees to share ideas, feedback, and concerns, promoting collaborative decision-making. Complaints submitted through this platform are handled through our grievance policy, ensuring fairness, non-discrimination, and compliance with HR policies and labor laws.

At Saveto, we are committed to creating an inclusive and engaging work environment where employees are empowered to grow, innovate, and thrive.





# INVESTING IN EMPLOYEE GROWTH & DEVELOPMENT

At Saveto, we believe that continuous training and development are essential to empowering our employees and driving excellence. From day one, we invest in specialized programs that enhance both technical expertise and behavioral skills, ensuring that every team member is equipped for success.

Our training programs are tailored to departmental needs, combining technical proficiency with hands-on experience to strengthen individual capabilities and improve job performance across all functions.

## COMMITMENT TO LEARNING & DEVELOPMENT

- Saveto sponsored over 20 training courses annually, offering employees workshops, skill-building sessions, and professional development opportunities.
- 80 employees were sponsored by Saveto for career advancement via courses .
- The Finance Department sponsored 7 new trainees, successfully integrating one trainee into full-time employment.
- We encourage a culture of continuous learning, where employees are motivated to expand their knowledge, push boundaries, and advance their careers.
- 100% of staff covered under career development plan.

## PERFORMANCE EVALUATION & CAREER PROGRESSION

New employees undergo performance evaluations within their first three months, followed by annual reviews to ensure alignment with company values and goals. Our evaluation process is based on standardized Key Performance Indicators (KPIs), promoting fairness, transparency, and accountability.

By prioritizing learning, skill development, and performance tracking, Saveto fosters a workforce that is highly skilled, motivated, and prepared for long-term success.

# EMPLOYEE RETENTION

At Saveto, we take pride in our strong employee retention, a testament to our commitment to fostering a supportive, inclusive, and engaging work environment. Through meaningful career development opportunities and employee-centric policies, we ensure that our workforce remains motivated and empowered.

**We have achieved an employee turnover rate of 2% with a 100% retention rate among returning mothers, reinforcing our commitment to work-life balance.**

By prioritizing employee well-being, professional development, and an inclusive culture, Saveto remains dedicated to building a resilient and engaged workforce that thrives across all levels of the organization.



# QUALITY, HEALTH, SAFETY AND ENVIRONMENT (QHSE)

At Saveto, we are dedicated to maintaining a safe and healthy work environment for all employees, ensuring compliance with local laws and global safety standards. We recognize that workplace injuries and health risks not only affect our employees but can also impact business continuity. Therefore, prioritizing health, safety, and environmental (HSE) standards is a strategic investment that benefits both our employees and our organization.

## COMPREHENSIVE QHSE FRAMEWORK

To uphold the highest safety standards, we have implemented a Quality, Health, Safety, and Environmental (QHSE) Management System, which includes:

- Proactive hazard identification & risk management
- Emergency preparedness & response planning
- Strict adherence to legal & regulatory requirements
- Employee training & awareness programs
- Routine safety inspections & audits

Saveto follows a preventive safety philosophy, ensuring compliance with ISO 45001 – Occupational Health and Safety Management System. New employees receive comprehensive HSE training and manuals, while all staff regularly undergo safety courses and refresher sessions to stay updated on protocols.

## SAFETY LEADERSHIP & CONTINUOUS IMPROVEMENT

- A dedicated HSE committee addresses employee concerns and enforces inspection results, incident reports, and action plans to improve safety measures.
- In 2024, we conducted 3,037 safety inspections across our operations.
- We conduct annual health check-ups for employees to monitor their physical and mental well-being, reinforcing a culture of care and proactive health management.

## EMPLOYEE ENGAGEMENT & RISK MANAGEMENT

- Employees are encouraged to provide safety feedback, allowing us to identify and address potential hazards proactively.
- Detailed risk assessments and safety checklists ensure no potential threats are overlooked in our manufacturing and operational processes.
- Evacuation and emergency response plans are in place to safeguard employees, leaving no room for uncertainty in crisis situations.

By integrating rigorous safety measures, continuous training, and employee well-being initiatives, Saveto remains committed to providing a secure, healthy, and productive workplace where employees can thrive with confidence.



Key Performance Indicator	2024
Lost Time Injury Frequency ((Number of lost time injuries in the reporting period] x 1,000,000) / (Total hours worked in the reporting period))	5.2
Days Away from Work frequency ((Number of OSHA Recordable injuries and illnesses that resulted in Days Away; Restricted; Transferred X 200,000) / Employee hours	1.7
Total Recordable Injury Rate ((Number of OSHA Recordable injuries and illnesses X 200,000) / Employee total hours worked)	3.4
Health Incident frequency ((Number of lost time injuries in the reporting period] x 1,000,000) / (Total hours worked in the reporting period)	5.2



# COMMUNITY ENGAGEMENT

At Saveto, we believe that community engagement is more than just corporate responsibility—it is an integral part of our identity. We recognize the profound impact that strong community ties have on both societal well-being and our long-term success.

By actively participating in the communities where we operate, we strive to drive meaningful social change, foster trust-based relationships, and create a positive, lasting impact. Our approach is centered on collaboration, leveraging the strengths of local communities to address critical social challenges and generate shared value for all stakeholders.

## LOCAL HIRING

At Saveto, we are committed to fostering community development by actively supporting local hiring and workforce empowerment. We believe in creating opportunities that enhance economic growth and promote inclusion within the regions where we operate.

Demonstrating this commitment in KSA, 33% of our employees and 3% of our senior management come from the local community, reflecting our dedication to nurturing leadership and talent from within the region.

Aligned with Saudi Arabia’s Saudization laws and Saudi Vision 2030, Saveto has made it a priority to hire and train Saudi nationals across various levels, aiming to meet or exceed the mandated 35% quota for Saudi employees.

Beyond recruitment, we actively engage in talent development programs and collaborate with educational institutions to encourage skill development and career advancement for Saudi citizens.

By strictly adhering to regulatory requirements while simultaneously investing in the growth and empowerment of the local workforce, Saveto plays a pivotal role in the socio-economic advancement of the Kingdom.

## PARTNERSHIP WITH TARMEEM

At Saveto, our commitment to community engagement is exemplified through our partnership with Tarmeem, a philanthropic initiative by Al Rashed Group dedicated to supporting underprivileged individuals and families.

Through financial assistance, Tarmeem provides funding for aspiring entrepreneurs and individuals looking to start businesses or launch construction projects. As part of this collaboration, Saveto contributes building materials free of charge to support the construction of homes for the homeless, ensuring access to safe and dignified living conditions.

This initiative goes beyond immediate relief—it empowers individuals, fosters long-term community development, and reinforces our belief in building a better future for those in need.

## INVESTING IN FUTURE TALENT THROUGH UNIVERSITY PARTNERSHIPS

Beyond supporting individuals and families, Saveto actively engages with the next generation through university internship programs, providing students with hands-on industry experience and professional growth opportunities. These internships not only equip students with practical skills in their chosen fields but also foster a sense of connection and belonging within the local community.

Our commitment to nurturing young talent has yielded tangible results, with 11 students from local universities securing employment at Saveto. This initiative reinforces our long-term investment in workforce development, bridging the gap between education and industry while strengthening our ties with the communities we serve.

## EMPOWERING COMMUNITIES THROUGH SKILLS DEVELOPMENT

Beyond financial support and employment opportunities, Saveto actively invests in training and capacity-building initiatives to equip individuals with the skills and expertise needed to succeed in their professions. These efforts not only empower individuals but also contribute to sustainable regional development by fostering a skilled workforce.

One notable example is our collaboration with Tarmeem, where Saveto experts provide hands-on training to volunteers involved in home-building projects. This initiative ensures that volunteers can effectively utilize building materials, enhancing the quality and impact of their contributions to community development. Through such programs, we continue to bridge knowledge gaps, create opportunities, and drive long-term social progress.

The background of the entire page is a dark, moody photograph of a modern office interior. In the foreground, the silhouettes of four people are visible, sitting around a large conference table. They appear to be in a meeting, with one person standing and gesturing towards the others. The room has large windows in the background, letting in some light, which creates a grid-like pattern of reflections on the polished floor. The overall tone is professional and corporate.

# OUR GOVERNANCE

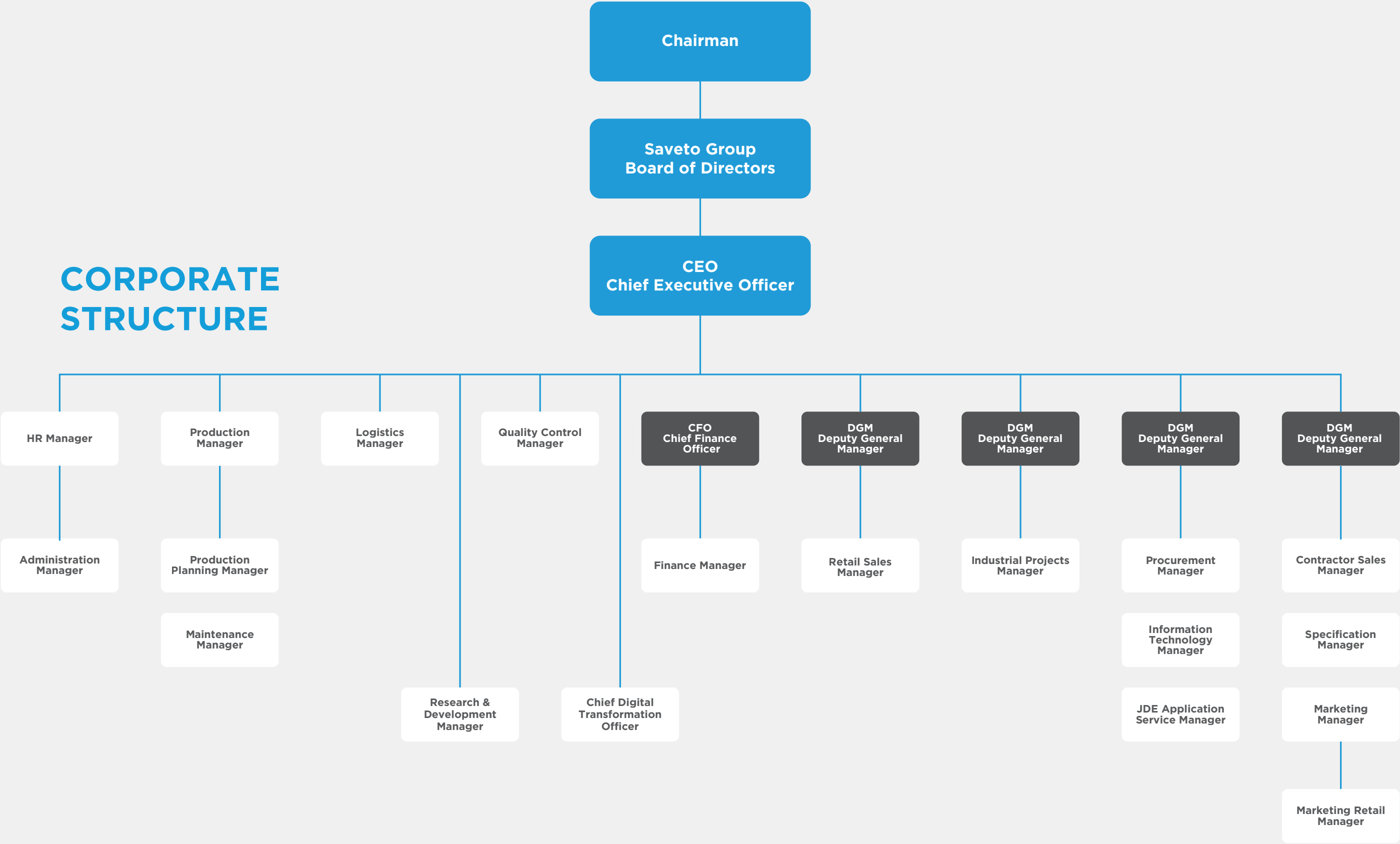
At Saveto, we firmly believe that ethical business practices, transparency, and strong governance are the cornerstones of building long-term trust, credibility, and loyalty among our internal and external stakeholders. Our governance framework is designed to uphold the highest standards of integrity, ensuring that every aspect of our operations reflects accountability, fairness, and responsible decision-making.

By fostering a culture rooted in honesty and ethical conduct, we create an environment where employees, partners, investors, and customers feel confident in our commitment to corporate responsibility. Through clear policies, open communication, and robust compliance measures, we continuously work to strengthen governance practices, mitigate risks, and uphold our reputation as a trusted industry leader.

As we move forward, Saveto remains dedicated to enhancing our governance structure, ethical leadership, and stakeholder engagement, reinforcing our unwavering commitment to sustainable growth and responsible business operations.



# CORPORATE STRUCTURE



# CODE OF CONDUCT

At Saveto, our Code of Conduct serves as the foundation for responsible business practices, ensuring that all employees uphold our core values, ethics, and regulatory commitments. This framework is designed to align our operations with stakeholder expectations while reinforcing our commitment to integrity, transparency, and accountability in every aspect of our business.

By adhering to our Code of Conduct, we demonstrate our dedication to maintaining high ethical standards and fostering a culture of trust and compliance. To ensure comprehensive adherence, 100% of our employees undergo Code of Conduct training, reinforcing our commitment to an ethical workplace where professionalism and responsible decision-making guide our actions.

## GUIDING PRINCIPLES OF OUR CODE OF CONDUCT

Sustainability factors are always at the core of our decision-making and strategic considerations.

- Customer-Centric Approach: Our customers' interests always come first. Our experience has shown that serving our customers well leads to long-term success.
- Integrity & Honesty: These values are at the heart of our business. We expect our people to maintain high ethical standards in both their professional and personal conduct.
- Compliance & Responsibility: Our greatest assets are our people, capital, and reputation. We are committed to complying fully with all applicable laws, regulations, and ethical principles that govern our business.
- Sustainable Profitability: We aim to provide superior returns to our shareholders by driving profitability, strategic growth, and long-term value creation.
- Excellence in Execution: We take great pride in the quality of our work and remain committed to delivering excellence in everything we undertake.

Through these principles, Saveto continues to uphold its strong ethical foundation, ensuring that integrity, compliance, and responsible leadership remain central to our business operations.





# OUR POLICIES

At Saveto, our policies serve as the cornerstone of our commitment to sustainable, ethical, and transparent business operations. It establishes a comprehensive governance framework reinforced by well-defined internal policies that ensure accountability, integrity, and responsible decision-making across all levels of the organization.

Our governance policies are designed to align our core values with daily operations, embedding principled business practices into the very fabric of our corporate culture. Through this structured approach, we uphold compliance, fairness, and sustainability, ensuring that our business remains resilient and aligned with stakeholder expectations.

## KEY GOVERNANCE POLICIES

To maintain a strong ethical foundation, Saveto adheres to a range of governance policies, including:

- **Sustainability Policy:**  
Driving long-term environmental and social responsibility.
- **Procurement Policy:**  
Ensuring ethical sourcing and responsible supplier engagement.
- **Supplier Code of Conduct:**  
Setting ethical, social, and environmental standards for suppliers, ensuring responsible sourcing and compliance with our sustainability values.
- **Sustainable Asset Policy:**  
Managing assets with sustainability and efficiency in mind.
- **Conflict of Interest Policy:**  
Preventing bias and promoting fair decision-making.
- **Anti-Competitive Behavior Policy:**  
Upholding fair market practices.
- **Anti-Bribery & Anti-Corruption Policy:**  
Enforcing strict anti-corruption measures.



- **Human Rights Policy:**  
Protecting employee rights and ethical labor practices.
- **Grievance Policy:**  
Providing clear channels for concerns and complaints.
- **Whistleblowing Policy:**  
Providing a confidential channel for reporting misconduct, ensuring transparency and accountability.
- **Non-Discrimination Policy:**  
Ensuring a fair, inclusive workplace by prohibiting discrimination based on race, gender, age, disability, or any other protected status.
- **Data Privacy & Information Security Policy:**  
Safeguarding confidential data and cybersecurity.
- **Environmental Policy:**  
Reducing our ecological footprint through sustainable initiatives.

Through the implementation and continuous enhancement of these policies, Saveto remains committed to fostering a culture of ethical governance, transparency, and corporate responsibility, ensuring that our business operations align with both global best practices and stakeholder expectations.

# SUSTAINABLE PROCUREMENT

Building on the foundation set in 2023, Saveto has made significant strides in implementing its Sustainable Procurement Policy, ensuring that ethical sourcing and environmental responsibility remain integral to our supply chain. This policy has established structured procedures for embedding sustainability principles into our procurement framework, aligning our business practices with our core values and commitment to social and environmental well-being.

A key achievement in 2024 is our continued increase in local procurement, with 64% of our suppliers now sourced locally in KSA. Prioritizing local suppliers not only strengthens regional economies but also reduces our carbon footprint by minimizing transportation-related emissions. Our goal for 2025 is to further expand this percentage to 70%, reinforcing our long-term vision for sustainable sourcing and contributing to economic growth in our communities.

Looking ahead, Saveto is committed to enhancing supplier accountability by introducing environmental and social supplier assessments. These assessments will evaluate suppliers based on environmental impact, ethical labor practices, and sustainability initiatives, ensuring that our supply chain aligns with global best practices. Through these ongoing efforts, we continue to drive responsible procurement, foster resilient supplier partnerships, and support a more sustainable future.

# COMMITMENT TO COMPLIANCE

At Saveto, we uphold the highest standards of compliance with all relevant laws and regulations ensuring full alignment with regulatory frameworks and financial best practices. Our commitment to legal and regulatory integrity is reinforced through comprehensive internal controls, strategic risk management protocols, and continuous monitoring of evolving tax regulations.

We foster a culture of transparency and accountability, equipping our employees with the knowledge and resources necessary to maintain compliance across all levels of the organization. Through rigorous audits, proactive engagement with tax authorities, and structured financial oversight, we not only meet but exceed taxation requirements.

By integrating compliance-driven strategies into our financial operations, Saveto strengthens stakeholder trust and reinforces its position as a responsible corporate citizen. Our dedication to ethical financial management reflects our unwavering commitment to supporting Saudi Arabia’s economic vision while setting a benchmark for integrity and diligence in the industry.



# DATA PRIVACY & INFORMATION SECURITY

As Saveto continues its digital transformation, we have made significant investments in strengthening cybersecurity measures and establishing secure data systems. Our approach focuses on preventive, detective, and corrective security strategies to ensure robust cyber defense across all operational channels.

To maintain data security and confidentiality, our IT department rigorously monitors, reviews, and updates security protocols, ensuring their relevance and effectiveness. We have also introduced a new portal MenaME that enhances cybersecurity by providing role-based access control, data encryption, secure authentication, and system access monitoring, ensuring protected HR data management.

Currently, 30% of employees have undergone cybersecurity training, with a goal of achieving 80% training compliance by next year.

## KEY CYBERSECURITY PRIORITIES:

- Strengthening information security controls and risk management.
- Ensuring the confidentiality and protection of stakeholder data.
- Achieving full compliance with local laws and internal policies.
- Preventing data breaches and non-compliance risks.
- Maintaining transparency and trust in securing communication channels.

As digitalization accelerates, cyber awareness is vital to protecting employees, customers, and business operations. The effectiveness of IT security depends not only on systems but also on employee compliance with security protocols. To reinforce this, we continually review and update key policies, including:

- Data Breach Policy – Outlining response protocols for security incidents.
- Data Management & Classification Policy – Ensuring structured data handling.
- Information Security Policy – Defining security controls and risk mitigation.
- IT Change Management Policy – Regulating IT system updates and modifications.
- IT Organization Policy – Establishing governance over IT infrastructure and security.

By implementing these proactive security measures, Saveto remains committed to safeguarding data integrity, operational resilience, and stakeholder trust in an increasingly digital landscape.

0

Cases of internal data breaches identified

0

Cases of non-compliance within procedures

0

Cases of complaints from stakeholders

100%

Legal Compliance

# BUSINESS INFORMATION MODELING (BIM)

At Saveto, we leverage Building Information Modeling (BIM) to enhance product integration, efficiency, and sustainability in the construction industry. By providing digital representations of our products, BIM allows architects, designers, and consultants to seamlessly incorporate Saveto materials into building models at an early project stage. This innovative approach enhances visualization, accuracy, and planning, ensuring optimal product selection and placement within construction projects.

ENHANCING OPERATIONAL EFFICIENCY & REDUCING WASTE	COMPREHENSIVE DIGITAL PRODUCT LIBRARY	EARLY PROJECT ENGAGEMENT FOR OPTIMIZED INTEGRATION	DRIVING SUSTAINABILITY THROUGH DIGITALIZATION
<p>BIM contributes to streamlining construction processes by providing precise, real-time data on building components and materials. This minimizes errors, rework, and material waste, leading to cost savings and increased efficiency on-site.</p>	<p>Saveto’s BIM Library offers detailed digital models of our products, complete with:</p> <ul style="list-style-type: none"><li>◦ Technical specifications and performance data</li><li>◦ Sustainability information</li><li>◦ Compatibility insights for project planning</li></ul> <p>This comprehensive resource allows stakeholders to make informed decisions, improving coordination across design and construction teams.</p>	<p>Through BIM, Saveto gains early access to project details, allowing us to align product offerings with specific project requirements. This facilitates collaboration with project teams, improving communication, efficiency, and execution. With global accessibility, our interactions with clients and partners become more seamless and effective.</p>	<p>By eliminating the need for physical prototypes and samples, BIM reduces resource consumption, carbon emissions, and material waste. This aligns with Saveto’s commitment to sustainability and digital transformation, promoting a paperless, eco-friendly business model. Additionally, BIM supports circular economy principles, enhances stakeholder transparency, and highlights Saveto’s low VOC, environmentally responsible products.</p> <p>Through BIM technology, Saveto continues to lead the industry in digital innovation, offering smarter, more sustainable, and more efficient solutions for the built environment.</p>



## COMMITTED TO CUSTOMER EXCELLENCE

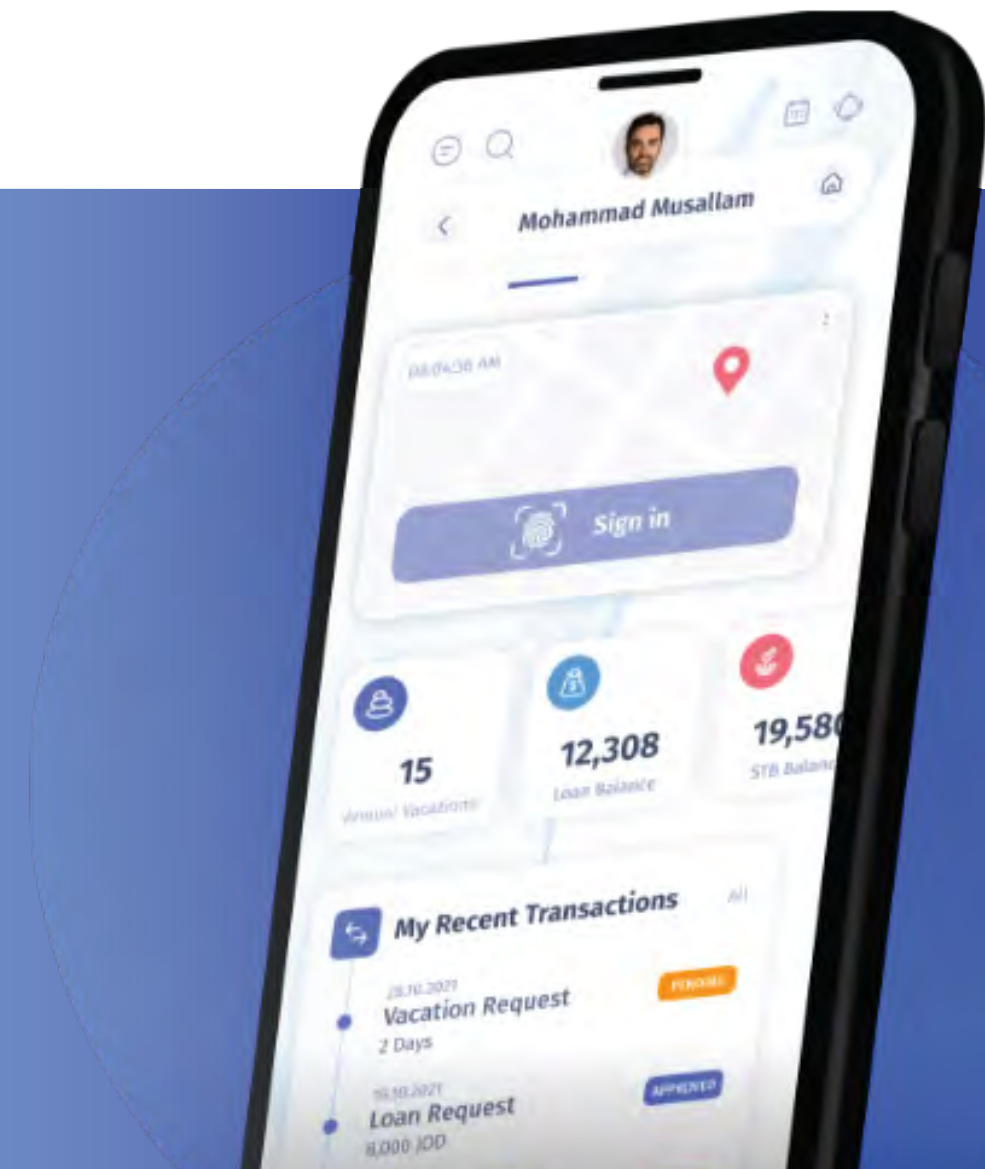
In 2024, Saveto achieved a 98% client complaint resolution rate, reflecting our unwavering commitment to customer satisfaction. This milestone underscores our dedication to delivering exceptional service, addressing concerns with efficiency and effectiveness, and maintaining strong client relationships.

Through proactive communication, strategic problem-solving, and a customer-first approach, we have reinforced our reputation for excellence. Looking ahead, we are committed to continuous improvement, striving not only to sustain but to surpass our high standards in customer care and service quality.

## DIGITALIZATION IN ESG

Saveto's current ESG social media engagement rate stands at 2%. To improve this, we are developing a comprehensive ESG marketing strategy that highlights our initiatives and strengthens our digital presence.

We plan to increase ESG-focused campaigns across multiple platforms and have conducted 3 campaigns in 2024. This proactive approach will drive awareness, boost engagement, and reinforce Saveto's commitment to sustainability and responsible business practices.





# APPENDIX



# GRI CONTENT INDEX

For the Content Index – Advanced 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	Saveto Group has reported in accordance with the GRI Standards for the period Jan 1, 2024 to Dec 31, 2024.
GRI 1 USED	GRI 1: Foundation 2021



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	About Us, Page 7-15			
	2-2 Entities included in the organization's sustainability reporting	About the Report, Page 5			
	2-3 Reporting period, frequency and contact point	About the Report, Page 5			
	2-4 Restatements of information	No restatements of information from previous reports have been made.			
	2-5 External assurance	This report has not been assured by an external party.			
	2-6 Activities, value chain and other business relationships	Our Business, Page 9-14			
	2-7 Employees	Our People, Page 34-39			
	2-8 Workers who are not employees	Our People, Page 34-39			
	2-9 Governance structure and composition	Our Governance, Page 41-47			
	2-10 Nomination and selection of the highest governance body	Our Governance, Page 41			
	2-11 Chair of the highest governance body	Our Governance, Page 41			
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Governance, Page 41			
	2-13 Delegation of responsibility for managing impacts	Our Governance, Page 41			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Strategy, Page 20			
	2-15 Conflicts of interest	Our Policies, Page 43			
	2-16 Communication of critical concerns	Our Policies, Page 43			
	2-17 Collective knowledge of the highest governance body	Our Governance, Page 41			
	2-18 Evaluation of the performance of the highest governance body	Our Governance, Page 41			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: GENERAL DISCLOSURES 2021	2-19 Remuneration policies	Employee Welfare, Page 35			
	2-20 Process to determine remuneration	Employee Welfare, Page 35			
	2-21 Annual total compensation ratio	Employee Welfare, Page 35			
	2-22 Statement on sustainable development strategy	Sustainability Strategy, Page 17			
	2-23 Policy commitments	Our Policies, Page 43			
	2-24 Embedding policy commitments	Our Policies, Page 43			
	2-25 Processes to remediate negative impacts	Our Policies, Page 43			
	2-26 Mechanisms for seeking advice and raising concerns	Our Policies, Page 43			
	2-27 Compliance with laws and regulations	Our Policies, Page 43			
	2-28 Membership associations	About Us, Page 15			
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, Page 22			
	2-30 Collective bargaining agreements			Not Applicable	Due to the nature of our entity and the local legislations as Collective Bargaining is illegal in the Kingdom of Saudi Arabia.
MATERIAL TOPICS					
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Stakeholder Engagement, Page 22			
	3-2 List of material topics	Materiality Assessment, Page 23			
Economic Performance					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	Our Operations, Page 29, Our People, Page 35, Our Governance, Page 44			
	201-2 Financial implications and other risks and opportunities due to climate change	Our Operations, Page 29			
	201-3 Defined benefit plan obligations and other retirement plans	Our People, Page 35			
	201-4 Financial assistance received from government	Materiality Assessment, Page 23			
Market Presence					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Market Presence					
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Our People, Page 35			
	202-2 Proportion of senior management hired from the local community	Our People, Page 39			
Indirect Economic Impacts					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	Our People, Page 39			
	203-2 Significant indirect economic impacts	Our People, Page 39			
Procurement Practices					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	Our Governance, Page 44			
Anti-Corruption					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 205: ANTI- CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	Our Policies, Page 43			
	205-2 Communication and training about anti-corruption policies and procedures	Our Policies, Page 43			
	205-3 Confirmed incidents of corruption and actions taken	Our Policies, Page 43			
Anti-Competitive Behavior					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 206: ANTI- COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Our Policies, Page 43			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Tax					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 207: TAX 2019	207-1 Approach to tax	Our Governance, Page 44			
	207-2 Tax governance, control, and risk management	Our Governance, Page 44			
	207-3 Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement, Page 22, Our Governance, Page 44			
	207-4 Country-by-country reporting	Our Governance, Page 44			
Materials					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	Sustainability Strategy, Page 17, Our Operations, Page 32, Our Governance , Page 46			
	301-2 Recycled input materials used	Our Operations, Page 32, Our Governance , Page 46			
	301-3 Reclaimed products and their packaging materials	Our Operations, Page 32, Our Governance , Page 46			
Energy					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Energy Management, Page 29			
	302-2 Energy consumption outside of the organization	Energy Management, Page 29			
	302-3 Energy intensity	Energy Management, Page 29			
	302-4 Reduction of energy consumption	Energy Management, Page 29			
	302-5 Reductions in energy requirements of products and services	Energy Management, Page 29			
Water and Effluents					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Water and Effluents					
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	Water Management, Page 30			
	303-2 Management of water discharge-related impacts	Water Management, Page 30			
	303-3 Water withdrawal	Water Management, Page 30			
	303-4 Water discharge	Water Management, Page 30			
	303-5 Water consumption	Water Management, Page 30			
Biodiversity					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 304: BIODIVERSITY 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Materiality Assessment, Page 23, Sustainability Strategy, Page 19			
	304-2 Significant impacts of activities, products and services on biodiversity	Materiality Assessment, Page 23, Sustainability Strategy, Page 19			
	304-3 Habitats protected or restored	Materiality Assessment, Page 23, Sustainability Strategy, Page 19			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Materiality Assessment, Page 23, Sustainability Strategy, Page 19			
Emissions					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Our Operations, Page 25-27			
	305-2 Energy indirect (Scope 2) GHG emissions	Our Operations, Page 25-27			
	305-3 Other indirect (Scope 3) GHG emissions	Our Operations, Page 25-27			
	305-4 GHG emissions intensity	Our Operations, Page 28			
	305-5 Reduction of GHG emissions	Our Operations, Page 25-27			
	305-6 Emissions of ozone-depleting substances (ODS)	Our Operations, Page 25-27			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Our Operations, Page 25-27			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Waste					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, Page 31			
	306-2 Management of significant waste-related impacts	Waste Management, Page 31			
	306-3 Waste generated	Waste Management, Page 31			
	306-4 Waste diverted from disposal	Waste Management, Page 31			
	306-5 Waste directed to disposal	Waste Management, Page 31			
Supplier Environmental Assessment					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	Our Governance, Page 43-44			
	308-2 Negative environmental impacts in the supply chain and actions taken	Our Governance, Page 43-44			
Employment					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Employee Welfare, Page 37			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Welfare, Page 35			
	401-3 Parental leave	Employee Welfare, Page 35			
Labor/Management Relations					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 402: LABOR/ MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	Materiality Assessment, Page 23			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Occupational Health and Safety					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Our People, page 38			
	403-2 Hazard identification, risk assessment, and incident investigation	Our People, page 38			
	403-3 Occupational health services	Our People, page 38			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Our People, page 38			
	403-5 Worker training on occupational health and safety	Our People, page 38			
	403-6 Promotion of worker health	Our People, page 38			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our People, page 38			
	403-8 Workers covered by an occupational health and safety management system	Our People, page 38			
	403-9 Work-related injuries	Our People, page 38			
	403-10 Work-related ill health	Our People, page 38			
Training and Education					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Our People, page 37			
	404-2 Programs for upgrading employee skills and transition assistance programs	Our People, page 37			
	404-3 Percentage of employees receiving regular performance and career development reviews	Our People, page 37			
Diversity and equal opportunity					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Our People, Page 34			
	405-2 Ratio of basic salary and remuneration of women to men	Our People, Page 34			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Non-Discrimination					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 406: NON- DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	Our Policies, Page 43			
Freedom of Association and Collective Bargaining					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective			Legal Prohibitions	Due to the nature of our entity and the local legislations as Collective Bargaining is illegal in the Kingdom of Saudi Arabia.
Child Labor					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Our Policies, Page 43			
Forced or Compulsory Labor					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Governance, Page 42-43			
Security Practices					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures	Our Policies, Page 43			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Rights of Indigenous Peoples					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	411-1 Incidents of violations involving rights of indigenous peoples			Not Applicable	Therer are no indigenous people in areas where Saveto operates.
Local Communities					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainbility Strategy, Page 19, Community Engagement, Page 39			
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainbility Strategy, Page 19, Community Engagement, Page 39			
Supplier Social Assessment					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	Our Governance, Page 43-44			
	414-2 Negative social impacts in the supply chain and actions taken	Our Governance, Page 43-44			
Public Policy					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 415: PUBLIC POLICY 2016	415-1 Political contributions			Legal Prohibitions	Due to the nature of our entity and the local legislations as Political Contributions are illegal in the Kingdom of Saudi Arabia.
Customer Health and Safety					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	Our Operations, Page 32			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Our Operations, Page 32			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Marketing and labeling					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 417: MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling	Materiality Assessment, Page 23			
	417-2 Incidents of non-compliance concerning product and service information and labeling	Materiality Assessment, Page 23			
	417-3 Incidents of non-compliance concerning marketing communications	Materiality Assessment, Page 23			
Customer Privacy					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Materiality Assessment, Page 23			
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our Governance, Page 45			