

**TOWARDS**  
**SUSTAINABLE**  
**INVESTMENTS**





We are part of this world, and we live the problems and challenges it is facing. We all share this responsibility and will actively contribute, God willing, to the development of solutions to many of the world's pressing issues, including the issues of the environment and sustainable development. We will continue in this regard to work with international organizations, institutions and partners.



King Salman bin  
Abdulaziz Al-Saud

Custodian of the  
Two Holy Mosques



Climate action will enhance competitiveness, spark innovation, and create millions of high-quality jobs. Young people, both in the Kingdom and the world, are demanding a cleaner, greener and more inclusive future, and we owe it to them to deliver on this.



His Royal  
Highness

The Crown Prince  
Mohammed Bin Salman

# CONTENTS

08	<b>ABOUT THIS REPORT</b>
09	<b>2020 SUSTAINABILITY DASHBOARD</b>
10	<b>GEO'S MESSAGE</b>
12	<b>ABOUT ALTURKI HOLDING</b>
16	Our Subsidiaries
17	Our Corporate Venture Capital
17	Our Joint Ventures
18	<b>SUSTAINABILITY AT ALTURKI</b>
18	Sustainability Framework
20	Engaging with our Stakeholders
22	Materiality 2020
24	<b>EXCEPTIONAL OPERATION &amp; GOVERNANCE</b>
26	Alturki's Response to Covid19
30	Corporate Governance and Management
34	Committees
38	Sustainability Governance
42	Operational Excellence
44	<b>ENVIRONMENTAL RESPONSIBILITY</b>
46	Energy Consumption
48	Greenhouse Gas (GHG) Emissions
50	Water Management
51	Material Consumption
53	Waste Management
54	<b>SOCIAL EMPOWERMENT</b>
56	Our People
62	Health & Safety
64	Suppliers and Local Economy
66	Community Impact

## ABOUT THIS REPORT

GRI is the provider of the world's most widely used standards for sustainability reporting

This is Alturki Holding's third sustainability report highlighting Environmental, Social, and Governance (ESG) performance across all our operations and subsidiaries for the year 2020.

To provide readers with a better gauge of our performance, we provide data for three years.

The report's structure is based on the Alturki Sustainability Framework & Roadmap developed in 2019. To track our contribution towards national and international sustainability goals and aspirations, we have aligned our data with the UN Sustainable Development Goals, and the Kingdom of Saudi Arabia's (KSA) Sustainability Standards launched in 2020. This report has been prepared in accordance with GRI Standards: Core Option.

Driving a positive and lasting impact on communities and people while ethically pursuing profitability has been at the heart of Alturki's business since its establishment.

Our commitment to ESG principles is, therefore, nothing new.

This report, our partnership with the Global Reporting Initiative, and the measures currently being implemented across the company re-confirm our dedication to those principles that have and will continue to inform our business and investment decisions—decisions firmly grounded in the goal of creating value for all stakeholders including our investors, employees, the communities in which we operate and our country while working to minimize our environmental footprint.

Given the unprecedented circumstances of the Covid19 pandemic in early 2020, some data and figures in the report will not show the same trend as preceding years. Throughout the report, we explain how we have adjusted to the challenges posed by the pandemic to ensure we remained financially sound while remaining true to our mission of responsibility to our employees and the country and people of the Kingdom of Saudi Arabia.

### 2020 SUSTAINABILITY DASHBOARD

16

ESG Material Topics Identified and Assessed

3,800

Employees

7

Sustainable Development Goals Contribution

+210%

Female Presence (on 2019 Data)

6%

Covid19 Infection Rate across the Group

45%

reduction in GHG Emissions (on 2019 Data)

6.5+

million SAR spent on Community Impact Initiatives

#### Memberships & Associations 2020

#### Membership Type

The National Readymix Committee - Council of Saudi Chambers



Founding Board Member

US - Saudi Arabian Business Council



U.S.-Saudi Business Council  
مجلس الأعمال السعودي الأمريكي

Board Member

Saudi Standards, Metrology and Quality Organization (SASO)



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

Board Member

Saudi Authority for Industrial Cities and Technology Zones (Modon)



Board Member

## CEO'S MESSAGE

I want to begin by giving condolences to the families of the friends and colleagues we have lost due to COVID19. I am profoundly saddened by the loss of everyone and pray for their souls and for the families to remain strong and healthy.

I also want to thank everyone at Alturki for having stepped up in the face of Covid19 to ensure the safety of our people. With nearly 4,000 employees across our operations and workforce accommodations, the pandemic could have represented a major humanitarian disaster for our company. It hasn't, and I am beyond proud of how our people have and continue to handle the situation.

Despite the many uncertainties caused by the pandemic, everyone across Alturki acted decisively to implement a comprehensive, coordinated program that included limiting the risk of exposure by introducing work-from-home measures and providing additional personal protective equipment, and implementing stringent cleaning practices and controls. We should all be proud, but we should also continue to be vigilant; safety remains our most important priority.

Even though we have been thorough in our protective measures, I am sorry to report that as of the end of 2020, Alturki and its subsidiaries had reported 297 Covid19 active cases. We are blessed that 295 recovered, and two were at year's end under care.

I am pleased to report that our performance in 2020 demonstrated our resilience and ability to continue creating value for all our stakeholders and our society.

Rami Alturki  
President & CEO



I am pleased to report that our performance in 2020 demonstrated our resilience and ability to continue adding value for our shareholders and our society. Sustainability and transparency remain two of our guiding principles as we strive to make positive and profound contributions to people's lives.

The Covid19 pandemic has served to highlight the crucial role that science and business play in answering global challenges. I am pleased to report that some of our subsidiaries have been instrumental in the fight against the virus and its impact through our healthcare activities and support for the Kingdom in its extraordinary efforts to protect people and minimize the negative effect of the pandemic.

2020 has been a year of powerful lessons, and we at Alturki have learned that we must remain as determined as ever to bring innovation, sustainability, and value in everything we do and increase our efforts to positively impact society and the planet on which we depend.



## ABOUT ALTURKI HOLDING

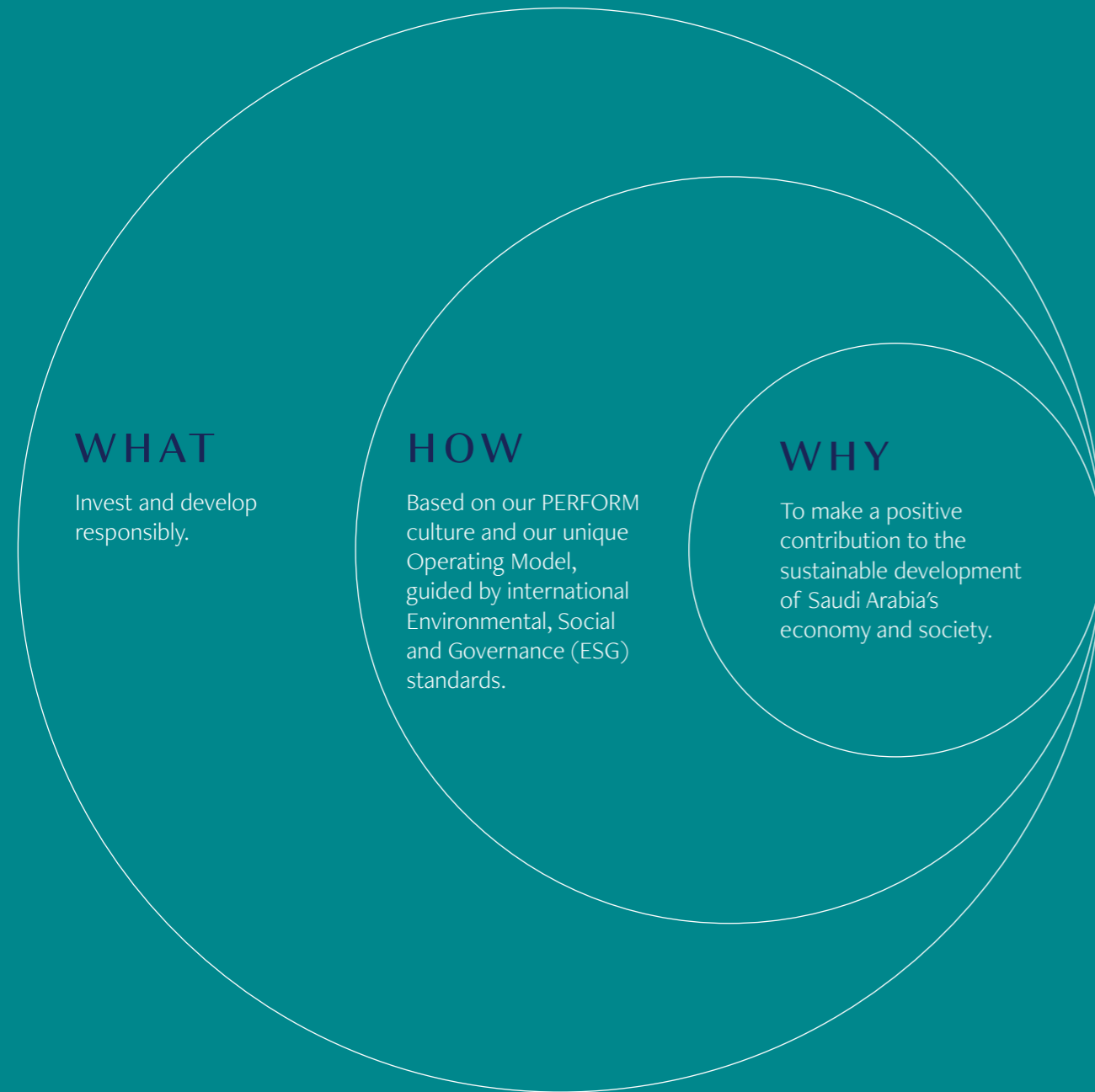
Alturki Holding is a premier investor, sustainability pioneer and partner of choice for building sustainable businesses in the Kingdom.

Alturki is a key player in the development of modern Saudi Arabia, being involved in nearly every major infrastructure project in the Kingdom since the company's establishment in 1975.

A progressive investment partner and as a group one of the largest employers in the Kingdom, Alturki supports Saudi Arabia's Vision 2030 by facilitating economic diversification and societal development. The company is committed to the creation of shared value by adhering to all Environmental, Social and Governance (ESG) factors and invests responsibly to grow its business while supporting the development of economies, improving lives and preserving the planet for generations to come.







## VALUES

We **PERFORM** to create value every day and promise each year to be better than the year before.

### PASSION

We are passionate about building companies that positively impact society and the economies in which we operate while preserving the natural environment for generations to come.

### EXCELLENCE

We are devoted to delivering excellence across our businesses and to exceed expectations through learning and transformative initiatives.

### RESPECT

Respect for our country, employees, partners, suppliers and public stakeholders is a hallmark of our company.

### FUN

We brainstorm, collaborate, experiment, recognize efforts and reward achievements; we believe if you love what you do, you will do it to the best of your ability.

### OPENNESS

Creative ideas are welcome. We maintain open and transparent communications with stakeholders to achieve shared successes.

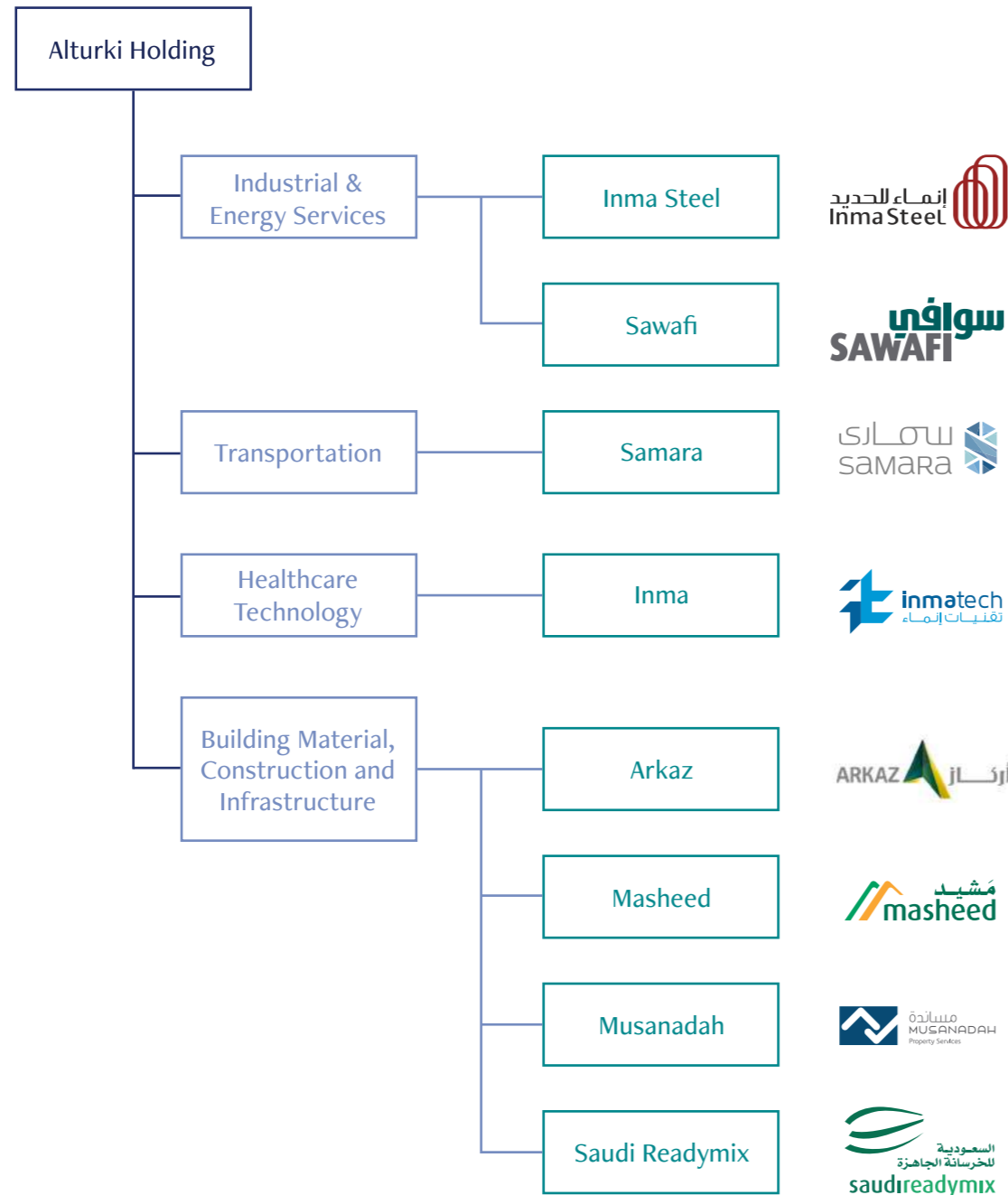
### RELIABILITY

For more than 40 years, we have consistently delivered on our promises.

### MEANING

We work with purpose, engaging our employees to provide value to our society, economy and the environment at large.

## OUR SUBSIDIARIES



## OUR CORPORATE VENTURE CAPITAL

Through Alturki Ventures, our investing vehicle, we aim to complement Alturki's broader investment portfolio, drive internal cultural change to create speed, agility, and a willingness to embrace new opportunities enabled by disruptive technologies, and to increase access to global innovation network. We invest in technologies and trends that may shape the future portfolio, in addition to optimizing existing Alturki Holding businesses. We support the start-up with management and marketing expertise, strategic direction, and global network.



## OUR JOINT VENTURES

Through our Joint Ventures, we pool our resources with other businesses to scale up companies, develop new products or moving into new markets. We strive to enhance the sustainability of all the businesses where we are involved.



## SUSTAINABILITY AT ALTURKI

### TOWARD SUSTAINABLE INVESTMENTS

We see sustainability as critical to the creation of economic value through responsible investment and strategic decision making that positively impacts our people and the communities we serve while preserving the planet for generations to come.

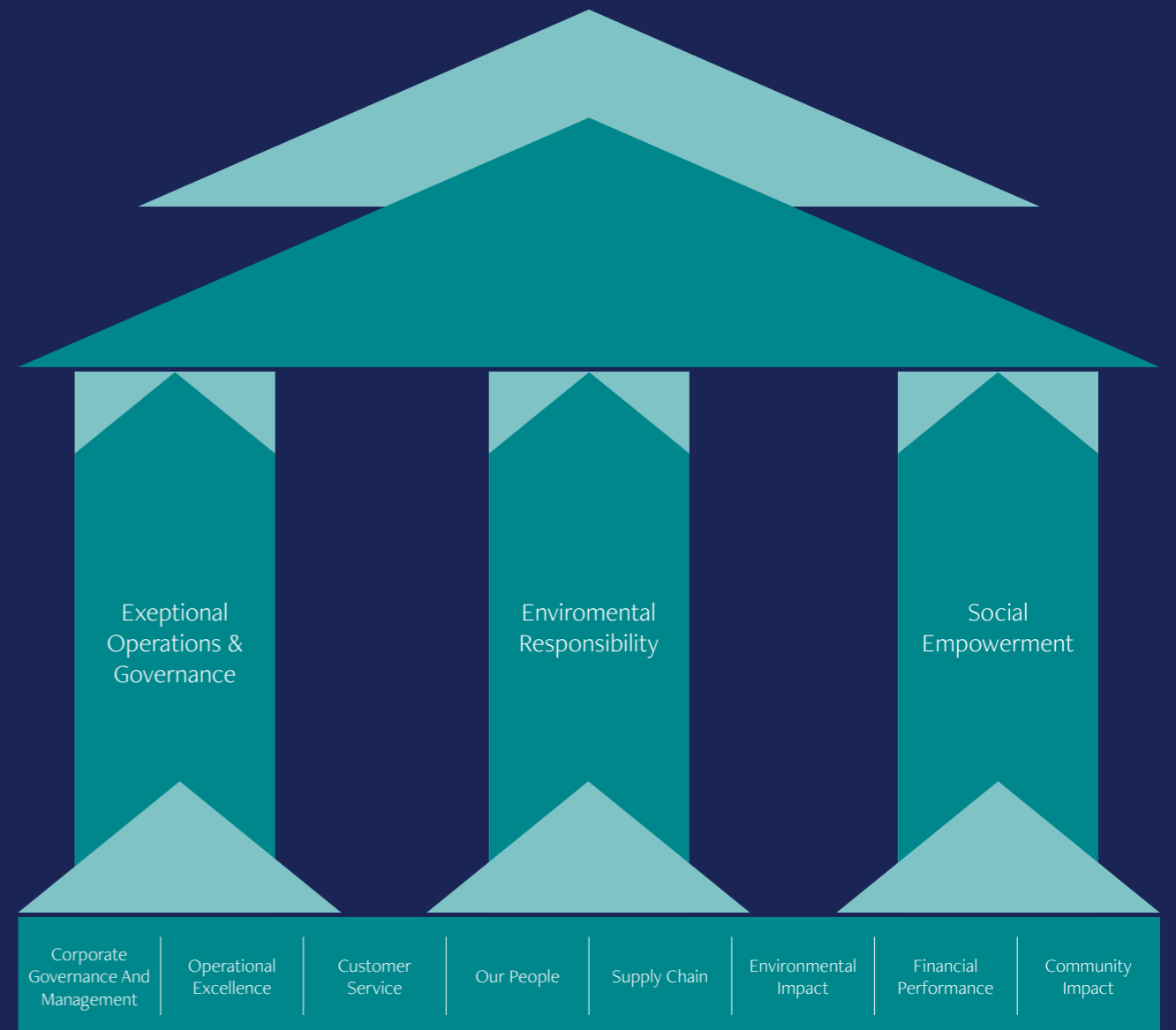
At Alturki, we believe in sustainable business practices that address both local and global socio-economic challenges. We strive to serve the community while building value for our stakeholders.

Sustainability encompasses how we conduct business at Alturki. We not only strive to minimize our impact on the environment, but we also pursue workplace safety and social responsibility as a commitment to the communities we serve. Through this approach, we aim to maintain our reputation as one of Saudi Arabia's leading companies.

### SUSTAINABILITY FRAMEWORK

Our Sustainability Framework shows the structure of the company's sustainability efforts. At its foundation lie eight (8) focus areas, each with clear internal targets and KPIs. These provide the bedrock that supports our company's three sustainability pillars: Exceptional Operations & Governance, Environmental Responsibility and Social Empowerment. These pillars sustain our effort towards an investment portfolio of sustainable businesses.

Towards sustainable investments



## SUSTAINABILITY FRAMEWORK



## ENGAGING WITH OUR STAKEHOLDERS

We believe that all our stakeholders are critical to our success. Their inputs and perspectives enable us to focus on areas that fuel our growth and enhance our sustainability.

We define stakeholders as individuals and entities that can be affected by the work and services that our company provides or those who influence our ability to achieve the objectives. As our business expands, either by acquiring new subsidiaries, expanding into new markets, or offering new products or services, we update our list of stakeholders and identify new ways to engage with them.

### ALTURKI STAKEHOLDERS

### ENGAGEMENT METHOD & FREQUENCY

#### OWNERS & BOARD OF DIRECTORS

- / Board Meetings: Three (3) times per year
- / Internal communications platforms, emails, calls and in-person meetings: Regularly or As Needed
- / Sustainability Report: Annual Materiality Survey

#### EMPLOYEES

- / Internal communication platforms, emails, calls and in-person meetings: Daily or As Needed
- / Employee Engagement Survey: Annual or As Needed
- / Team meetings: Periodic or As Needed
- / Performance appraisals: Annual
- / Sustainability Report: Annual Materiality Survey

#### SUBSIDIARIES (MANAGEMENT)

- / Meeting with subsidiary management teams: Periodic or As Needed
- / Internal communication platforms, emails, calls and in-person meetings: Daily or As Needed
- / Reporting on business development practices: Periodic or As Needed
- / Sustainability Report: Annual Materiality Survey

#### BANK & LENDERS

- / Internal communication platforms, emails, calls and in-person meetings: Daily or As Needed
- / Sustainability Report: Annual Materiality Survey

#### COMMUNITY PARTNERS

- / Meetings with nonprofit organizations and community groups: As Needed
- / Community needs assessment through specific stakeholders: As Needed
- / Sustainability Report: Annual Materiality Survey

# MATERIALITY 2020

As part of the process to develop this report, we conducted an in-depth analysis to identify the 2020 sustainability material topics for our Group and conducted a survey to identify any changes in the way our stakeholders perceive the importance of these topics.

Material Topics 2020	Explanation	SDG and Saudi Vision 2030 Alignment
Risk Management	Manage inherent and expected health, social and environmental risks across our operations	
IKTVA	Improve internal procedures to ensure higher scoring in the IKTVA program	
Saudization	Conduct initiatives and educational support to increase the number of Saudi nationals in our workforce	
Local Suppliers	Create sustainable and local supply chains that consider environmental, social, economic and ethical impacts	
Product Quality and Innovation	Ensure we respond to the highest standard of quality and invest in innovative, sustainable solutions	
Research & Development	Invest in R&D to innovate our business and find solutions that contribute to the Kingdom's sustainable development	
Local Community Development	Implement methods, policies, programs and services that support the development of local communities	
Raw Materials	Manage and remain transparent on our use of raw materials (amount, handling, etc.)	
Hazardous & Non-Hazardous Waste	Implement policies and procedures to handle operational waste and recycling	
Water & Effluents	Manage and remain transparent on water consumption (by type) and programs to reduce it	
Energy Consumption	Manage and remain transparent on energy usage and sources of energy	
Greenhouse Gas (GHG) Emissions	Account for the company's overall GHG emissions and strategic approach to reducing the environmental footprint	
Human Resource Rights	Ensure that human and labor rights are respected across our operation and encourage transparent communication to respond to employee concerns and needs	
Occupational Health & Safety	Reduce incidents and injuries among our workers by providing the necessary tools and training regarding health and safety	
Diversity & Inclusion	Practice non-discrimination and provide fair and equal opportunities for employment, career growth and prosperity	
Talent Recruitment, Career Growth and Retention	Implement a clear and structured system to recruit skilled professionals, develop internal capabilities and ensure retention	

# ALTURKI MATERIALITY MATRIX 2020



## EXCEPTIONAL OPERATION & GOVERNANCE

“We are committed to the highest degree of business ethics, taking into account professional behavior and integrity.”



## ALTURKI'S RESPONSE TO COVID19

Following the outbreak of Covid19 in 2020, we at Alturki stuck to our core organizational values and culture to make sound decisions and navigate through unexpected challenges.

We prioritized the safety and wellbeing of our employees and community members in all the decisions we took throughout this unprecedented year. We strategically transformed the organization to withstand the challenges and uncertainties associated with the pandemic.

From the beginning of the pandemic, we worked to adapt businesses and operations to the new scenario while ensuring the safety of everyone involved. In a short period, Alturki developed a comprehensive workplace guidebook that outlined the precautionary measures to be followed to ensure the safety of everyone during official working hours and at home. Alturki implemented a solid internal communication plan to provide everyone with the latest news on the pandemic through daily updates that included information about the home countries of our extremely diverse workforce.

Early in February 2020, Alturki announced the preventive measures and action plan to control the spread of the Covid19 virus in the company and the surrounding community. We used all of our communication channels, particularly during curfews and lockdowns, to share the latest in preventive and corrective measures related to Covid19.

To ensure business sustainability and agility throughout the year, Alturki released a series of memorandums from our top management to support and guide every subsidiary in decision-making. A comprehensive database was created and updated daily to ensure traceability of Covid19 cases and to keep an accurate record of employee health status and related treatments. We established a medical and quarantine center that helped treat and manage Covid19 cases inside and outside our organization.

	Total Number of Employees*	Positive Cases	Recovered Cases	Deaths	Percent of infection
Alturki Holding	31	7	7	0	23%
Arkaz	71	4	4	0	6%
Inma	332	61	60	1	18%
Inma Steel	27	2	2	0	7%
Masheed	100	7	6	0	7%
Musanadah	1,422	54	52	1	4%
Samara	601	28	27	1	5%
Saudi Readymix	2,250	133	131	2	6%
Sawafi	16	6	6	0	38%
<b>Total Group</b>	<b>4,850</b>	<b>302</b>	<b>295</b>	<b>5</b>	<b>6%</b>

\*including contractual employees

## BUSINESS RESPONSE TO COVID19

The operational shutdown during the lockdown and subsequent business slowdown represented an enormous challenge for Alturki's subsidiaries. We responded by supporting temporary business models that address the difficulties brought by the pandemic.

## SAMARA UNIQUE RESPONSE TO THE PANDEMIC

In response to the slowdown of its core business due to the pandemic, Samara shifted from a limousine service model to a logistics support model that better met the high demand for home deliveries.

In a matter of days from the outbreak of the pandemic, the management repurposed the fleet into delivery vehicles for groceries and people into roles that fulfilled the new requirements.

Samara approached large supermarket groups that did not have the logistical operations to deliver and because of its services and the assets available, the company was able to provide a fast solution for the growing demands of customers. This delivery model was extended to three large supermarket groups, including the Altamimi market, Lulu, and Magathi application. By directly contacting the customers to offer the delivery service and thanks to the in-house technological capabilities, Samara was able to build a database and further develop a bespoke application called "SamaraCart", that people started using to directly order food and medicines.

Samara paid the utmost attention to the safety aspect by sanitizing vehicles and training drivers on how to interact safely with customers.

Samara management demonstrated amazing agility and a long-term sustainable mindset by being able to promptly address and offer a different service, save jobs and fulfill a society's growing demand.

## COMMUNITY SUPPORT INITIATIVES DURING COVID19

### ROAD'S SANITIZATION

During the most difficult months of the pandemic, Saudi Readymix partnered with the Alkhobar Municipality to conduct street cleaning and sanitizing operations. The initiative contributed to the fight to stop the spread of the virus and to keep people safe and healthy.

### COMPUTERS FOR ALL

During the lockdown, Masheed offered some of its computers to families in need. By donating the devices, Masheed aimed at helping children to access remote learning platforms as well as an opportunity for entertainment.

### SUPPORTING SAUDI HEALTHCARE SYSTEM

Samara played an essential role in the fight against Covid19 by partnering with health institutions and medical centers such as Saudi German Hospital, ProCare Hospital and the Ministry of Health to transport positive patients. To ensure the highest health and safety levels were maintained for employees, health workers and patients, Samara regularly sanitized its first-responder vehicles.

## CORPORATE GOVERNANCE AND MANAGEMENT

The shareholders of Alturki, overseen by the company founder who sits as board chairman, elect the Board of Directors (hereafter referred to as the Board). The Board appoints the President & CEO of Alturki, who then becomes a de officio member of the Board. Other board members include executive and non-executive members nominated by the Chairman as per Remuneration and Nominations Board Committee recommendations.

The President & CEO develops and manages the Alturki portfolio based on high-level strategic objectives. An Internal Audit Director audits Alturki on behalf of the Chairman of the Board and the Alturki Audit Committee. The Delegation of Authority (DOA) document formalizes the fiduciary delegation of decision-making rights from the shareholders (Alturki Board) to Alturki and subsidiary management.

The Alturki Code of Conduct (CoC) aims to provide standards for business conduct that are required of relevant personnel with regards to work and information security ethics, a healthy and safe work environment and the rules and regulations adopted.

The goal of the CoC is to promote ethics, honesty and professionalism within the company and among its employees. Alturki believes in being an integrated institution and that the actions of a single employee have corresponding ramifications on the institution and its reputation as a whole.





# ORGANIZATION STRUCTURE

## BOARD OF DIRECTORS



**Khalid Ali Alturki**  
Chairman



**Rami Khalid Alturki**  
President & CEO



**Rasha Khalid Alturki**  
Board Member, RNC and Ethics Committee Chairwoman



**Gianvito Lanzolla**  
Board Member



**Gary Parke**  
Strategic Advisor to the Board



**Martin Mellish**  
Board Member, Chairman Audit Committee, Chairman Investment Committee, Member of RNC

## ADVISORS



**Saleh Almarri**  
Special Advisor to the President



**Ibrahim Alkhateeb**  
Special Advisor to the President & MD of Adeem

## MANAGEMENT TEAM



**Eyad Ramlawi**  
Vice President and Chief Investment Officer



**Anas Aljuraifani**  
Director of Corporate Communications, Sustainability & Strategic Partnerships



**Alanoud Alsemaeil**  
Support Services Manager



**Bader Alshathry**  
Vice President and Chief Digital Transformation Officer



**Syed Ashraf**  
Group Finance Controller



**Ahmed Al Mubarak**  
President's & CEO Office Manager



**Faisal Alhawas**  
Aramco Account Director



**Abdullah Alsharekh**  
Legal Manager

A group of men are seated around a round table in a meeting room. Some are wearing traditional Arab attire (thobes and ghutras), while others are in suits. The room has large windows with curtains and a vase of flowers on the table.

## COMMITTEES

To ensure tasks and issues are solved promptly and by people with experience and capabilities in specific roles, the Board delegates some of its essential functions to the Board and Management committees.



## BOARD COMMITTEES

### REMUNERATION & NOMINATION COMMITTEE

The Remuneration and Nomination Committee is established to ensure that reward policies support our performance culture, reflect business affordability and market needs and encourage employee accountability.

### AUDIT COMMITTEE

The Audit Committee performs oversight of the financial reporting process, the audit process, the system of internal controls and compliance with applicable laws and regulations.

### INVESTMENT COMMITTEE

The Committee is a board committee appointed and chaired by the President who defines its role and responsibilities, tenure and authority. The Investment Committee role and responsibilities include the following:

- ✓ Approve the investment strategy and policy.
- ✓ Reviewing the investment strategy and policy regularly to ensure consistency with changes that may occur in the external environment in which the company operates, legislation regulating business, or strategic objectives or otherwise, and recommending to the Board proposed changes.
- ✓ Overseeing company investment activities and establishing appropriate processes for measuring and assessing investment performance.
- ✓ Studying and evaluating the investment opportunities proposed regarding transactions and making appropriate recommendations.
- ✓ Prioritizing investment opportunities.

## MANAGEMENT COMMITTEES

### SUSTAINABILITY COMMITTEE

Making our sustainability efforts and communications frequent and clear helps us inspire our employees at all our subsidiaries and embed sustainability into Alturki's culture. Sustainability at Alturki is primarily led by our Sustainability Committee, which overlooks our sustainability strategy and integration roadmap and guides our management and operations to ingrain sustainability throughout our business. The Sustainability Committee safeguards our company's future by anticipating and mitigating all non-financial risks to ensure that our operational growth is sustained for our employees, community and country for generations to come.

### DIGITAL TRANSFORMATION COMMITTEE

At Alturki, we view digital transformation as a massive business opportunity, not a threat. For Alturki, digital transformation is not about adopting digital technologies per se: it is about transforming and adapting our businesses to the "new normal" created by the co-evolution of digital technology, society and organizations. We see great scope to leverage our significant industrial and service footprint in the Kingdom to develop and deliver more sustainable services and products. Some of our subsidiaries have already started redefining their value proposition to seize these opportunities.

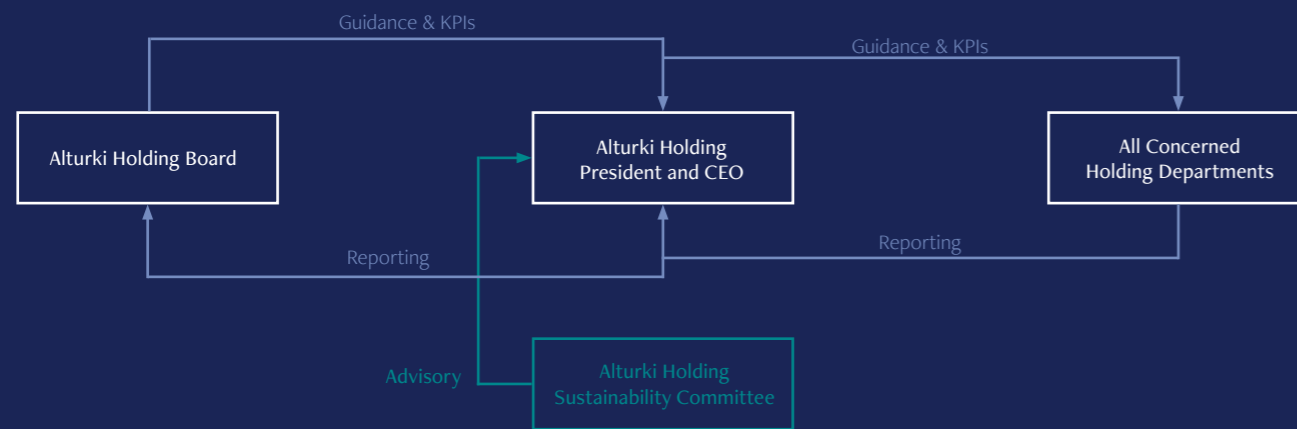


## SUSTAINABILITY GOVERNANCE

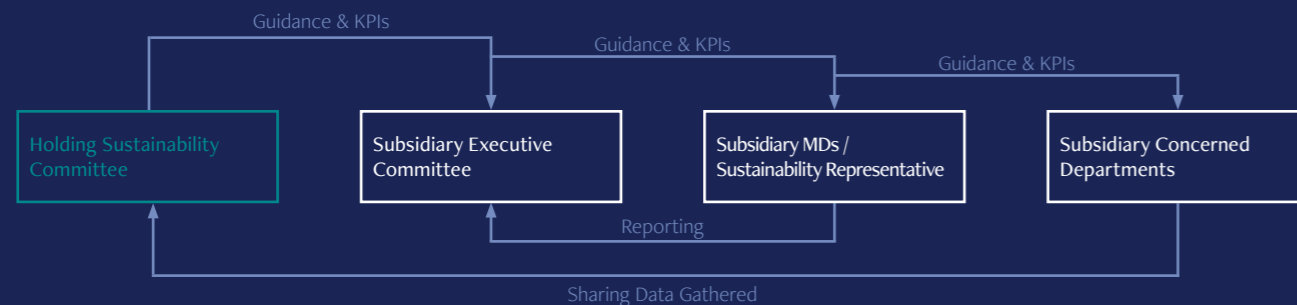
Alturki's sustainability governance structure takes into consideration the differing nature of Alturki and its subsidiaries.

This results in two distinct structures that detail the governance relationship between Alturki and its subsidiaries and sets expectations for subsidiaries to take full, internal ownership.

### Alturki Holding Sustainability Committee Governance



### Subsidiary Sustainability Governance Model



## ALTURKI SUSTAINABILITY COMMITTEE

The Alturki Sustainability Committee comprises four members: the CEO, two VPs and the Alturki Sustainability Manager.

The Committee oversees our sustainability strategy and integration roadmap, guiding management and operations to establish sustainability across Alturki. The Sustainability Committee safeguards our company's future by anticipating and mitigating all non-financial risks to ensure that our operational growth is sustained for our employees, community and country for generations to come.

### COMMUNITY AND SOCIAL RESPONSIBILITY (CSR)

The Alturki Sustainability Committee ensures that our CSR initiatives and programs work towards human development and are aligned with our social focus areas. The Committee ensures initiatives and programs provide opportunities for the development and wellbeing of our people, their families and the communities in which we work and live. The Committee is responsible for reviewing Alturki's community impact performance against agreed targets, ensuring the effectiveness of Alturki's CSR policies and initiatives. The Committee also supports our subsidiaries and encourages them to act responsibly and contribute to the societies in which they operate.

### HEALTH & SAFETY

Ensuring the safety and wellbeing of our employees, our most valuable asset, is vitally important. Therefore, the Committee keeps current with health and safety information and makes recommendations to the Board regarding key health and safety issues across the company. The Committee also conducts regular reviews of Alturki's health and safety performance, measuring them against agreed targets and overseeing policies to ensure performance objectives are met.

### ENVIRONMENT

Monitoring the impact of company operations on the environment is critical to ensure that we are operating sustainably. The Committee reviews Alturki's environmental performance against agreed targets. It monitors the effectiveness of Alturki's policies and initiatives to ensure the company is doing all it can to minimize its impact on and protect the environment.



## SUBSIDIARY SUSTAINABILITY GOVERNANCE MODEL

The implementation of the Alturki Sustainability Roadmap has had the full support of the Alturki management and sustainability representatives as well as the management teams of the subsidiaries.

The subsidiaries' entities involved in the roadmap's success are as follows:

Subsidiary Executive Committee

Subsidiary MDs/CEOs & Sustainability Representatives

### SUPERVISES

Executive committees are responsible for ensuring that the subsidiaries' sustainability roadmaps, action plans, KPIs and targets are aligned with the Alturki Roadmap.

Each Executive Committee is responsible for the following for its subsidiary:

- ✓ Review and approve sustainability action plans and targets
- ✓ Review sustainability performance during the Committee's quarterly meetings
- ✓ Ensure each subsidiary reports its sustainability performance and communicates the details to the Alturki Sustainability Manager

### IMPLEMENTS

Subsidiary MDs and Sustainability Representatives are responsible for implementing the sustainability action plan and ensuring it aligns with the Alturki Roadmap and targets. The MD provides the support necessary to ensure the Sustainability Representative has the authority to implement the action plan.

Sustainability Representatives are responsible for the following:

- ✓ Ensure implementation of the action plans, strategic initiatives and targets align with the Alturki Sustainability Integration Roadmap
- ✓ Report monthly to the MD/CEO and the Alturki Sustainability Manager on the progress of the roadmap's execution
- ✓ Oversee development of a subsidiary annual sustainability report
- ✓ Promote sustainability among internal and external stakeholders based on the Alturki Sustainability Integration Roadmap





## OPERATIONAL EXCELLENCE

Across the whole Group, we strive to achieve operational excellence in everything we do.

We drive economic growth, enhance the lives of people and work to protect the environment for future generations by investing responsibly and accelerating the sustainable growth of businesses. We contribute to the achievement of Saudi Arabia's Vision 2030 through economic diversification and supporting a robust entrepreneurship ecosystem.

## DIGITAL TRANSFORMATION

Building a culture of innovation and digitization is imperative for business and sustainability growth.

Investing in innovation and digitization helps us become more efficient, gives us a competitive edge, and ensures we serve in the best interest of our clients.

We aim to transform processes, talent engagement, customer relationships and business models through digitization; however, the case for business model transformation might not apply to all subsidiaries as each sector's digital maturity varies.

Covid19 has demonstrated the importance of having prompt access to time-sensitive information that the organization can track at any time. At Alturki, this has been made possible by digitalization investments that help ensure information can be gathered and shared easily in a secure environment.

## MASHEEDGO & MASHEEDGATE

In 2020, Masheed started its digital journey as a strategic pillar of a revised business strategy that steered the company to a revolutionary partnership with cement factories through a new and digital dispatch process (MasheedGo).

MasheedGo implementation started with Yanbu Cement, Saudi Cement, Arabian Cement, United Cement and Eastern Cement, covering more than 55% of Masheed's monthly dispatch. Our MasheedGo TMS (Transportation Management System) main target was to adopt our haulers for a sustainable digital journey to control our distribution expenses and maintain our cost leadership position.

Simultaneously, Masheed started its digital innovation journey by introducing a new digital customer experience platform (MasheedGate). By implementing the up-to-date payment method (PayFort), the company aims to capitalize on the MasheedGate platform and add more product lines in the building material sector.





## ENVIRONMENTAL RESPONSIBILITY

We align with Saudi Arabia's commitment to the Paris Agreement under the United Nations Framework Convention on Climate Change.



## ENVIRONMENTAL RESPONSIBILITY

We provide our full support to the achievement of the KSA Vision 2030 on environmental sustainability and the broader United Nations Sustainable Development Goals (SDG).

We align with Saudi Arabia's commitment to the Paris Agreement under the United Nations Framework Convention on Climate Change. We understand that we cannot claim to be a sustainable organization without demonstrating our responsibility towards the environment.

Therefore, since 2018, we require all our subsidiaries to report on their environmental KPIs in line with the Alturki Sustainability Roadmap. We recognize the effort that every subsidiary representative spends to collect the requested data across departments, and we are incredibly proud of how the reporting initiative has improved each year.

We acknowledge that the subsidiaries in the building and construction material industry have a significant environmental footprint. Careful management of natural resources is necessary to reduce that footprint; therefore, our subsidiaries have policies, regulations, systems, and procedures

in place to ensure they effectively monitor and manage their specific environmental impact.

Collecting data and setting targets across all our subsidiaries and operations is our first step towards becoming environmentally friendly.

We see the preservation of the environment as our responsibility to future generations and essential to the quality of our daily lives. We seek to safeguard the environment through efficient and sustainable use of resources, improved waste management systems, reduction of all types of pollution and sustainable management of water resources.

Finally, in addition to report, account and strive to implement solutions to reduce our operational environmental footprint we also contribute with financial and human resources to initiatives launched by both private and public sectors for the safeguarding of our beautiful environment.

### SAMARA JOURNEY MANAGEMENT PLAN

The implementation of Samara's Journey Management Plan in 2019 and 2020, the system that efficiently allocates trips and drivers, had a substantial and positive impact on controlling fuel consumption and ensuring efficiency.

## ENERGY CONSUMPTION

Alturki and its subsidiaries consume Petrol, Diesel and Liquefied Petroleum Gas (LPG) for on-road and off-road vehicles and stationary machinery such as generators.

We monitor our usage and frequently introduce new technologies, processes and regulations to control and minimize our consumption. Among the subsidiaries included in this report's scope, Samara, being a logistic company, stands out as the biggest petrol consumer. Saudi Readymix, operating in the construction material sector, has a significant footprint from a diesel and electricity consumption perspective. However, it is essential to note that in 2020 all our subsidiaries had a considerable decrease in energy consumption due to the pandemic and the shutdown of operations for some time.

Energy Source	Usage	2018	2019	2020
Petrol (Liters)	Used for On-Road Vehicles Owned or Leased by the Company	5,407,857	4,458,146	3,847,662
	Used for Off-Road Machinery Owned or Leased by the Company	2,463	3,448	2,150
	Used for Stationary Machinery & Generators	4,380	6,132	1,813
Diesel (Liters)	Used for On-Road Vehicles Owned or Leased by the Company	36,016,975	22,702,499	10,484,219
	Used for Off-Road Machinery Owned or Leased by the Company	5,613,275	3,645,807	1,777,813
	Used for Stationary Machinery & Generators	3,682,472	2,498,265	1,065,239
Liquefied Petroleum Gas (LPG) (M <sup>3</sup> )	Used for On-Road Vehicles Owned or Leased by the Company	21,500	30,100	13,200
Electricity (Kwh)	Purchased from the National Utility Company	24,683,263	23,918,098	17,737,306

## GREENHOUSE GAS (GHG) EMISSIONS

Alturki is fully committed to tracking its carbon footprint and reducing its GHG and other significant air emissions by leveraging new technologies and investing in renewable energy sources.

In 2020, our total GHG emissions from operations and activities decreased by 45% compared to the previous year, down to 62,958 Tons of CO2e. However, the significant decrease is linked to the major shutdown of operations following the outbreak of the Covid19 pandemic. Based on the GRI Standards, we divide the emission data into Direct (Scope 1) Emissions and Energy Indirect (Scope 2) Emissions.

Emission Type	Energy Source	Usage	2018	2019	2020
Scope 1 Direct Emissions *	Petrol	Used for On-Road Vehicles Owned or Leased by the Company	13,348	11,005	9,498
		Used for Off-Road Machinery Owned or Leased by the Company	6	9	5
		Used for Stationary Machinery & Generators	11	15	4
	Diesel	Used for On-Road Vehicles Owned or Leased by the Company	104,895	66,119	30,534
		Used for Off-Road Machinery Owned or Leased by the Company	177,711	11,542	5,628
		Used for Stationary Machinery & Generators	10,596	7,188	3,065
	Liquefied Petroleum Gas (LPG) (M³)	Used for On-Road Vehicles Owned or Leased by the Company	129	180	79
<b>Total GHG Emissions Scope 1</b>			<b>146,758</b>	<b>96,060</b>	<b>48,815</b>
Scope 2 Indirect Emissions **	Electricity	Purchased from the National Utility Company	19,681	19,071	14,143
	<b>Total GHG Emissions Scope 2</b>			<b>19,681</b>	<b>19,071</b>
<b>Total GHG Emissions (Scope 1 &amp; 2)</b>			<b>166,439</b>	<b>115,131</b>	<b>62,958</b>

\*Scope 1: GHG emissions for Scope 1 have been calculated using the carbon conversion factors published in the 2006 Intergovernmental Panel on Climate Change Guidelines for National Greenhouse Gas Inventories.

\*\*Scope 2: CO2 emissions are reported following the location-based method, which uses grid average emission factors Conversion factors relevant to KSA come from the electricity/heat emission factors published by the International Energy Agency (IEA 2010).



## SAUDI READYMIX'S GHG AND AIR EMISSIONS

In 2020, a specialized third-party company conducted an environmental lab testing on Saudi Readymix to assess GHG and Air Emissions.

The result highlighted that the operational dust value for rapid inhalation did not exceed PME and OSHA permitted limit and all the emitted gasses from operations (CO2, O3, NOx, SO2, and H2S) and factories in 2020 were 100% in compliance with the specified limits.



## WATER MANAGEMENT

Saudi Arabia has an arid natural environment, and despite being one of the world's driest countries, it has the third-highest per capita freshwater consumption in the world. As a result, the country relies heavily on desalination plants to provide potable water.

At Alturki, we recognize the fundamental role of water in our everyday life. We are determined to continue our efforts to reduce water consumption. Knowing that some of our subsidiaries require large amounts of water for their daily operations, we continuously look for innovative ways to reduce consumption and become more efficient.

The outbreak of Covid19 and the vital need for continuous personal hygiene to avoid the spread of the virus increased each of our subsidiaries' water consumption. However, due to Saudi Readymix's minor operations during the lockdown, the subsidiary water consumption decreased by 35% compared to 2019, reducing the overall Alturki Holding water consumption by 14%.

	2018	2019	2020
Water Consumption (M <sup>3</sup> )	1,509,474	949,366	781,534

## MATERIAL CONSUMPTION

Given the different sectors in which our subsidiaries operate, we purchase numerous types of materials to fulfill client requirements and conduct our everyday business.

For this sustainability reporting initiative, we report the consumption of nine different materials. These have been identified based on both the intensity and the use we make of them, as well as consideration of their impact on the environment given the production system and the raw material supply chain.

It is important to note the consumption of cleaning materials and sanitizers from Musanadah, our facility management subsidiary, following the outbreak of Covid19. Material consumption showed an increase of 200% when compared to 2019. At Alturki, we understand the impact of these products on the environment. Still, given the unprecedented circumstances of 2020, we had to prioritize our community's health and safety.

Type of Material	Unit	2018	2019	2020
Condensate Sulphonated Naphthalene Formaldehyde (SNF)	Tons	2,038	5,751	8,828
Poly Carboxylate	Tons	1,535	1,892	2,766
Sodium Lignin	Tons	675	1,619	1,733
Steel Plate	Tons	300	300	360
Cleaning Material Solid	Tons	90	135	156
Cleaning Material Liquid & Sanitizers	Liters	33,160.21	41,450.26	124,350.78
Cement	Tons	1,710,000	1,130,552	607,110
Aggregate	Tons	5,400,000	3,214,926	1,831,441
Sand	Tons	3,510,000	2,252,939	1,451,973

## ELIMINATE ROAD SUBSIDENCE ACROSS THE REGION

**Saudi Readymix (SRMCC) constantly promotes and encourages sustainable construction projects in Saudi Arabia.**

Over the years, the company has pioneered many initiatives which are today the established best practices for the industry in Saudi Arabia.

At the beginning of 2020, the Eastern Province Municipality launched a leading initiative to apply the most sustainable construction technologies to eliminate roadways defects and streets landings across the region, which in turn could save millions of Saudi Riyals spent annually in road repairs.

SRMCC started supplying Flowable Fill or what is called Controlled Low Strength Material (CLSM) to some of the Eastern Province Municipality Road construction projects. CLSM is an economical alternative to compacted granular fill considering the savings in labor costs, equipment, and time. This solution solves countless issues compared to the traditional methods of road construction, from drainage projects to roadways defect projects and ensure a longer lifecycle.

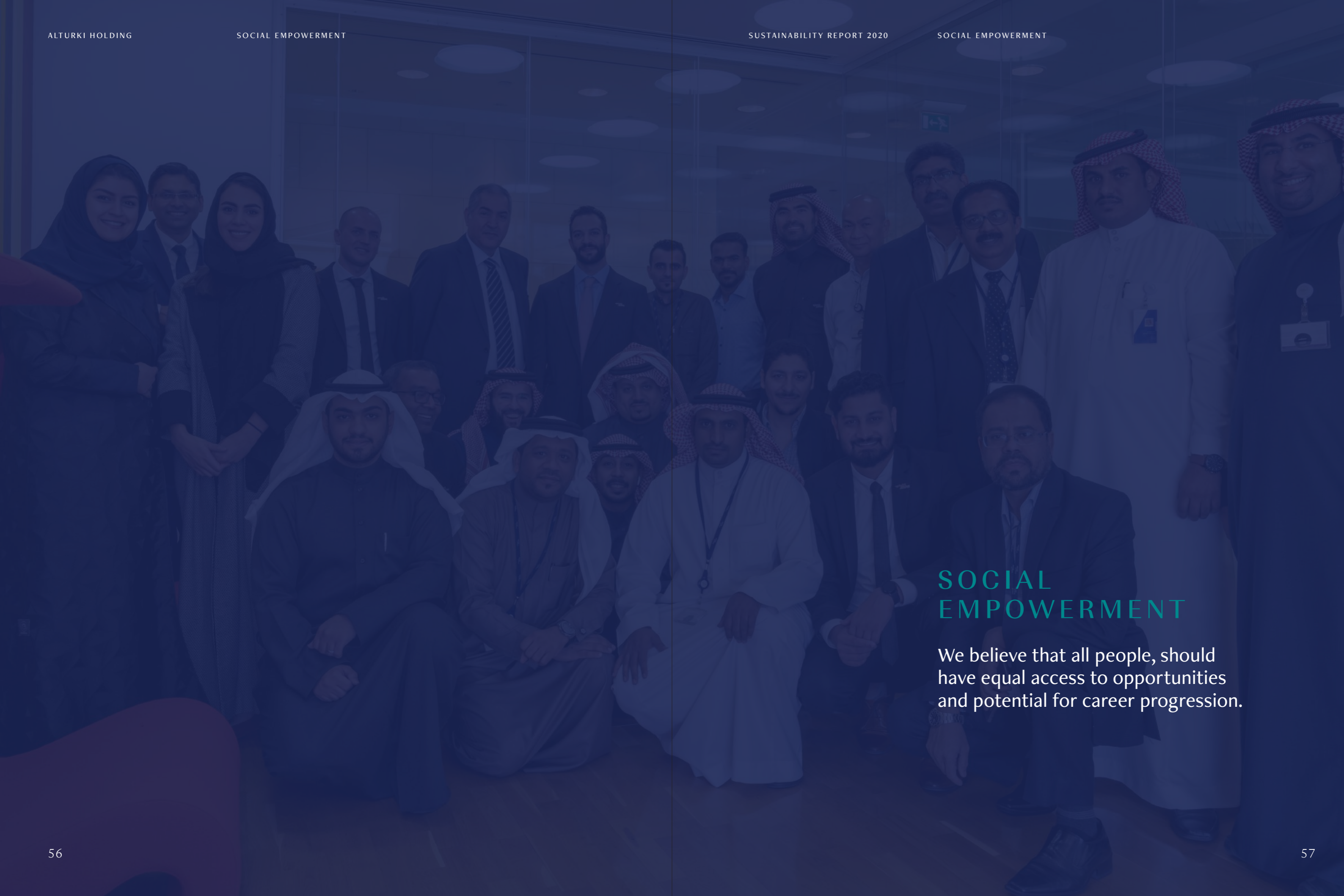
## WASTE MANAGEMENT

**Once materials are purchased and utilized, all our subsidiaries and the head office monitor and ensure a correct and environmentally friendly waste management process.**

Most of our waste is handled by specialized third-party companies that operate in the Kingdom and adhere to the strictest environmental laws and regulations.

However, we understand that there is a lot that we can do to reduce and reuse our waste within our operations. All our subsidiaries have implemented systems to ensure we reduce our footprint while also generating a financial benefit.

Waste Material	Unit	2018	2019	2020
General	Tons	1,380	1,432	1,845
Metal Scrap	Tons	21	20	22
Tires	Tons	360	410	470
Rejected Concrete	Tons	16	17	17
Engine Oil	Tons	31	35	37
Batteries	Tons	123	116	107
Oil/Lubricants	Tons	668	582	560



## SOCIAL EMPOWERMENT

We believe that all people, should have equal access to opportunities and potential for career progression.



## SOCIAL EMPOWERMENT

### OUR PEOPLE

Our capable, committed and productive employees are our most valuable asset, so creating a workplace where they can thrive and prosper is vital to our growth.

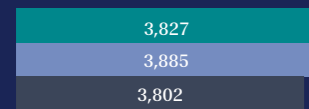
Alturki is committed to developing local talent in an environment characterized by trust, transparency, meritocracy and gender equality. We continue to nurture this through our unique corporate culture model that is based on the underlying values of 'PERFORM', an acronym for Passion, Excellence, Respect, Fun, Openness, Reliability and Meaning.

We believe that all people, should have equal access to opportunities and potential for career progression. We embrace workforce diversity as a competitive advantage and a powerful asset for business success.

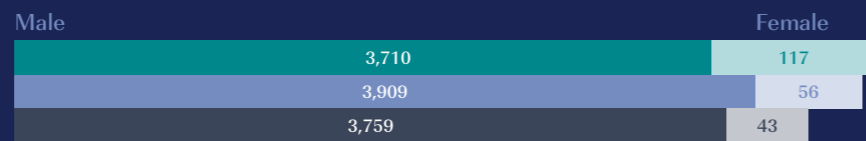
We understand that nurturing development and happiness create a ripple effect, making a positive impact for all our stakeholders; therefore, we consider it our obligation to work on the design, continuous advancements and implementation of best practices in HR.



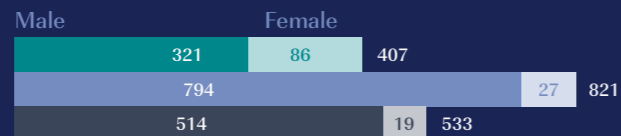
#### TOTAL FULL-TIME EMPLOYEES



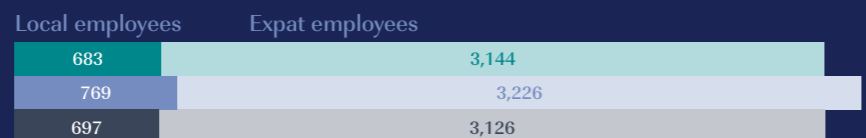
#### FULL-TIME EMPLOYEES GENDER



#### TOTAL NUMBER OF NEWLY HIRED EMPLOYEES



#### FULL-TIME EMPLOYEES NATIONALITY



### WORKFORCE PROFILE

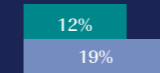
The total number of employees in 2020 decreased by 1.5% compared to the year 2019, and our turnover rate fell from 17% to 14%.

Alturki is dedicated to identifying and developing talent and creating a positive corporate culture that is challenging and encourages people to reach their full potential.

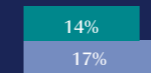
As a gender-equal workplace, we are actively seeking to increase the ratio of women in managerial positions by providing equal opportunity throughout the recruitment and succession planning stages.

In 2020, we had employees from 19 different countries, with Saudi nationals representing 18% of the total workforce. In line with our effort to increase the number of females within our workforce, we closed the year 2020 with 86 new female employees, a 210% increase over 2019: an extremely positive result given the unprecedented circumstances.

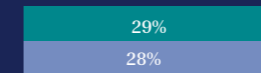
#### TURNOVER RATE FOR ALL EMPLOYEES (%)



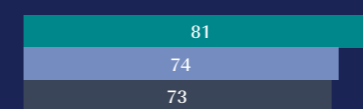
#### TURNOVER RATE FOR ALL MALE EMPLOYEES (%)



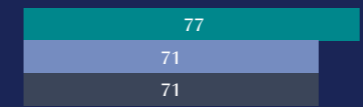
#### TURNOVER RATE FOR ALL FEMALE EMPLOYEES (%)



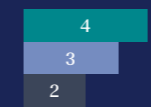
#### TOTAL EMPLOYEES TOP MANAGEMENT



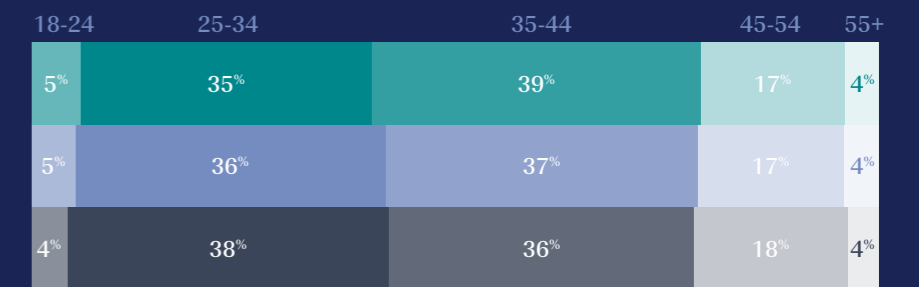
#### MALE EMPLOYEES TOP MANAGEMENT



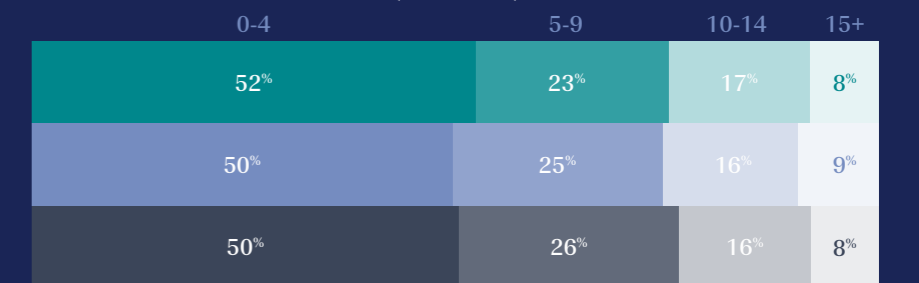
#### FEMALE EMPLOYEES TOP MANAGEMENT



#### EMPLOYEES AGE



#### EMPLOYEES WITH COMPANY (IN YEARS)





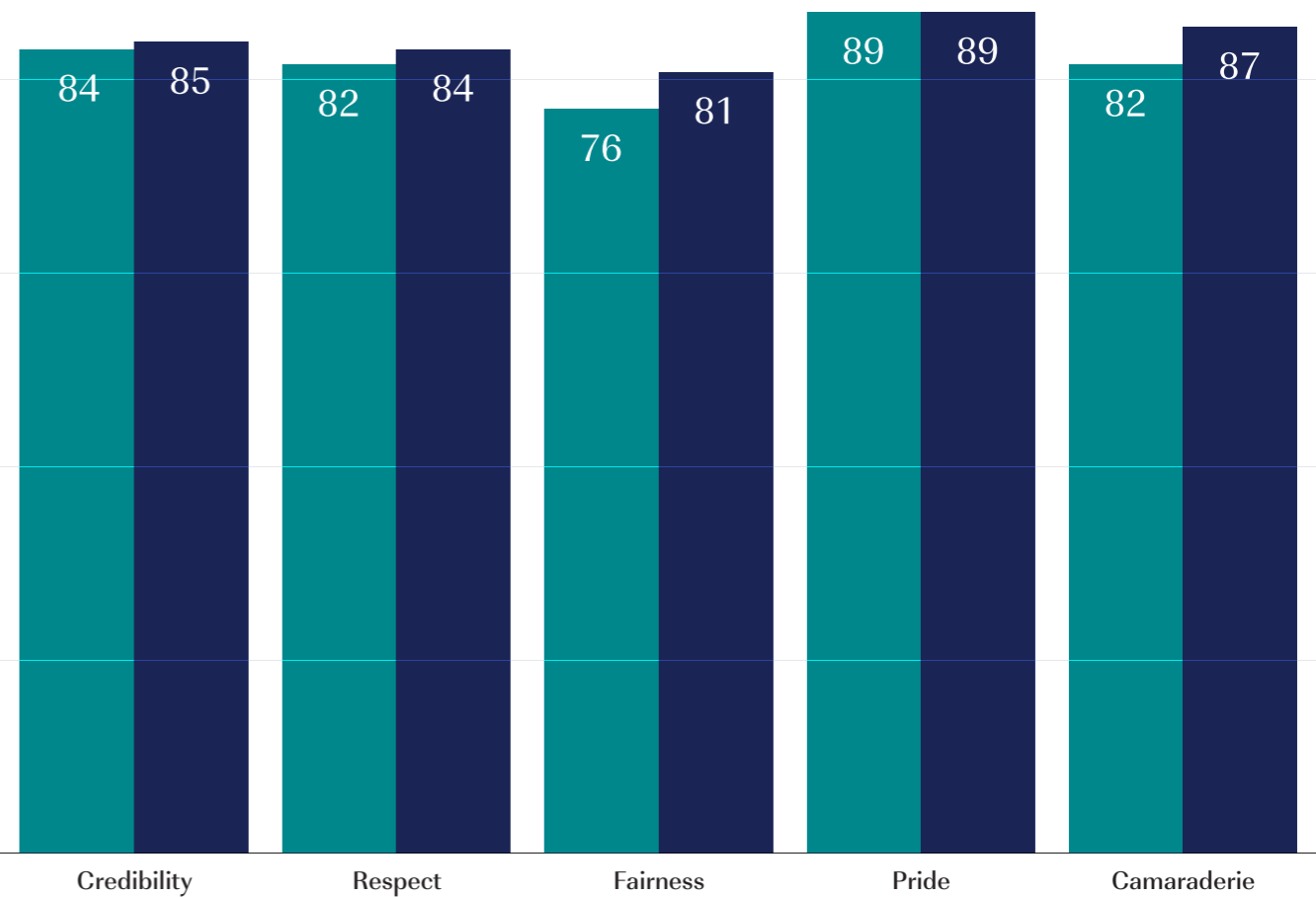
## ALTURKI RECOGNIZED AS "A GREAT PLACE TO WORK"

In January 2020, Alturki was recognized as an employer of choice in the Middle East and certified as a Great Place to Work® in Saudi Arabia by The Great Place to Work® Institute, an international research and management consulting company specializing in corporate culture.

The certification came after a rigorous assessment process which included a Trust Index© Survey, to gather employee insights regarding their experience as an Alturki employee, and an in-depth analysis of the company's organizational culture. The results of the assessment and survey demonstrated that Alturki has created a high trust environment and met the criteria of a great workplace culture.



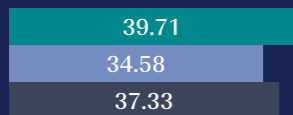
- ALTURKI HOLDING 2019
- 2019 TOP 20 BEST WORKPLACES IN KSA



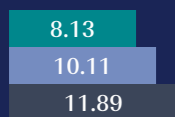
## TRAINING AND DEVELOPMENT



AVERAGE TRAINING HOURS FOR A MALE EMPLOYEE



AVERAGE TRAINING HOURS FOR FEMALE EMPLOYEE



We invest in employee development by offering systematic learning programs at both Alturki and subsidiary levels.

Our industries require technical knowledge that while keeping us competitive, ensures employee health and safety as they work on challenging construction sites and operate heavy machinery. Our learning and development initiatives aim to build a variety of skills among our employees, including leadership and technical skills.

Alturki and its subsidiaries encourage employees who have attained a certain managerial level to pursue higher education. Furthermore, all employees have access to an online learning platform that provides hundreds of self-paced and peer-evaluated courses on a wide variety of subjects.

Upon starting new projects with existing clients or when beginning with new clients, our employees go through all required trainings, including the project site orientation with a focus on health and safety as well as technical skills.

Training programs are required before worksite permits can be granted and a minimum of 12% of each subsidiary's workforce must annually go through training and development.

## REMUNERATION & TALENT MANAGEMENT

To ensure the highest level of transparency and ethics for our employees and shareholders, Alturki conducts an annual salary market survey to benchmark our salaries to ensure they are competitive and fair. The resulting market data allow us to make informed decisions on compensation programs such as salary, salary trends and pay practices and to establish a salary structure.

Attracting, developing and retaining the right talent is a priority at Alturki. We believe that an empowered, informed and forward-looking workforce is crucial for the sustainability of our organization.

Our Human Resources team is currently working with all subsidiaries to develop enhanced career path plans that will enable employees to choose the trajectory of their careers.



## HEALTH & SAFETY

At Alturki, we have always taken the health and safety of our employees seriously and our company's capabilities have been propelled into the center stage by the Covid19 outbreak.

When news first started emerging about the pandemic, we immediately implemented some measures that required a high commitment, quick actions and strong communication. The most immediate and most important action was increasing awareness, reaching the workers in our factories and our facilities and ensure that everyone understood the severity of the matter. We empowered supervisors and safety inspectors and ensured through several communication channels that employees in our factories were aware of the new safety practices to avoid the spread of the virus.

From an analysis of the H&S data gathered for this report, all company-wide indicators for H&S showed a decreasing trend during the year 2020. However, given the pandemic putting a stop to many of our operations for some time, we are not in the position to analyze this decreasing trend from a perspective of better H&S management.

	2018	2019	2020
Number of lost time injuries (LTIs)	28	21	13
Lost Time Injury Frequency Rate (LTIFR)	0.0675	2	1
Number of lost days from LTIs	386	314	89
Lost Time Injury Severity Rate (LTIFR)	11	17	2
Number of near misses	36	90	72
Number of permanent disabilities	0	0	0
Number of fatalities	0	0	2
Average health and safety training hours per employee	140	1,064	1,277
Number of toolbox training attendees	4,688	4,166	4,880
Number of unsafe acts	132	167	140
Number of unsafe conditions	2,039	2,387	2,012
Corrected unsafe conditions	1,214	2,386	1,857
Fire incidents	3	7	3

## H&S POLICY

Alturki is committed to the highest Health and Safety standards in all operations, from offices to production sites.

We developed the Alturki HSE Guidelines to ensure that proper policies and management systems are in place. Due to each subsidiary's different business activities, the Alturki HSE Guidelines prescribe essential program requirements only. Although not a requirement, companies are encouraged to pursue the ISO Management System Certification in (Safety ISO18001) and Quality Management Systems (ISO 9001).

Alturki actively conducts ongoing safety initiatives, training programs and safety materials with a philosophy of continuous improvement through the adoption of a program of inspections, auditing and reporting. The policy requires the use of Personal Protective Equipment (PPE) to be worn by workers who are exposed to known hazards. The policy ensures that all employees and contractors are adequately trained to promote safe work practices. We regularly conduct safety inspections to detect, eliminate and minimize health hazards, unsafe work conditions and the environmental impact of our operations. When an incident occurs, we conduct a thorough investigation to determine the cause(s) and adopt corrective actions to prevent a reoccurrence. Alturki annually conducts an audit program to assess and review our existing programs to improve health and safety.

All workers have the legal right to refuse unsafe work that either puts them in imminent danger, requires them to perform tasks they have not been adequately trained to perform, or makes them privy to safety hazards that could reasonably be avoided with proper safety equipment, procedures, or repairs.

## SUPPLIERS AND LOCAL ECONOMY

Due to long-standing partnerships, our supply chains are built on trust and mutual benefit, and our regional and international partners work with us to deliver projects that meet local and global standards.

At Alturki, we expect all suppliers to adhere to the values stated in our Supplier Code of Conduct. This is an important factor in the selection and evaluation of suppliers. Moreover, we expect suppliers to replicate these principles in their own supply chain.

The Supplier Code of Conduct aims to consolidate our practices of sustainability and includes fair competition, avoidance of any conflict of interest and adherence to contractual health and safety measures in delivering goods and services that reliably meet our specifications.

We expect our suppliers to operate with zero cases of compulsory labor, slavery, or child labor. All employees working for our suppliers must be treated fairly, while their wages, benefits and work hours must remain within the legal limits of the national labor law. We hold the right to terminate our relationship with any supplier that breaches the contractual terms and conditions.

## LOCAL SUPPLIERS

**“We take pride in supporting local entrepreneurs and SMEs.”**

Across Alturki and its subsidiaries, we strive to work with Saudi suppliers as much as possible to further enrich the local economy and create as many employment opportunities as possible.

We constantly monitor and support Saudi companies that benefitted from our contributions and our goal is to continue supporting start-ups and contribute to the scale-up of the already launched businesses.



### IKTVA

We are delighted that all our subsidiaries that conduct business with Saudi Aramco have a relatively high In-Kingdom Total Value Add (IKTVA) score reflecting our effort to localize our suppliers and create new capabilities and opportunities within the Kingdom.

With the IKTVA program, Saudi Aramco is taking action to drive additional domestic value creation to support a rapidly changing economic environment and foster future prosperity. Through this program, Aramco plans to capture the value that produces long-term, tangible benefits through quality jobs for a growing Saudi population, innovation, industrial diversification and increased global competitiveness.



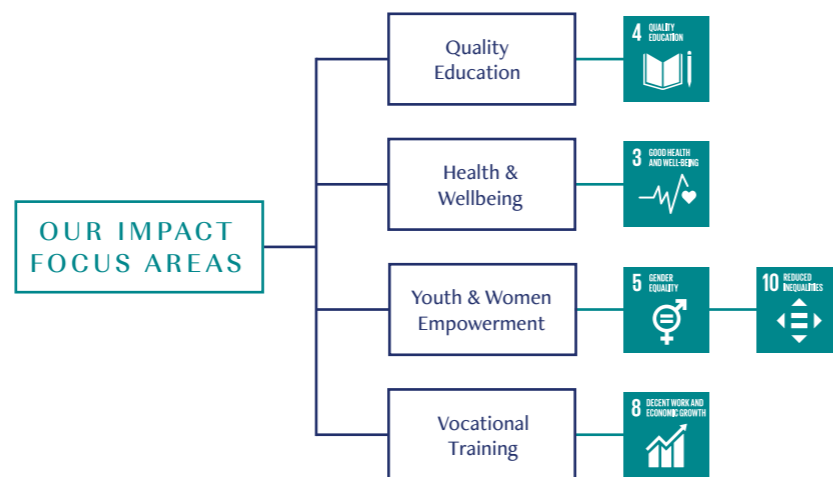
## COMMUNITY IMPACT

We strive to inject value into our communities through job creation, direct and indirect economic contribution. We are committed to societal development through social impact programs, pro-bono work, donations and employee volunteering.

Our commitment to local communities was born from the legacy created by our Founder that has always ensured that our responsibility extends in parallel by embedding social causes as part of Alturki's core operating model. Among the several topics, community needs, and focus areas Alturki led, education and care for the people with disabilities were always fundamental.

As an active corporate unit, we work hand in hand with members, partners, and organizations in our local community to identify needs and create relevant programs that have long-term resilience. We continue to identify ways in which we can grow our impact in existing focus areas.

Alturki's CSR approach is based on the "Our Impact Focus Areas" scheme, and we are committed to balancing our annual contribution across the four subjects. Through this approach our management strives to target different people and organizations across various levels of society and contribute to the achievement of SDG 3,4,5,8 and 10.







## QUALITY EDUCATION

Since its foundation, Alturki has had a special consideration towards the “Quality Education” focus area and the company has actively invested in several projects related to this area.

Alturki recognizes the importance of quality education to develop the knowledge and skills of the future Saudi generations and keep supporting schools, initiatives and programs that aim to raise the bar of education in the Kingdom.



### Dhahran Ahliyya School (DAS) 1977 - 2020

Alturki Holding opened Dhahran Ahliyya School (DAS) in 1977.

The school is founded on the belief that excellent education touches both the hearts and minds of students. It develops their intellectual, personal, emotional and social skills to learn and work in an ever-changing world. Moreover, it should provide them with a sense of belonging in their own country and an openness to being citizens of the world who are committed to making the world a better place.

Inspired by Islam’s teachings, the school’s mission is to empower students to be compassionate, critical-thinkers, lifelong bilingual learners who strive to make a positive local and global difference. The school’s vision is to provide a world-class education while staying true to an Arab and Islamic identity through a facilitative learning community that is sustainable and socially responsible.

### Numou Center for Education

In line with our commitment to support the quality of education in the Kingdom, for many years, Alturki has been supporting the Numou Center for Education. The center provides innovative, best-in-class training for teachers at Dhahran Ahliyya School, the Misk School, the Advanced Learning Schools and the Mubaraka Foundation. The scope of the trainings is to harness the latest learning methodologies and cutting-edge technologies that allow students to reach their fullest potential.



### Dar Alkhtab - Educational Book House

We annually support the Educational Book House, a nonprofit organization that publishes high-quality educational books and provides educators, parents and children training. Its publications are used in top universities in Saudi Arabia, Oman and Bahrain.

The house was founded in 1995, and nearly 200 books have been translated and published into Arabic. A specialized committee of educators with long field experience in Dhahran Private Schools selects these books for translation and publishing, bearing in mind the desired benefit for field practitioners, whether they are teachers, mentors, supervisors, managers or leaders. Many schools use Dar Alkhtab publications as a basis for their staff’s professional development, and many MA and Ph.D. students have used them in their research and dissertations. Many universities in the Kingdom and some Arab countries use Dar Alkhtab publications in courses in their College of Education.

### Arab Thoughts for TAMAM Project

TAMAM is an educational movement in the Arab world that promotes transforming schools into self-renewing institutions with the capacity to adapt and enhance the transformative role of schools to develop the next generations of leaders. Started in 2007, TAMAM is a partnership between the Arab Thought Foundation and the American University of Beirut (AUB). Alturki Holding sponsors the program and educational specialists at Dhahran Ahliyyah School share their knowledge and experience with others in the program.



### Saudi Society for Sign Language Interpreters

In 2020, in line with our commitment towards quality education for all, we started supporting the Saudi Society for Sign Language Interpreters that aims to raise the level of sign language specialists and qualify translators to facilitate communication through the establishment of training courses and programs.

The objectives of the society are:

1. Providing sign language translation in the community
2. Qualifying and developing the skills of sign language interpreters
3. Contributing to standardizing community language
4. Providing agencies with the resources, skills and means necessary to translate into any language
5. Enabling hearing-impaired people to communicate with their children in a graphic format
6. Developing the work environment for hearing-impaired people



## HEALTH & WELLBEING

Health & Wellbeing is one of our priorities here at Alturki.

Being a responsible corporate citizen and using part of our revenue to support the community health & wellbeing is not only a philanthropic behavior but it enhances our reputation and consequently our social license to operate. We have a rich history of supporting causes that matter to our community.



حديقة الأمير سعود بن نايف  
PRINCE SAUD BIN NAIF PARK

### Prince Saud Bin Naif Park

Alturki supported the establishment of Prince Saud Bin Naif Park next to the company's headquarters and directly manages operations and initiatives of the park. The Park is open to the public and designed to be a place of inspiration, tranquility and knowledge. The Park was designed to cater to everyone regardless of gender, age and culture and is fully accessible for people with mobility impairment.



### Smile Train

Smile Train is an international children's charity with a sustainable approach to a single, solvable problem: cleft lip and palate. For 21 years, Smile Train has provided safe and high-quality cleft care for more than 1.5 million children around the world completely free of charge.

Since 2018, we have included Smile Train Middle East (Afghanistan, Egypt, Pakistan and the Palestinian Territories) as one of our beneficiaries in the attempt to help the organization sustain and increase the number of surgeries performed.



### EFAA Society for People with Disabilities

For too long People with Disabilities have been marginalized. At Alturki we recognize the importance of diversity and inclusion and every year we bring our support to the EFAA Society for People with Disabilities. EFAA works to provide rehabilitation, counseling and education to people with disabilities.



### Masahet Watan Art & Culture Exhibition

For the fifth consecutive year, on the 2020 KSA National Day, Alturki hosted and sponsored the Masahet Watan Art & Culture Exhibition. The program promotes artistic expression and provides local artists with an opportunity to showcase their talents and present work that celebrates the heritage of Saudi Arabia. Given the unprecedented circumstances, this year the exhibition was hosted in a virtual format.



### Al-Ber Society

In 2020, we continued our financial support to the Al-Ber Society in the Eastern Province. Al-Ber Society is one of the first charity societies in the Kingdom of Saudi Arabia.



### PACES Foundation

Alturki supports PACES, the Palestine Association for Children's Encouragement of Sports, a UK-based charity that provides healthy, structured after-school sports activities for Palestinian girls and boys ages 8-16 years who are living in refugee camps and marginalized areas in Palestine, Jordan and Lebanon. The program provides training to adults who work with children on football fields and playgrounds to encourage health and wellness.



### Eastern Province Cricket Association

Nearly 20 years ago, the Ministry of Sports established the Eastern Province Cricket Association (EPCA), and Alturki Holding has been the main sponsor since and each year hosts the Alturki Cricket Cup tournament that involves more than 3,000 players.



## YOUTH & WOMEN EMPOWERMENT

We are interested in creating a development system that holistically targets those working with youth and supporting women by providing them with specialized content, professional training, and an interactive community of practitioners.

This focus area complements “quality education” and helps develop an inclusive and diverse society.



### Youth-In

In 2020 Youth-in was our largest financial contribution. Youth-In was launched in March 2017 as a community initiative to raise our youth's productivity and enhance their social and economic role. Youth-In has three strategic objectives:

1. Promoting and developing research and knowledge in the field of professional youth work.
2. Working on the professional development of youth.
3. Establishing a vibrant professional community of people to work with the younger generations.



### Endeavor

Alturki Holding is a founding member of Endeavor Saudi Arabia, an organization that is part of a leading global movement to select, mentor and support capable entrepreneurs around the world who create a multiplier effect by providing not just jobs and careers but establish a thriving entrepreneurial ecosystem.

As of the end of 2020, Endeavor actively supported nine entrepreneurs and contributed to the creation of 5000+ jobs across Saudi Arabia.



### Al-Nahda Philanthropic Society

For more than 50 years, the Al-Nahda Philanthropic Society for Women has worked to empower women by providing them with training, employment and advocacy services designed to allow them to reach their fullest potential and to further contribute to all areas of society. Alturki is a long-time supporter of this important organization.

#### Vision

For women to be effective partners in the development of Saudi society.

#### Mission

To ensure a social environment that values women's participation and preserves their dignity while building their capabilities to reach leadership positions.



### King Salman Humanitarian Aid for Sudan Flood Support

When disasters strike, countries, organizations, and individuals around the world respond to help those in need. When flooding struck Sudan and King Salman established a fund to provide humanitarian relief, Alturki Holding and many others step in and contributed to help alleviate the population suffering.



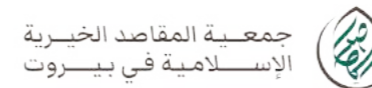
### Eastern Province Leaders Programme

This program of the Eastern Province Emara is designed to empower youth to become productive, committed citizens and to ensure the Kingdom has strong community leaders for generations to come. Alturki Holding supports this program by conducting youth training programs and provide logistical support.



### Chamber of Commerce – Youth Board

The Chamber of Commerce of the Eastern Province, known locally as the Asharqiya Chamber, was founded in 1952 and to this day works diligently to contribute to the development of the Eastern Province and the Kingdom's economy and society while working to ensure that businesses in the region operate at the highest standards possible. As part of its commitment to the future, the Chamber has a Youth Board that is tasked with overseeing programs that are designed to help youth reach their fullest potential. As such, Alturki Holding is a sponsor of the Chamber's Youth Board.



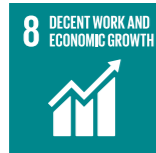
### Al Makassed Philanthropic Islamic Association of Beirut

Al Makassed was founded in 1878 on the following principles:

- ✓ Education is essential to economic and social progress.
- ✓ Women are vital contributors to progress.
- ✓ Everyone has a right to educational opportunities and healthcare.
- ✓ Civic engagement is a basic component of social, economic, and cultural strength.

Alturki Holding, throughout the years, provided support to the association and as of the end of 2020, contributed to the opening of more than 20 primary schools, colleges, and vocations centers as well as one hospital.





## VOCATIONAL TRAINING

Our effort to support the community of people where we operate does not stop at the educational level.

We recognize the importance of raising the skills of people to enter the job market and for this reason, we keep our commitments towards initiatives and programs that prepare people to take up employment opportunities.



### Education for Employment (EFE)

In partnership with the Al Olayan Group, Alturki is a co-founder of the Saudi Arabia chapter of Education for Employment (EFE), a network of local, not-for-profit organizations that help young people find work so they can build a strong future for themselves and fully contribute to their communities. EFE-Saudi Arabia was publicly launched in 2017 to provide underprivileged and unemployed young Saudi women and men with demand-driven training directly linked to economic opportunities.



### Alturki Toastmasters Club

Alturki Toastmasters Club's fundamental objective is to educate Alturki Group employees and their family members through self-improvement and leadership training to increase their confidence and usefulness in business, professional, and community life.

In 2020 the Club, formed by 40 individuals (22 for the adult toastmaster and 18 for the children), met every alternative Wednesday through online platforms.

Three of Alturki's Toastmasters became "Distinguished Toastmasters" in 2020. The Distinguished Toastmaster award is the highest international organization bestows. The DTM recognizes a superior level of achievement in both communication and leadership.