

Corporate Social Responsibility Policy Arabian Contracting Services Co.

1-1 Introduction

Arabian Contracting Services Co. recognize the concept of the corporate social responsibility, where the responsibility of the company stems from the impact of its activities on the lives of people and society. In response to this responsibility, Al Arabia works to show concern for the social, environmental, and ethical aspects, in addition to those related to the rights of the various stakeholders in the company's daily activities and its relations with them.

Social responsibility is one of the most important pillars of developed societies, as it is one of the features of the advancement of individuals and societies. In fact, the actual value of the individual in society is measured by the extent to which they bear responsibility towards themselves and towards others. Social responsibility is a commitment on the shoulders of all members of society to contribute and improve the quality of life and social and economic development.

This policy was prepared to comply with Article 84 and Article 85 of the Corporate Governance Regulations issued by the Capital Market Authority.

1-2 Scope

The provisions of this policy apply to the company's shareholders, stakeholders, direct beneficiaries of the company's activity, all company employees, clients, suppliers, the local community, the environment, governmental and official entities.

1-3 Objectives

- Achieving a balance between the goals of the Arabian Contracting Services Co. and the goals that society aspires to achieve.
- Dealing responsibly towards employees, clients, shareholders, and the community in which the company operates.
- Adopting the best international standards and practices of the corporate social responsibility.
- Contribute to achieve the goals of the "Kingdom's Vision 2030" in all aspects.
- Adopting sustainability standards, focusing on the aesthetics of cities, and support the tourism and entertainment sector.
- Create a unified identity for cities by unifying technical designs and smart units and harnessing them to serve the city.
- Disclose in the relevant periodic reports the objectives of social responsibility, plans, programs, and initiatives adopted by the company.
- Providing a healthy work environment for the company's employees and consider incentives for success and career development.

- Launching effective initiatives and programs in the field of social responsibility and sustainability.
- Develop and operate awareness and educational programs for the community in partnership with the public and private sectors in line with the Kingdom's 2030 vision.
- Adopting measurement indicators that link the company's performance with its initiatives in social activities.

1-4 General Policy

The company's board of directors issued its directives to the executive management that the company adopt the best standards and practices in social responsibility as a long-term investment that benefits the company and society as a whole and adopt professional and ethical behavior in all its practices with stakeholders, believing that this orientation is an essential part of the company's strategy in the balance between its goals and the goals that society seeks to achieve.

1-5 Social Responsibility

In implementation of these principles, the company should consider the following practices:

A. Toward stakeholders

- All parties concerned are provided with clear, accurate and credible information, considering the timing of its submission, in a manner that does not conflict with the relevant regulations and recognized professional rules.
- Commitment to implement all governance practices with integrity and transparency, and work to document them through relevant reports.
- Work in accordance with the principle of full transparency that ensures the company's respect for its commitments and the rules and regulations and its commitment to disclose material information to shareholders and stakeholders in accordance with the company's disclosure policy and according to the regulations and instructions of the Capital Market Authority.

B. Towards employees

- Securing a safe and stimulating work environment aimed at building and strengthening the relationship between the company's management and its employees.
- Respecting diversity and promoting equal opportunities, in addition to non-discrimination in gender, age, disabilities or any other circumstance.

- Empowering women and enhancing the role of women leaders by qualifying them for administrative and executive positions.
- Provide practices that ensure the safety of the staff safely and in a manner that enhances the health of all employees and their families.
- Contribute to providing new job opportunities to support national talents.
- Provide a work environment that stimulates learning and development, enhancing their capabilities and effectively performing their roles.

C. Clients and Suppliers

- Encourage transparent, clear, and responsible communication with all clients and suppliers.
- Commitment as much as possible to purchase from local suppliers in support of the national economy.
- Create channels of communication with clients and suppliers in order to improve the level of services and products for the consumer.

D. Environment

- Paying attention to the environment and preserving its resources.
- Determining all the factors affecting the environment resulting from the company's practices of its business.
- Giving a differential advantage to contracting with suppliers who provide products that preserve the environment.
- Develop products and services with high social and environmental impact.

E. Society

- Contribute to social initiatives and cooperate with regulators and other institutions to promote and disseminate responsible practices.
- Providing full support and assistance to governmental and private bodies for the development of Islamic and social values and concepts.
- Contribute to sponsor educational and professional events.
- Support cooperative societies and charitable offices.

1-6 Final Provisions

This policy shall be implemented and adhered to by the company as of the date of its approval by the general assembly of shareholders. It shall also be published on the company's website, to enable shareholders, stakeholders, and the public to view it. The content of this policy is reviewed as needed based on a recommendation of the Board of Directors, provided that these amendments are submitted to the General Assembly of Shareholders at its nearest meeting to be approved.