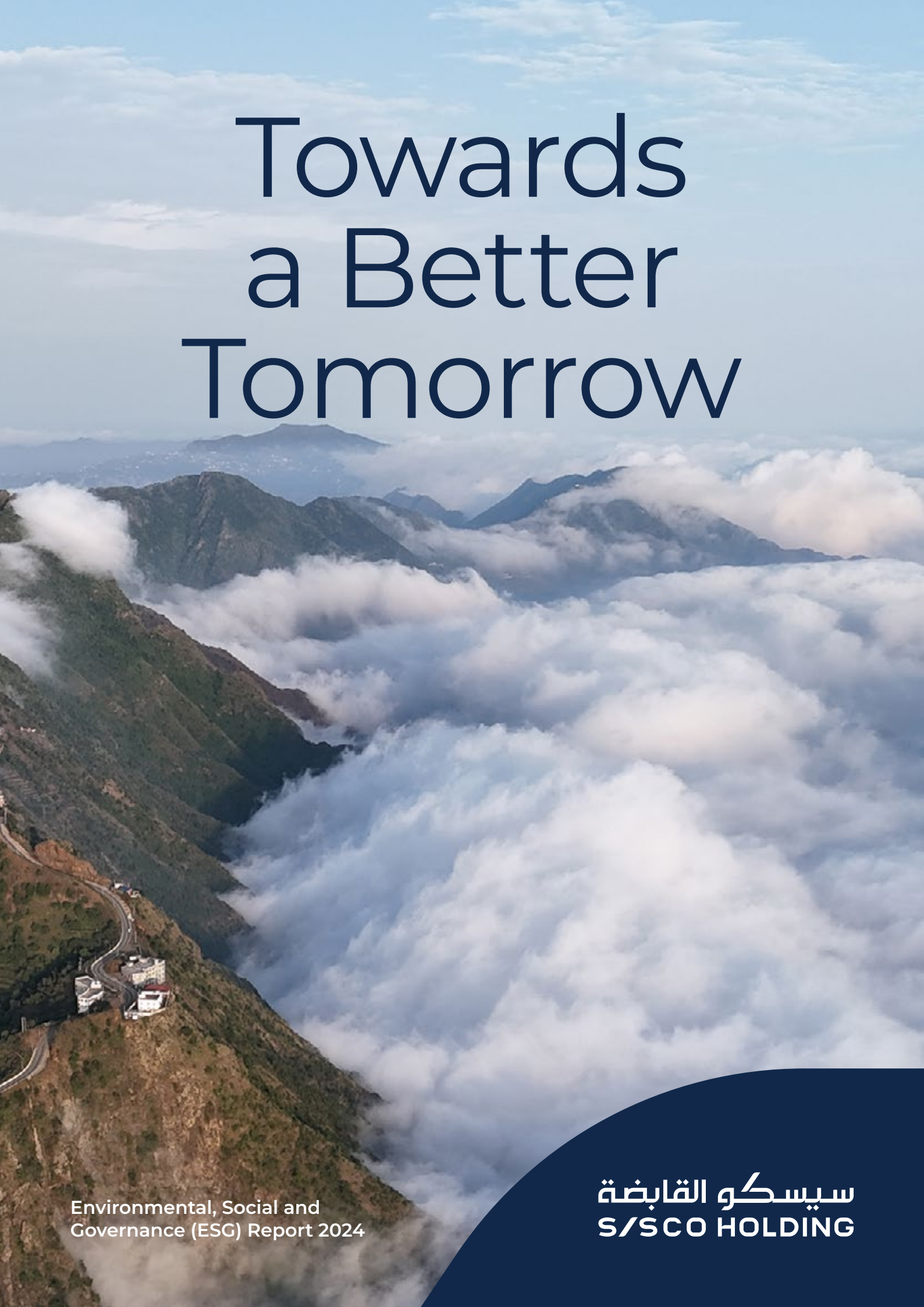
Towards a Better Tomorrow



Environmental, Social and Governance (ESG) Report 2024

سيسكو القابضة
S/SCO HOLDING

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About this report

SISCO Holding is pleased to present its 2024 ESG Report, highlighting progress on environmental, social, and governance topics of significance to its business and stakeholders. Covering the 2024 calendar year, the report reaffirms SISCO Holding's continued commitment to advancing ESG performance and driving sustainable transformation in the years ahead.

This report has been prepared in reference with the Global Reporting Initiative (GRI) Standards and aligns with leading frameworks, including the United Nations Sustainable Development Goals (UN SDGs), Saudi Arabia Vision 2030, and the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards.

Unless otherwise stated, the report and all disclosed data relate to the public joint stock company SISCO Holding, including its portfolio of seven companies operating across ports, logistics, and water infrastructure in the Kingdom of Saudi Arabia, the United Arab Emirates, Qatar, Bahrain, Oman, Kuwait, and Bangladesh.

Forward looking statements

This report contains certain forward-looking statements. All statements, other than statements of historical fact, are or may be deemed forward-looking statements. By their nature, forward-looking statements involve known and unknown risks and uncertainties that could materially affect expected results of operations, cash flow and business prospects, because they relate to events and depend on circumstances that will or may occur in the future. Readers should not place undue reliance on forward-looking statements, which speak only as of the date of this report.

Feedback

SISCO Holding invites stakeholders to share their feedback on this report and its broader ESG approach:

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Ports and Logistics

ELITE

S.A.TALKE
س.أ.تالكي

محطة بوابة البحر الأحمر
RED SEA GATEWAY TERMINAL

LogiPoint
تمكين الخدمات اللوجستية

اسناد ISNAD
شركة تشغيل الخدمات المساندة
Support Services Operation Company

Water

Kindasa
WATER SERVICES
كنداسة
لخدمات المياه

توزيع
TAWZEA

The chairman's message on our ESG journey

It is with great pride that I present the 2024 ESG Report, which reflects not only the progress of SISCO Holding, but also the remarkable transformation shaping the Kingdom.

As Saudi Arabia advances towards the ambitions of Vision 2030, the nation is redefining its position as a global hub for commerce, logistics, and sustainable growth. Within this dynamic landscape, SISCO Holding continues to act as a gateway to opportunity—strengthening connectivity, enabling prosperity, and delivering long-term value for all stakeholders.

Our strategy continues to align with the Kingdom's vision of economic diversification and social advancement. At the same time, we recognize that climate action has become an imperative. With the nation's 2030 and 2060 milestones drawing nearer, SISCO Holding is advancing its efforts to integrate low-carbon solutions, drive energy efficiency, and partner with our portfolio companies to implement practical decarbonization pathways. In doing so, we aim not only to mitigate risks but also to seize opportunities that position SISCO Holding as a driver of sustainable infrastructure across the region.

At the heart of this journey is our people. We are proud to be cultivating a workforce that reflects the ambitions of Vision 2030—empowering women, accelerating Saudization, and embedding diversity and inclusion across all levels of our organization. By investing in national talent, while embracing global perspectives, we are building teams equipped to deliver innovation, sustainability, and long-term competitiveness.

Looking ahead, SISCO Holding is committed to transparency, accountability, and the pursuit of innovation as we chart the next phase of our sustainability journey. With Vision 2030 as our compass, we will continue to integrate ESG into every aspect of our business, champion climate action, and unlock opportunities that strengthen the Kingdom's global position. Above all, we are dedicated to creating impact that endures, for our stakeholders, for our communities, and for future generations.

> **With the nation's 2030 and 2060 milestones drawing nearer, SISCO Holding is advancing its efforts to integrate low-carbon solutions, drive energy efficiency, and partner with our portfolio companies to implement practical decarbonization pathways.**

Aamer Abdullah Alireza
Chairman of the Board



A message from the managing director

In 2024, SISCO Holding advanced its role as a partner in the Kingdom's transformation, aligning our operations and investments with the ambitions of Vision 2030.

Across our portfolio, we took concrete steps to strengthen governance, deepen transparency, and embed ESG into business decision-making. Our progress reflects both the resilience of our operations and our determination to be an active contributor to Saudi Arabia's position as a global hub for logistics, infrastructure, and sustainable growth.

Strong governance remains the foundation of SISCO Holding's success. We continue to uphold the highest standards of ethics and compliance, ensuring that integrity guides every decision we make. Data privacy and the responsible management of information are central to maintaining the trust of our stakeholders, and we have strengthened processes to safeguard confidentiality across our operations. As such, continues to show resilience, discipline, and the ability to grow with confidence. This is evident in our steady increase in revenue, reflecting a solid 19.2% increase from 2023.

Our people are at the forefront of this journey. In 2024, female representation in our workforce was maintained at 3%, reflecting continued efforts to support gender diversity across the organization. Saudization reached approximately 22%, an increase from 21.2% in 2023 supported by targeted training and development programs designed to build local capacity while fostering diversity and inclusion across all levels of our organization. These achievements demonstrate our commitment to unlocking the potential of national talent while ensuring our workforce reflects the ambitions of the society we serve.

Climate action remains central to our agenda. This year we strengthened our decarbonization efforts by developing a SISCO Holding-wide carbon reduction action plan, advancing portfolio-level initiatives such as RSGT's GHG Reduction Master Plan, and achieving a 27.3% decrease in GHG emission intensity. These initiatives not only mitigate risks from rising energy costs and regulatory change but also position us to capture opportunities in low-carbon infrastructure and services, in line with the Kingdom's 2030 and 2060 climate goals.

Looking ahead, SISCO Holding will continue to sharpen its focus on operational excellence and sustainable growth. Through innovation, strong partnerships, and a culture of accountable governance, SISCO Holding is building the capacity to widen its impact, reinforce the Kingdom's role as a regional gateway, and generate lasting value for our stakeholders.

Eng. Saleh Ahmed Hefni
Managing Director



Report highlights

Sustainable environment and infrastructure

27.3%
Decrease in GHG emission intensity

7%
Decrease in energy intensity

50%
Reduction in water intensity

24%
Waste diverted from disposal

Empowering our people

22%
Saudization rate in 2024

32,546+
Training hours were delivered in 2024

19%
Increase in health and safety training hours

100%
Workers are covered by the Health and Safety Management System

Supporting our communities

1,588
Volunteering hours contributed in 2024

95%
Total procurement spent on local vendors

90%
Suppliers are local

25
CSR projects implemented

1.25m
Allocated for donations

Good governance and strong intuition

Zero
Corruption incidents in 2024

Zero
Cyber-attacks/ privacy breaches

Zero
Non-compliance with laws and regulations

1.25 bn
Revenue

98
Training hours delivered to board members

100%
Response rate to customer satisfaction surveys

SISCO HOLDING

Building leaders in infrastructure and services

Established in 1984, SISCO Holding is a publicly listed joint stock company committed to investing in and advancing ports, logistics and water services across Saudi Arabia. Since its listing on Tadawul in 2003, SISCO Holding has grown into one of the Kingdom's leading corporations, with substantial investments in the logistics, ports, and water sectors.

Vision

To be a premier infrastructure investor, building synergetic assets across the logistics value chain to drive sustainable growth and maximize shareholder value.

Mission

To develop a portfolio of value-accretive assets to support Saudi Arabia's ambitions as a globally competitive infrastructure and logistics hub.

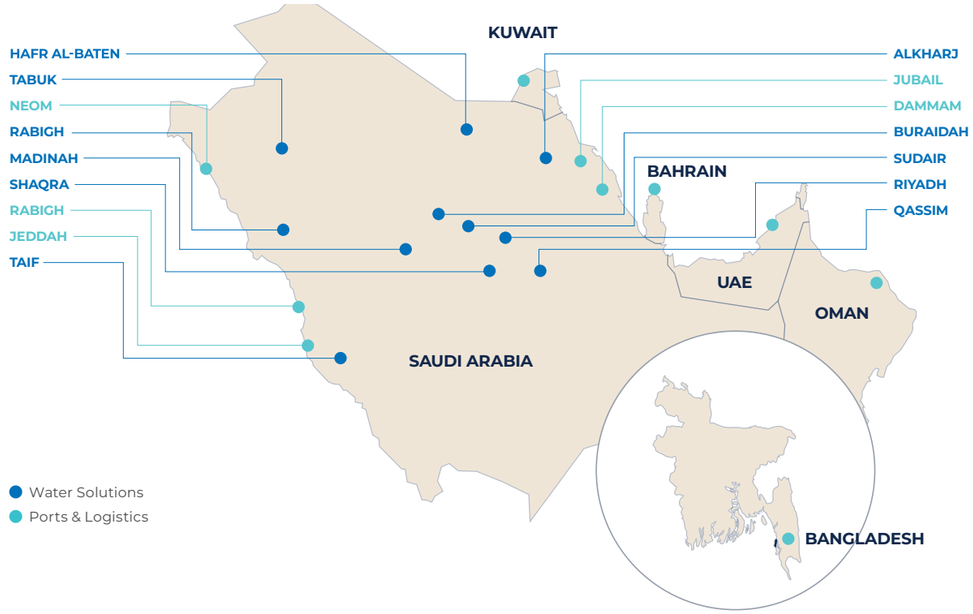
Our Values:

- Transparency
- Collaboration
- Accountability
- Stakeholder Sustainability

Renowned for its pioneering spirit, SISCO Holding has marked significant milestones throughout its 40-year journey. These include establishing Saudi Arabia's first private desalination plant, the first bonded and re-export zone, and the first privately developed and operated container terminal. Each of these world-class ventures has delivered strong financial value while contributing to sustainable growth and the Kingdom's economic prosperity.

Today, SISCO Holding operates as a diversified investment company with eight portfolio businesses spanning two key verticals: ports and logistics, and water solutions. As Saudi Arabia's first publicly listed full-cycle logistics and infrastructure investment company, SISCO Holding has built a strong track record of identifying, nurturing, and scaling industry leaders into national champions.

Our presence



Shaping the Future of Ports, Logistics, and Water

With AUM exceeding SAR 3 billion, SISCO Holding's portfolio is anchored in two strategic areas:

Ports & Logistics: As a key enabler of Saudi Arabia's Vision 2030, SISCO Holding has become a benchmark for efficiency and innovation in terminal operations. Red Sea Gateway Terminal (RSGT) is the Kingdom's largest and among the top-performing terminals worldwide. Complementing this strength, SISCO Holding's logistics arm continues to expand its reach, offering integrated solutions across warehousing, distribution, transportation, and value-added services to meet the Kingdom's rising trade and supply chain needs.

Water Solutions: In response to the region's growing water challenges, SISCO Holding's water companies are delivering advanced solutions in desalination, distribution, and wastewater treatment. Their expertise spans the supply of industrial and municipal water, alongside the operation and maintenance of vital infrastructure, including Independent Sewage Treatment Plants (ISTPs). Together, these efforts strengthen water security and sustainability across the region.

SISCO Holding's journey

1984:
Formation of the founding committee.

1988:
SISCO was established with a capital investment of SAR 59 million, with the aim of providing outsourced services for factories and businesses operating in Jeddah's industrial area.

2000:
SISCO pivoted to infrastructure investments, focusing on logistics and water services by establishing and incubating Greenfield companies. SISCO established the Saudi Trade and Export Development Company (TUSDEER), KSA's first private sector bonded and re-export zone.

2004:
SISCO Holding established ISNAD, to provide operational services in Jeddah and Riyadh industrial cities.

2006:
Tawzea was established as a joint venture between SISCO Holding and AMIANTIT.



Phase 1 Beginnings (1984-1999)



Phase 2 Incubation (2000-2014)

1989:
SISCO Holding decided to focus on four industrial services covering catering services, medical center that provided medical services for workers in the industrial area, vehicle maintenance services and operating two gas stations.

1990:
SISCO expanded four industrial services, including catering, medical services, vehicle maintenance, and the operation of two gas stations to Jeddah and Riyadh region.

2001:
The establishment of Kindasa, the first private sector seawater desalination plant.

2002:
SISCO Holding became the first infrastructure company to be traded on the Saudi Arabia main stock market "Tadawul".

2007:
The establishment of Red Sea Gateway Terminal (RSGT), Saudi Arabia's first private sector Build-Operate-Transfer Container Terminal.

SISCO Holding invested in S.A. TALKE, a specialized petrochemical logistics solutions provider.

2009:
RSGT commenced operations.

2015:
SISCO launched its first 5-year strategy, rebranding itself as a holding company.

2016:
TUSDEER rebranded as LogiPoint. SISCO Holding increased its stake in KINDASA by 5%.



Phase 3 Scaling and Consolidation (2015-2020)



Phase 4 – Transformation (2021-2026)

2019:
RSGT signed a new 30-year concession to operate the north container terminal.

2020:
Tawzea signed a concession to operate the Saudi Arabia's first Independent Sewage Treatment Plant (ISTP) in Taif.

2021:
SISCO launched its second five-year strategy, the 6x26 Strategy, positioning itself as a long-term strategic infrastructure investment holding company. SISCO completed the development of its ESG Initiatives Framework. SISCO sold a 21.2% stake in RSGT to COSCO and PIF. Green Dome Investments acquired shares in ELITE logistics.

2022:
SISCO established Red Sea Port Development International (RSPDI) and Red Sea Gateway Terminal International (RSGTI), its investment vehicles focused on international expansion.

2023:
SISCO Holding changed its name to Sustained Infrastructure Company (SISCO Holding).

SISCO Holding completed the purchase of 31.7% stake in the logistics investment fund "Green Dome" from its subsidiary LogiPoint, to deepen its penetration of the logistics services space.

SISCO Holding crosses SAR 1 billion revenue mark for the first time in its history.

Expansion to Chittagong port in Bangladesh.

Signing of a Five-Year Contract Extension by Kindasa.

2024:
SISCO Holding adopted a new logo and visual identity in line with its new name and strategic direction as an investment holding company.

Learn more about SISCO Holding
See the business model

Advancing national priorities

SISCO Holding contributes to Saudi Arabia's Vision 2030 by enabling the goals of the National Industrial Development and Logistics Program (NIDLP).
Its role extends beyond infrastructure investment to creating the connectivity, efficiency, and regulatory alignment that position the Kingdom as a global logistics hub.

By delivering integrated logistics and supply chain solutions to industries such as petrochemicals, construction, and manufacturing, SISCO Holding helps strengthen trade corridors, attract investment, and accelerate economic diversification. In doing so, it supports both national priorities and long-term sustainable growth.

Learn more about Vision 2030
Learn more about SISCO Holding's contribution



Integrating sustainability across SISCO Holding

Sustainability is embedded at the core of SISCO Holding's vision, mission, and operating model, reflecting its role in supporting long-term economic resilience in Saudi Arabia and the wider region.

By integrating sustainability into its strategy, SISCO Holding not only mitigates risk but also strengthens its competitive edge, enabling entry into new markets, improved business performance, and the creation of lasting value for stakeholders — including customers, employees, investors, partners, and society.

Our strategic approach

In 2024, SISCO Holding transitioned from a framework-based approach to a comprehensive Sustainability Strategy shaped by its latest materiality assessment, evolving stakeholder expectations, and global ESG trends. This shift moves beyond defining ESG priorities to embedding them within a structured, long-term strategy that supports sustainable value creation across the Group.

The strategy provides a roadmap for advancing ESG performance while ensuring alignment with Saudi Vision 2030 and the UN SDGs. It translates ambitions into measurable objectives and actionable plans that guide subsidiaries and portfolio companies, enabling consistent implementation, tracking, and accountability. Each of the five ESG pillars—**Thriving and Inclusive Culture, Climate Resilience, Transformation through Innovation, Maximizing Social Impact, and Governance & Ethics**—is directly aligned with national priorities and international best practices, serving as a foundation for strategic objectives such as talent development, decarbonization, technological innovation, responsible procurement, and transparent governance.

Managing the ESG Group

In 2024, SISCO Holding strengthened its commitment to ESG through the establishment of a dedicated ESG Group with participation from across its portfolio companies. This cross-functional group is the cornerstone of the Group's sustainability governance, acting as the driving force behind embedding ESG considerations into corporate strategy. The ESG Group is responsible for coordinating the implementation of SISCO Holding's refreshed ESG framework, material topics and KPIs; overseeing Group-wide ESG data collection and reporting through a new digital platform; and supporting the development and delivery of tailored ESG action plans for SISCO Holding and each portfolio company. By bringing together representatives from ports, logistics and water solutions businesses, the ESG Group provides a structured forum for sharing best practices, aligning decarbonization and community initiatives, and raising ESG awareness across the organization. ESG-related policies and key decisions are escalated via Executive Management to the Board of Directors, which oversees sustainability, ensuring robust governance and clear accountability for ESG performance.

Learn more about our sustainability approach

سيسكو القابضة
SISCO HOLDING

Pioneering transformational investment in infrastructure to maximize shareholder value and realise vision 2030

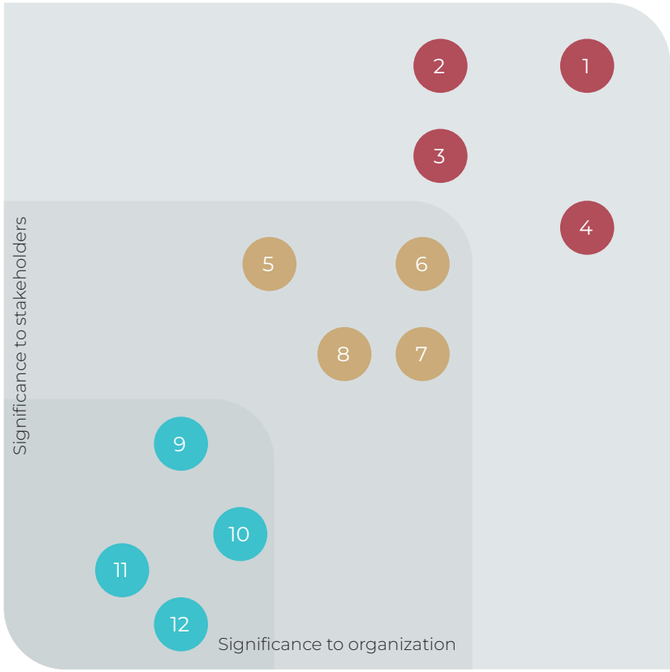
Thriving and inclusive culture	Climate resilience	Transformation through innovation	Maximizing Social Impact	Governance & ethics
· Talent Attraction, Development, and Retention · Health, Safety, and Wellbeing · Diversity and Equality	· Climate Change and Emissions · Integrated Environmental Resource Management and Restoration	· Innovation and Smart Technology · Cybersecurity	· Social Impact · Human Rights · Sustainable Procurement	· Transparent Governance and Internal Control · Responsible Investments
Create a safe and inclusive culture that attracts and retains talent, by ensuring all employees feel respected and valued with equal access to opportunities.	Implement decarbonisation and resource management plans aligned to Vision 2030, National transformation program and international standards and best practices.	Drive the trial and adoption of cutting-edge technologies that transform business as usual to Maximize sustainable service delivery.	Maximize positive social impact and shared value creation, by actively supporting local suppliers, upholding human rights and implementing initiatives that address local needs and priorities.	Create sustainable shareholder value creation, with the support of robust governance mechanisms that ensure the transparent and effective management of environment and social risks and opportunities.

Defining our material topics

SISCO Holding takes a proactive approach to identifying and managing the issues that shape its business and relationships with stakeholders.

Following the refresh of its sustainability framework, SISCO Holding redefined its material topics to ensure they reflect emerging risks, opportunities, and evolving stakeholder expectations.

The updated list of 12 material topics is structured by level of importance, as follows:



1 Transparent Governance and Internal Control
2 Health, Safety, and Wellbeing
3 Climate Change and Emissions
4 Talent Attraction, Development, and Retention
5 Social Impact
6 Data Privacy and Cybersecurity
7 Innovation and Smart Technology
8 Integrated Resource Management
9 Sustainable Procurement
10 Responsible Investments
11 Diversity and Equality
12 Human Rights

Looking ahead, SISCO Holding will periodically review and refresh its material topics to reflect emerging risks, opportunities, and stakeholder expectations.

For details on stakeholder engagement, please refer to page 103.

01 Climate resilience

Climate resilience

SISCO Holding is committed to building long-term climate resilience by aligning its operations with the Kingdom's sustainability goals, including the target of achieving net-zero emissions by 2060 under the Saudi Green Initiative. The company continues to reduce its environmental footprint through responsible waste and water management, while advancing innovative technologies that enable cleaner, more efficient operations and contribute to a low-carbon future.

Chapter highlights

27.3%
decrease in GHG emission intensity

50%
reduction in water intensity

7%
decrease in energy intensity

24%
of waste diverted from disposal

Sustainability framework material topics

- Climate change and emissions
- Integrated resource management

UN SDGs:



Saudi Arabia Vision 2030 pillar

A Vibrant Society

Climate change and emissions

SISCO Holding acknowledges that climate change presents both strategic risks and potential opportunities across its operations. In response to increasing physical risks and evolving regulatory landscapes, the company is proactively integrating climate considerations into its investment strategies and operational planning.

In 2024, SISCO Holding strengthened its alignment with the Saudi Green Initiative by advancing low-carbon solutions and supporting portfolio companies in their decarbonization efforts. Through innovation and strategic partnerships, the company aims to mitigate climate-related risks while capturing opportunities that support the Kingdom's net-zero 2060 target.

Building the path to net zero

In 2023, SISCO Holding established a comprehensive GHG inventory, defining organizational boundaries and a consolidation approach covering both operational and portfolio emissions. Building on this foundation, the company is advancing a carbon reduction action plan in 2024, while exploring decarbonization pathways for its most carbon-intensive operations and assessing climate risks across its logistics, water, and terminals sectors.

As part of its decarbonization strategy, RSGT has developed a GHG Reduction Master Plan that outlines a clear roadmap to achieving carbon neutrality by 2040. The plan is built on a 2023 baseline of approximately 62,000 tons of CO_2e (Scope 1 and 2) and includes a broad range of actions in energy efficiency, renewable energy adoption, equipment modernization, and integrated energy management. The initiative aligns with Vision 2030 and the International Maritime Organization's decarbonization goals and is expected to deliver both environmental and economic value over the long term.

LogiPoint continued to advance its environmental stewardship in 2024 through the implementation of several on-the-ground sustainability initiatives across its logistics parks, including a significant expansion of tree plantation efforts achieving a 20% increase at Jeddah Islamic Port (JIP) and a 100% increase at the Jeddah Logistics Hub (JLH) compared to the previous year.

As a result, SISCO Holding's GHG emission intensity improved significantly in 2024, with a notable decrease of 27.3%, from 33 tCO_2e per employee in 2023 to 24 tCO_2e per employee.

GHG Emissions	2023	2024
Direct GHG emissions (Scope 1) (tonnes of CO_2eq)	72,865*	67,238
Indirect GHG emissions (Scope 2) (tonnes of CO_2eq)	104,124*	62,987
Total GHG emissions (tonnes of CO_2eq)	176,990*	130,225
GHG emission intensity (tonnes of CO_2eq/employee)	33*	24

*Numbers have been restated for accuracy.

Case Study

A New Sustainable Home

In 2024, SISCO Holding relocated to a new corporate office as part of a strategic decision centered on employee wellbeing, accessibility, and operational effectiveness. The relocation was informed by an internal assessment of employee commuting distances, with the new location selected to better align with the majority of employees' residences, supporting work life balance and daily convenience.

In addition, the office was deliberately positioned closer to a main road alongside other banks and financial institutions. This location enhances accessibility for employees, visitors, and stakeholders, while strengthening SISCO Holding's presence within the business community. This move reflects the company's people first approach, prioritizing employee comfort, ease of access, and a supportive working environment, while enabling efficient operations and stronger stakeholder engagement.



Case Study

Greening the Future – Tawzea's Tree Planting Initiative

As part of its commitment to environmental sustainability and in alignment with Saudi Vision 2030 and the Saudi Green Initiative, Tawzea launched an ambitious tree planting program in 2024. The initiative involved planting 4,000 trees in Tabuk and an additional 4,000 trees in Buraidah. This effort not only contributes to enhancing local ecosystems but also supports broader environmental goals by improving air quality, promoting biodiversity, and helping combat climate change in these regions.



Integrated environmental resource management and restoration

SISCO Holding's Health, Safety, Environment, and Security (HSES) Policy sets a clear direction for protecting the environment and managing natural resources responsibly. The policy is backed by a structured Environmental Management System (EMS), with five of the seven portfolio companies maintaining ISO 14001:2015 certification.

In 2024, SISCO Holding is building on this foundation by enhancing environmental standards, expanding best practices across its portfolio, and reinforcing a culture of continuous improvement.

Several portfolio companies have established tailored processes to further strengthen environmental management. LogiPoint, RSGT, S.A. TALKE, and ISNAD, for example, integrate their Environmental Management Systems (EMS) within broader Health, Safety, and Quality Management frameworks that incorporate detailed environmental aspects, impact assessments, and risk registers. Kindasa also maintains comprehensive Quality and Environmental policies to ensure full compliance with ISO standards, reinforcing consistent environmental performance across the Group.

RSGT is continuing to advance its compliance with the National Center for Environmental Compliance (NCEC) requirements. In 2024, the company initiated the process of collecting and validating environmental performance parameters necessary for obtaining its Environmental Permit to Operate (EPO). This work is underway and is expected to be completed with permit issuance anticipated by December 2025. This ongoing effort reflects RSGT's commitment to meeting national environmental regulations and strengthening responsible environmental management across its operations.

Similarly, Tawzea enhanced its operational excellence by developing a comprehensive Integrated Management System (IMS) Policy and Manual to guide company-wide processes related to quality, environment, health, and safety. The IMS ensures consistency, compliance with international standards, and a culture of continuous improvement across all operations, reinforcing SISCO Holding's commitment to integrated resource management and sustainable growth.

Building on this foundation, Tawzea implemented Standard Operating Procedures (SOPs) and detailed Work Instructions for all operation and maintenance activities, ensuring efficient and consistent performance across its sites. The company also introduced dedicated QHSE SOPs to standardize Quality, Health, Safety, and Environmental practices, strengthening accountability and alignment with international best practices.

Case Study

Driving Environmental Excellence at S.A. TALKE

S.A.TALKE exemplifies SISCO Holding's commitment to environmental responsibility through its robust implementation of ISO 14001:2015 standards and a proactive sustainability agenda. As part of its Integrated Management System (IMS) policy, environmental stewardship is embedded into routine operations, with regular weekly, monthly, and quarterly campaigns to raise awareness and promote best practices across its sites and workforce.

In June 2024, S.A. TALKE marked World Environment Day by conducting a toolbox talk and awareness sessions under the global theme "Land Restoration, Desertification, and Drought Resilience." The company also led a large-scale Clean Up Drive Campaign at Jubail Corniche, organized by its HSSEQ and Sales and Marketing departments. Supported by employees from multiple project sites, the team successfully collected 1.6 tons of waste, demonstrating strong employee engagement and real environmental impact.

S.A. TALKE continues to drive sustainability through initiatives such as the Operations Clean Sweep (OCS) program, resource conservation measures including electricity and water saving, and GPS enabled vehicle fuel efficiency tracking, all aimed at minimizing its environmental footprint and optimizing operational efficiency.

These collective efforts reflect S.A. TALKE's leadership in environmental performance and its integral role in advancing SISCO Holding's broader sustainability goals.

Case Study

Fueling Efficiency Reinvented

As part of RSGT's commitment to integrated environmental resource management, the Infrastructure and Operations teams optimized the fueling process for Yard Cranes (YCs) to reduce energy waste and improve efficiency. Previously, each refueling required extensive manual effort, taking about eight minutes per cycle and causing unnecessary idling and fuel handling time.

Through the activation of a lower fueling point and the redesign of the refueling workflow, RSGT reduced fueling time per YC by 25%—from eight to six minutes—saving 586 man-hours annually while minimizing idle energy consumption and improving operator safety.

This initiative demonstrates how small, targeted improvements can lead to significant environmental and operational gains. By integrating efficiency, safety, and resource conservation, RSGT continues to advance its approach to sustainable terminal management and environmental stewardship.



Energy stewardship across operations

SISCO Holding is taking a strategic approach to energy management across its operations, recognizing both the risks and opportunities presented by rising energy costs and evolving regulations.

In line with the Saudi Green Initiative, the company is advancing energy efficiency, integrating low-carbon solutions, and supporting portfolio companies in reducing energy consumption. Through innovation and collaboration, SISCO Holding aims to enhance operational resilience while contributing to the Kingdom's net-zero 2060 target.

Energy Innovation

Energy efficiency is not only a cornerstone of SISCO Holding's net zero ambition, but also a driver of long-term operational resilience. In 2024, portfolio companies are building on earlier initiatives by scaling energy-saving measures and integrating renewable solutions into core operations.

Kindasa made a significant advancement in 2024 by installing an energy recovery system in a newly refurbished reverse osmosis unit, the first step in a broader plan to upgrade the entire plant with advanced energy recovery technologies.

Total direct energy consumption (GJ)



*Figure restated.

This initiative, coupled with achieving ISO 50001:2018 certification, underscores Kindasa's commitment to systematically reducing energy consumption, lowering operational costs, and minimizing its carbon footprint.

According to the latest report from the Saudi Energy Efficiency Centre (SEEC), Kindasa achieved a 2% reduction in its Specific Electrical Consumption (SEC), decreasing from 4.87 kWh/m³ in 2023 to 4.77 kWh/m³ in 2024. This improvement is the result of ongoing efforts in process optimization, targeted equipment upgrades, and robust energy management initiatives. The reduction not only signifies tangible energy savings but also contributes directly to lowering the company's carbon footprint and promoting responsible resource use across the Group.

These efforts illustrate how SISCO Holding is moving beyond isolated upgrades toward a systematic approach to energy innovation, one that improves efficiency, reduces emissions, and positions the company as a leader in sustainable logistics and infrastructure.

2%

Kindasa achieved a 2% reduction in its Specific Electrical Consumption (SEC)

Energy Consumption*	2023	2024
Direct energy consumption		
Total fuel consumption (L)	27,254,378**	25,460,883
Petrol consumption from vehicles (L)	1,018,671**	1,715,786
Diesel consumption from operations (L)	22,932,862**	19,997,243
Diesel consumption from vehicles (L)	3,274,416**	3,748,054
Total direct energy consumption (GJ)	1,038,582**	962,886
Indirect energy consumption		
Electricity consumption (branches, offices, etc.; kWh)	573,162**	548,654

*SISCO Holding's 2023 results have been restated to reflect a more accurate calculation methodology.

* As per SISCO Holding's 2023 updated GHG Inventory, a Financial Control approach has been adopted. Accordingly, Scope 1 and 2 GHG emissions encompass SISCO Holding and its subsidiaries, specifically RSGT, ISNAD, LogiPoint, and Kindasa. The energy consumption data is also reported within this same boundary.

**Figure restated.

Case Study

Driving Sustainability Through Smart Energy

Rising diesel costs posed a significant challenge for RSGT, impacting budgets and increasing environmental footprint. To address this, the team aimed to reduce utilities cost per TEU from 6.2 to 5 SAR while cutting diesel use and emissions.

Through energy analysis, process optimization, and a shift from diesel generators to grid electricity, the terminal achieved monthly savings of ~117K SAR (~1.4M SAR annually) and reduced fuel consumption and GHG emissions.

This initiative highlights how smart energy management can transform cost pressures into sustainable operational gains, underscoring RSGT's commitment to efficiency and environmental stewardship.

Case Study

Illuminating Efficiency

At RSGT, the Infrastructure Team introduced the "Illuminating Efficiency" project to cut unnecessary lighting energy use across workshops, offices, and shared areas. Traditional LEDs were running 24/7, driving up costs and reducing fixture life. By replacing them with motion-sensor LED lighting, illumination is now provided only when needed.

This simple upgrade reduced energy consumption by 45%, saving 5,954 SAR annually, while also extending light lifespan. The initiative showcases RSGT's commitment to smart, sustainable improvements proving that sometimes the brightest solutions are the ones that use less energy.

Sustaining SISCO Holding's water resources

SISCO Holding is advancing responsible water management by deploying water-saving technologies, strengthening leakage prevention and maintenance, and expanding water reuse and recycling systems.

In the context of increasing water scarcity across the region, effective water management has become critical to ensuring long-term resource sustainability and operational resilience.

For instance, LogiPoint has introduced water reuse initiatives by capturing condensate from air conditioning units and repurposing it for landscaping irrigation and facility cleaning, significantly reducing freshwater consumption. Meanwhile, Kindasa continues to prioritize the shift from water truck deliveries to its pipeline network, improving distribution efficiency and lowering environmental impact. In 2024, Kindasa successfully reduced water truck sales from 28% to 15% of total water sales, with the majority of volume now supplied via pipeline. This transition has markedly decreased Kindasa's carbon footprint and contributed to a more sustainable and efficient water management system.

Complementing these efforts, Tawzea advanced its environmental sustainability initiatives through strategic infrastructure developments and strengthened water quality management. The company inaugurated a state-of-the-art wastewater and industrial wastewater treatment plant in Al-Madina Al-Munawwara, enhancing the region's water treatment capacity and support responsible water resource management in alignment with Saudi Arabia's Vision 2030. Tawzea also launched a new water treatment plant in Jeddah's 2nd Industrial City, along with the industrial and irrigational pumping station serving both the 2nd and 3rd Industrial Cities. Together, these projects significantly contribute to the sustainable development of key industrial zones, reinforcing Tawzea's commitment to environmental stewardship and efficient resource utilization across the Kingdom.

In parallel, Tawzea strengthened its water quality assurance framework by continuously monitoring and benchmarking key parameters across all sites. The company collaborates with accredited external laboratories to ensure full compliance with local regulations, safeguard public health, and maintain the highest standards of water quality and reliability.

As a result of these collective initiatives, SISCO Holding's water consumption intensity decreased by approximately 50% in 2024, from 11,297 m^3 per employee in 2023 to 5,708 m^3 per employee, reflecting enhanced efficiency and progress in sustainable water management across its subsidiaries.

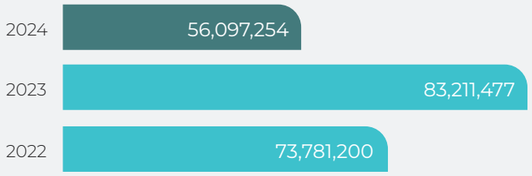
50%

decrease in SISCO Holding's water consumption intensity

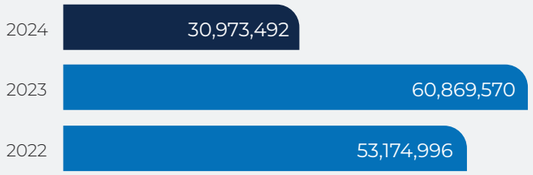
Water Consumption	2022	2023*	2024
Total water withdrawal (m^3)	73,781,200	83,211,477	56,097,254
Total water discharge (m^3)	20,587,531	22,320,919	25,123,762
Total water consumption (m^3)	53,174,996	60,869,570	30,973,492
Recycled wastewater (m^3)	36,533,600	37,660,000	35,018,374
Water consumption intensity (m^3/employee)	25,032	11,297	5,708

*2022 and 2024 data for water consumption excludes Elite.
*Data for water withdrawal excludes SISCO Holding. 2022 data exclude S.A. TALKE.
*Data for water discharge excludes SISCO Holding. 2022 data exclude S.A. TALKE.
*Data for recycled wastewater excludes SISCO Holding.
*Data for water consumption intensity excludes SISCO Holding. 2022 data exclude S.A. TALKE.
*2022 and 2023 figures for water consumption have been restated due to changes in calculation methodology.

Total water withdrawal (m3)



Total water consumption (m3)

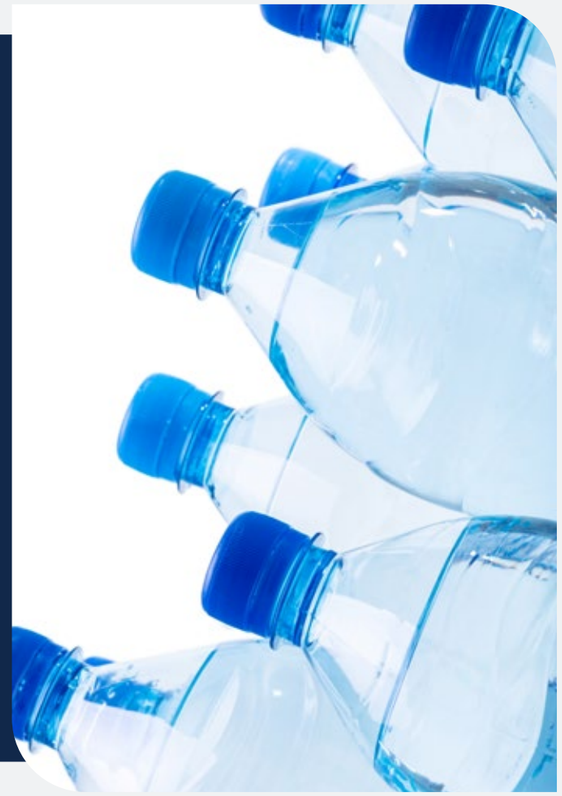


Case Study

Enhancing Water Infrastructure in Partnership with MODON

In a strategic move to strengthen water service delivery in industrial zones, Tawzea entered into a three-year agreement with MODON to oversee the operation and marketing of drinking water services across key industrial cities in Saudi Arabia.

This collaboration aims to significantly improve the quality and availability of potable water in these vital economic areas, playing a crucial role in supporting both current industrial activity and future growth. By advancing the reliability and reach of essential water infrastructure, the initiative reflects Tawzea's ongoing commitment to enabling sustainable industrial development throughout the Kingdom.



Driving circular waste solutions

Evolving regulations and rising disposal costs are accelerating the need for advanced waste management solutions. In response, SISCO Holding is strengthening its focus on circular economy practices that minimize environmental impact, recover value from resources, and support long-term sustainability. SISCO Holding monitors a range of hazardous and non-hazardous waste streams.

In 2024, LogiPoint further advanced its sustainability efforts by reducing waste generation through the phase-out of single-use items, including plastic water bottles, disposable cups, and printed business cards, supporting a more sustainable operational culture across its sites. Tawzea implemented a paper reduction initiative, transitioning from physical forms and reports to electronic copies that are easier to manage, store, and share. This digital shift has significantly reduced paper consumption and improved operational efficiency.

In the same year, Elite launched a sustainable cardboard recycling initiative aimed at minimizing waste generated by its business activities. Partnering with a local recycling company in Qatar, Elite ensured the efficient collection and recycling of cardboard materials, significantly reducing landfill contributions. Elite also collaborated with Emirates Environmental Group (EEG) to participate in the One Root, One Communi-Tree Project in the UAE, successfully collecting 3,540 kilograms of paper for recycling. These initiatives reflect Elite's ongoing commitment to responsible waste management and align with SISCO Holding's broader efforts to reduce environmental impact across its portfolio.

Together, these initiatives have contributed to a significant reduction in overall waste generation across SISCO Holding's portfolio. In 2024, total waste generation declined by approximately 85%, from 21.97 million kg in 2023 to 3.62 million kg, reflecting enhanced efficiency, improved segregation practices, and ongoing efforts to minimize waste at the source.

Waste	2022	2023*	2024
Total waste generated (kg)	7,813,852	21,974,261	3,621,151
Total amount of non-hazardous waste generated (kg)	7,680,786	21,901,133	1,679,936
Total amount of hazardous waste generated (kg)	133,066	73,128	1,941,215
Waste diverted from disposal (kg)	287,148	12,354,156	851,451
Non-hazardous (kg)	156,216	12,281,058	824,336
Hazardous (kg)	130,932	73,098	27,115
Waste directed to disposal (kg)	7,526,704	9,620,105	2,769,700
Non-hazardous (kg)	7,524,570	9,620,075	855,600
Hazardous (kg)	2,134	30	1,914,100

*Numbers have been restated for accuracy.

Case Study

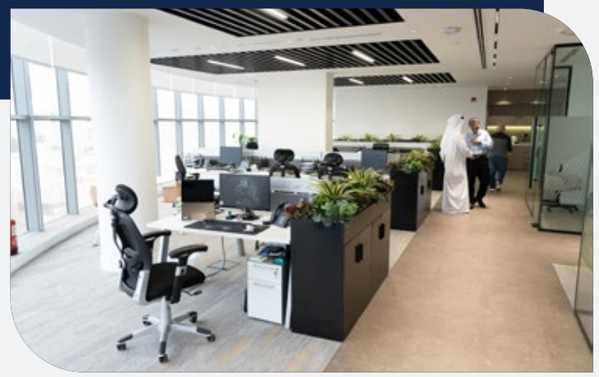
Greener Habits, Smarter Offices

In 2024, SISCO Holding implemented a series of practical, sustainability-focused initiatives across its offices—each contributing to a more responsible and environmentally conscious workplace.

As part of its ongoing commitment to reducing waste, the company eliminated the use of disposable paper cups and plastic water bottles across its facilities. These changes encourage the adoption of reusable alternatives, helping to significantly reduce single-use waste while promoting more sustainable and health-conscious habits among employees and visitors.

At the same time, SISCO Holding accelerated its shift toward a paperless environment. By digitizing internal processes and reducing paper consumption across operations, the company improved efficiency and further minimized its environmental footprint, advancing its digital-first strategy.

Together, these initiatives reflect SISCO Holding's broader approach to sustainability: embedding thoughtful, measurable actions into daily operations to drive long-term impact.



84%

Approximate decline in total waste generation

Total waste generated (kg)

Total amount of non-hazardous waste generated 2024 (kg)

1,679,936

Total amount of hazardous waste generated 2024 (kg)

1,941,215

02 Thriving and inclusive culture

Thriving and inclusive culture

SISCO Holding places its workforce at the core of its success. The company is dedicated to fostering a diverse, skilled, and high-performing team within a safe and inclusive environment. Through targeted training, development programs, and competitive benefits, SISCO Holding strives to empower its employees, emphasizing the advancement of opportunities for Saudi nationals and women as part of its commitment to sustainable growth.

Chapter highlights

22%
Saudization rate in 2024

19%
Increase in Health and Safety training hours

32,546+
Training hours were delivered in 2024

100%
Workers covered by the Health and Safety Management System

Sustainability framework material topics

- Talent attraction, development, and retention
- Health, safety, and wellbeing
- Diversity and equity

UN SDGs:



Saudi Arabia Vision 2030 pillar



Talent attraction, development, and retention

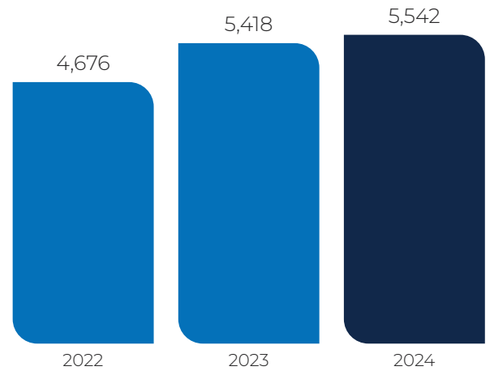
Talent remains a core enabler of SISCO Holding's long-term success and competitiveness. The Group's ability to attract, develop, and retain high-calibre professionals directly supports its strategic objectives, operational excellence, and capacity for innovation.

In alignment with Saudi Arabia's Vision 2030, SISCO Holding continues to prioritize the creation of high-quality employment opportunities for Saudi nationals, while also investing in the development of local capabilities across its businesses. The Group's workforce strategy is designed to build a strong pipeline of skilled talent, ensure leadership continuity, and cultivate a culture of performance, accountability, and inclusion.

Reflecting SISCO Holding's ongoing efforts to build a resilient, inclusive workforce, 2024 saw total headcount across portfolio companies reach 5,542. Workforce stability remained strong, with a steady turnover rate of 15.2%. Progress toward diversity and nationalization was also evident: the number of women employed grew by more than 3% to 146.

For a detailed breakdown of workforce demographics and diversity indicators, see page 107.

Total number of employees (#)



3%
Growth in women employed

Workforce	2022	2023	2024
Total number of employees (#)	4,676	5,418	5,542
Full-time employees (#)	4,676	5,418	5,542
Part-time employees (#)	0	0	80

Workplace standards

SISCO Holding is committed to cultivating a workplace culture built on transparency, accountability, and mutual respect—ensuring a safe and inclusive environment for all employees.

Human resources policies are closely aligned with the Group's corporate strategy and fully comply with Saudi Labor Law, reinforcing fair and ethical employment practices. These policies promote equal opportunities for career progression and provide a comprehensive benefits package, including housing, education support, transportation, communication allowances, performance-based bonuses, health insurance, and loyalty rewards for long-serving employees.

During onboarding, new employees receive detailed briefings on core policies and procedures, including the Code of Conduct and Work Ethics, Health, Safety, Environment, and Security (HSES), Anti-Discrimination, Anti-Bribery and Corruption, Anti-Fraud, Behavior Improvement and Consequence Management, Grievance Mechanisms (Employee Voice), and Whistleblowing protocols. Subsidiaries adapt these to their operational needs—for example, S.A. TALKE issues an Employee Handbook, while Elite provides a Culture Guide and Talent Management and Development Policy.

Building on the Human Resources (HR) Policy enhancements introduced in 2023, which clarified grading structures, job titles, performance management, and benefits, SISCO Holding advanced its commitment to fairness and inclusion in 2024. The Group updated its HR Handbook to ensure full alignment with Saudi Labor Law, strengthening policies that promote equal opportunity and prohibit discrimination based on race, ethnicity, gender, marital or parental status, creed, disability, age, or political belief.

The 2024 updates also explicitly ban all forms of personal, sexual, racial, and age-related harassment, with particular emphasis on protecting vulnerable groups such as women and persons with disabilities. These measures reinforce a safe and respectful environment for all employees, supported by the continued use of Objectives and Key Results (OKRs) to align individual performance with organizational goals.

Extending this commitment across the value chain, LogiPoint has taken proactive steps to address potential human rights risks linked to child labor and hazardous work involving young workers. The company identified higher-risk operations and suppliers and introduced enhanced oversight measures, including supplier audits, contractual safeguards, and internal due diligence.

Finally, Kindasa enhances policy awareness by issuing regular email communications to employees and business partners. These updates cover topics such as EHS, cybersecurity, Whistleblowing, and new company policies—ensuring clarity, consistency, and active engagement across the organization.

For further details, please refer to the publicly available policy commitments: the **SISCO Holding HR Handbook** and the **Saudi Labour Law.**



Employee training and growth

SISCO Holding's comprehensive training and development initiatives are designed to equip employees with the skills and knowledge required to perform effectively while supporting their individual career growth and professional aspirations.

In 2024, the Group delivered a total of 32,546 training hours, averaging 6 hours of training per year per employee. The curriculum encompassed a broad range of subjects, including investor and communication management, Project Management Professional (PMP) certification, first aid, management training, and other soft skills. Notably, 172 hours were dedicated specifically to sustainability-related training, reflecting SISCO Holding's commitment to embedding sustainable practices across its workforce.

For detailed training data, refer to page 108.

Each year, a comprehensive training and development plan is developed in line with SISCO Holding's corporate Training Policy. The plan is informed by performance appraisals, managerial assessments, and skills gap analyses, with employees nominated for programs based on individual needs, leadership evaluations, and succession planning priorities. Stakeholder engagement further shapes the strategy, with employee feedback from surveys, town halls, and manager reviews ensuring that programs remain relevant to workforce needs and business objectives.

Each year, a comprehensive training and development plan is developed in line with SISCO Holding's corporate Training Policy."

In addition to formal programs, SISCO Holding emphasizes function-specific training that enhances on-the-job learning and supports commercial engagement. Employees receive coaching, feedback, and practical exposure throughout key projects, guided by functional leadership. All internal and external training nominations are reviewed in collaboration with performance managers to ensure alignment with role requirements, performance needs, and organizational priorities. This structured nomination process ensures that training investments are strategic, targeted, and beneficial to both employee development and business performance.

Training	2022	2023	2024
Total hours (#)	79,274	83,373	32,546
Total hours for female employees (#)	15,018	18,365	3,464
Total hours for male employees (#)	58,830	61,391	26,674
Average hours per employee (#)	17	15	6
Total hours of training on sustainability aspects	339	470	172

*Data for total hours of training for male and female employees excludes Elite. 2022 data excludes ISNAD.

*Data for total hours of training on sustainability aspects exclude RSGT and Kindasa.

*Data for hours per employee on sustainability exclude Kindasa.

Training is delivered through a balanced mix of induction sessions, on-the-job learning, and mandatory internal and external courses."

Training is delivered through a balanced mix of induction sessions, on-the-job learning, and mandatory internal and external courses. To measure effectiveness, each program is followed by evaluations completed jointly by employees and managers, with outcomes feeding directly into personal development plans.

To remove barriers to participation, SISCO Holding offers financial and logistical support for development, including an annual education allowance, paid exam leave, and coverage of fees, travel, and accommodation for external training. Employees also benefit from an online career-path planning tool that enables them to set and monitor long-term development goals.

Underperformance is addressed through mandatory training deadlines, tailored coaching, and performance improvement plans, while outcomes are monitored through regular reviews and digital tracking of Objectives and Key Results (OKRs) and Key Performance Indicators (KPIs). Effectiveness is further assessed using indicators such as training hours per employee and program completion rates, with lessons learned feeding into periodic updates of the Learning and Development Policy.

In 2024, all employees at SISCO Holding received a regular performance and career development review as part of the annual review process.



Training and Development Highlights

In 2024, SISCO Holding and its subsidiaries continued to prioritize employee development through structured, business-aligned training programs designed to enhance skills, improve performance, and support long-term organizational growth. These initiatives were tailored to meet the evolving needs of each business unit while reinforcing Group-wide standards of excellence and operational efficiency.

Training highlights during the year included:

- ESG workshop covering an overview of ESG and its impacts.
- Cybersecurity training focusing on staff roles and responsibilities for safeguarding the company against cybersecurity threats.
- Regular town hall meetings covering internal programs, new legal requirements and employee engagement workshops and HR initiatives.
- Management/task/objective tracking system to digitize daily and annual targets (SISCO Holding).
- Emotional intelligence, managing yourself and time management (RSGT)
- “Lunch and Learns” including goal-setting, train the trainer, well-being, and financial awareness (Elite).
- Technical and Functional Training, key topics included Financial Planning and Budgeting, International Financial Reporting Standards (IFRS), Cisco Certified Network Associate (CCNA), AutoCAD, Legal Aspects of Human Resources Management, OSHA 45, and Key Performance Indicators (Kindasa).

Training, Development, and Performance Management

In line with SISCO Holding’s broader HR framework, portfolio companies tailor training and performance practices to their specific needs. For example, LogiPoint and ISNAD conduct training needs analyses during employee onboarding, while RSGT incorporates ambitious KPIs into its balanced scorecard approach, supported by competency gap assessments and individual development plans. At S.A. TALKE, a training matrix covers company policies, standard operating procedures, and essential safety modules. Kindasa provides employees with specialized programs such as the Diploma in Corporate Governance and ISO 9001 certification, while Tawzea supports employees through mentorship, cross-assignments, and continuous training.

Performance Improvement Plans are implemented where necessary, setting clear goals, timelines, and expectations with structured support and accountability. Employee performance is reviewed through both mid-year and annual evaluations, providing opportunities for dialogue between employees and managers on job performance, career growth, and workplace experience.

SISCO Holding also introduced a Competencies Framework and Career Path Program, enabling employees to set and track goals in collaboration with managers, while strengthening succession planning and productivity. Employees pursuing further education receive sponsorship, study leave, and financial assistance, supported by a Study Leave Policy that grants fully paid leave for examinations.

Finally, SISCO Holding’s Promotion Policy ensures a transparent, structured advancement process. Opportunities for internal recruitment also allow employees to broaden their experience and pursue new career paths across the Group, whether vertically or laterally.

Workforce engagement

SISCO Holding views employee engagement and well-being as central to organizational resilience and long-term performance.

Through regular engagement surveys conducted every two years across the Group and its portfolio companies, SISCO Holding captures employee sentiment in key areas such as leadership, communication, development opportunities, performance management, workplace culture, safety, and alignment with company strategy. Survey results are benchmarked against national and sector norms, with findings used to develop actionable plans that strengthen morale, motivation, and productivity across the organization.

To support a high-performing and inclusive workforce, SISCO Holding offers a wide range of benefits tailored to meet employee needs and life stages. Full-time employees receive a comprehensive package aligned with Saudi Labor Law, including health insurance, sick leave, annual vacation, overtime pay, marriage and examination leave, education allowances, and Ramadan bonuses. Some portfolio companies go beyond legal requirements by offering enhanced benefits that promote retention and support work-life balance.

In 2024, parental leave continued to be an important component of SISCO Holding’s employee care strategy. Across the Group, 88 employees took parental leave, with a 100% return-to-work rate, demonstrating the organization’s supportive culture and structured reintegration practices. For example, Kindasa offers female employees ten weeks of paid maternity leave, four weeks before and six weeks after delivery with the option of an additional unpaid month. A daily one-hour breastfeeding allowance is provided for up to two years, without salary deduction, along with legal protections during and after maternity leave. Male employees are entitled to three days of paid paternity leave, taken within one week of the child’s birth.

100%

return-to-work rate

Beyond compensation and leave policies, SISCO Holding recognizes the value of employee recognition and long-term career support. Programs such as Estedama, a performance-based salary enhancement for Saudi nationals, and Maharat Allowance, which supports the advancement of women, contribute to individual growth and workforce nationalization. Loyalty bonuses are awarded at five-, ten-, and fifteen-year milestones, reinforcing long-term engagement.

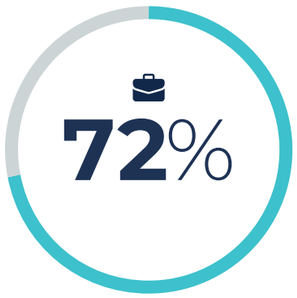
Engagement and Satisfaction	2022	2023	2024
Full-time employees who received a performance and career development review (#)	2,555	3,019	2,803
Percentage of employees who received a performance and career development review (%)	55	56	51

The Group also provides structured support during career transitions, including retirement or separation. All employees are entitled to end-of-service benefits in line with Saudi Labor Law. For expatriates, this includes repatriation flights for the employee and dependents. In redundancy cases, SISCO Holding prioritizes internal transfers or assists in securing external roles to minimize disruption and preserve employability.

To foster a positive and inclusive workplace culture, portfolio companies organize a wide range of engagement initiatives such as winter camps, National Day and Founding Day celebrations, Ramadan gatherings, Eid festivities, year-end events, and themed appreciation days like Ice Cream Day. These activities strengthen community, boost morale, and reinforce SISCO Holding's commitment to a values-driven workplace.



Return to work Rate (%)



2022



2023



2024

Retention Rate (%)



2022



2023



2024

Health, safety and wellbeing

SISCO Holding is committed to upholding the highest standards of health, safety, environmental stewardship, and operational security across all its activities. The Group enforces a comprehensive HSES Policy to protect employees, safeguard physical assets, and ensure responsible business practices.

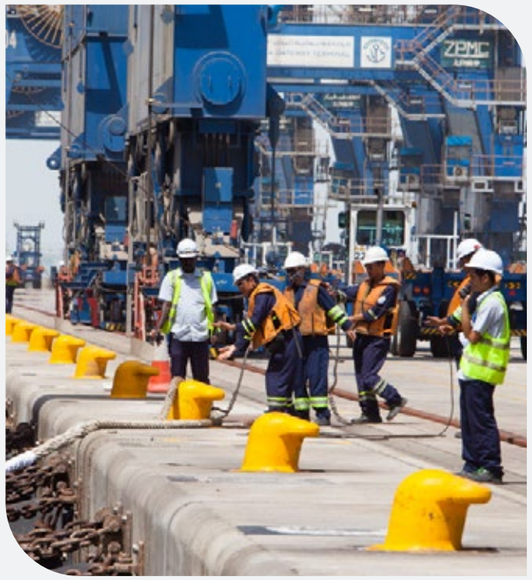
Each portfolio company develops procedures tailored to its operational context, while remaining aligned with Group-wide policies, the Code of Conduct, and work ethics. These commitments are supported by systematic training, regular audits, and continuous monitoring to drive compliance and strengthen risk management.

The Health and Safety Division plays a central role in maintaining safe workplaces by conducting rigorous audits and inspections covering occupational safety & health, health & hygiene, and management safety walkthroughs. The division proactively evaluates risks, equips employees with practical tools and guidance to identify hazards, and requires risk assessments before any task begins. Using an electronic Safety Management System, SISCO Holding ensures efficient registration, reporting, and analysis of accidents, incidents, observations, and audits, reinforcing its culture of continuous safety improvement.

Portfolio companies operate tailored health, safety, and environmental management systems suited to their operations and locations. Several, including LogiPoint and S.A. TALKE, are certified to ISO 45001 for occupational health and safety and ISO 14001 for environmental management. These systems are underpinned by comprehensive risk registers and formalized procedures for hazard identification, risk assessment, and operational controls. For example, LogiPoint applies its HSEQ-D03 and HSEQ-D05 protocols to systematically assess risks and implement controls to reduce both the likelihood and severity of incidents.

In addition to workplace safety, LogiPoint provides access to non-occupational healthcare through its partnership with the Red Sea Medical Centre and coordinates with Mawani (Saudi Ports Authority) to activate ambulance support during emergencies. This integrated approach ensures personnel have comprehensive protection across all operations.

Tawzea operates a fully integrated Occupational Health and Safety Management System (OHSMS) certified to ISO 45001, ISO 14001, and ISO 9001, covering all water and wastewater activities and extending to employees, temporary staff, and subcontractors. The system applies across all activities without exclusions. Guided by its safety



policy and manual, Tawzea actively manages risks such as environmental emissions and occupational injuries through structured procedures and employee engagement. This approach promotes worker well-being, operational safety, and continuous improvement.

At Tawzea, employees are empowered to report hazards or step away from unsafe situations without fear of reprisal. Anonymous reporting channels and formal consultation procedures guarantee confidentiality and protection. Worker participation is embedded in the development and implementation of Tawzea's OHSMS, supported by regular consultation and clear communication on safety topics. Daily toolbox talks before work begins further strengthen awareness of task-specific risks and encourage safe behaviors.



A culture of safety

In 2024, SISCO Holding recorded a significant improvement in safety performance, with employee Lost Time Injuries (LTIs) reduced to 8, down from 26 in 2023. Total Recordable Injuries (TRIs) among contractors also dropped from 8 to 4. While there were no contractor fatalities during the year, one employee fatality was recorded. Each incident was thoroughly investigated, with corrective actions implemented and lessons integrated into daily operations to strengthen our safety culture.

Tawzea reinforced this proactive safety culture by conducting more than 422 toolbox talks and preventive awareness campaigns across its sites during 2024. These sessions encouraged open dialogue, reinforced best practices, shared lessons learned, and promoted positive behavioral change to prevent workplace accidents and injuries.

Work-related hazards, including those linked to vehicle operations, are regularly evaluated through incident analysis and on-site inspections. Following a forklift-related incident in 2024, LogiPoint implemented targeted corrective actions, including enhanced training on forklift operation and driving safety. These measures are part of the company's broader strategy to proactively manage occupational risks, strengthen employee awareness, and prevent recurrence, with full transparency in reporting all incidents.

422

toolbox talks and preventive awareness campaigns were conducted by Tawzea

In addition, LogiPoint has introduced targeted measures to address environmental impacts and protect worker safety. These include reducing carbon emissions from logistics machinery and mitigating heat-related risks such as sunstroke. Actions taken include installing CO_2 filtration systems to improve air quality, adjusting working hours to avoid peak heat exposure, and requiring protective personal equipment (PPE) such as sun-protective helmets and safety cab enclosures. Together, these steps reinforce a safe and healthy work environment for all employees.

Health and Safety - Employees	2022	2023	2024
Work hours (employees)	11,016,676	11,142,887	11,418,122
Employee fatalities (#)	0	0	1
Employee lost-time injuries (#)	2	26	8
Employee total recordable injuries (#)	39	43	44
Employee occupational illnesses (#)	0	3	0
Total number of emergency response drills conducted (#)	99	105	117
Safety incident investigations initiated (#)	413	740	890
Safety incident investigations completed (#)	406	615	496

*Data for Work hours (employees) excludes Elite.

*2022 data for employee lost-time injuries, employee occupational illness, safety incidents investigations initiated, and safety incident investigations completed exclude Elite.

Complementing these efforts, Tawzea enhanced its emergency preparedness by conducting over 54 evacuation drills across its sites in 2024. These drills were designed to improve team readiness, strengthen coordination, and ensure an effective response in the event of an emergency.

LogiPoint also conducts daily safety inspections to monitor risks and ensure compliance with internal policies and government regulations. The effectiveness of these measures is tracked through structured audits and performance metrics, with lessons learned systematically integrated into updated procedures. Additionally, all security personnel receive formal training on human rights and safety procedures, ensuring responsible and rights-respecting operations.

Emergency preparedness and response

SISCO Holding has in place a comprehensive Emergency Preparedness and Response Plan designed to protect its people, assets, and the environment. The framework defines clear responsibilities for senior management, line managers, and the Emergency Response Team (ERT), ensuring an organized chain of command during emergencies.

Emergency drills are conducted at least twice a year, followed by evaluations to capture lessons learned and improve response times. The plan addresses a broad range of potential scenarios, including fires, gas releases, building evacuations, serious injuries, infectious disease outbreaks, adverse weather events, and neighboring-area incidents.

Employees receive ongoing training through inductions, classroom sessions, and specialized programs for ERT members. Each office floor is equipped with trained first responders, fire wardens, first aid kits, fire extinguishers, Automated External Defibrillators (AEDs), and clearly designated assembly points.

Post-incident reviews are systematically carried out to further strengthen preparedness and drive continuous improvement. Together, these measures demonstrate SISCO Holding's commitment to fostering a safe, resilient workplace and embedding health, safety, and environmental protection within its culture.

Operational safety and continuous improvement

SISCO Holding is dedicated to enhancing Health, Safety, and Environment (HSE) training to equip employees with the necessary knowledge and skills to perform their roles confidently and safely.

At LogiPoint, a structured approach is in place to engage not only employees but also port tenants. This includes delivering safety briefs and distributing formal safety guidelines to all tenants, ensuring awareness of site-specific risks and protocols. In addition, LogiPoint conducts ongoing safety awareness training, applying the hierarchy of controls to systematically eliminate hazards and reduce operational risk.

Kindasa is committed to maintaining a safe and healthy work environment through the implementation of its formal HSE policy. The company has appointed a dedicated HSE officer who is OSHA-trained, ensuring that industry's best practices are effectively applied across operations. Preventive measures include the enforcement of safety protocols and regular monitoring of workplace conditions to minimize risks. The HSE officer plays a key role in identifying potential hazards, promoting safety awareness, and supporting continuous improvement. These efforts help prevent incidents, manage compliance with relevant regulations, and contribute to the overall well-being of employees and operational efficiency.

Training topics covered a broad spectrum, including fire response, first aid, fire evacuation, ladder and stair safety, working at height, cargo handling, internal audits, safe rigging, and the International General Certificate of Occupational Safety and Health.

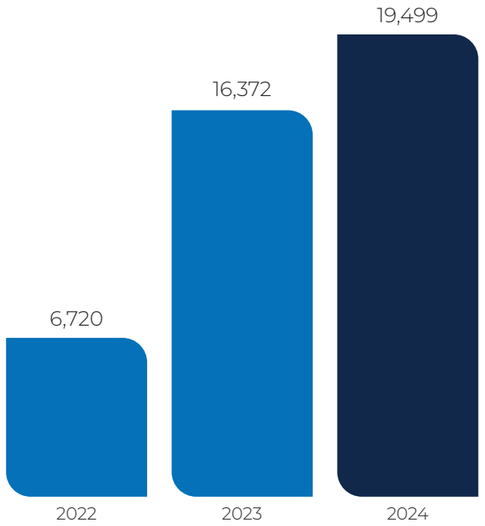
> **The HSE officer plays a key role in identifying potential hazards, promoting safety awareness, and supporting continuous improvement"**

Tawzea also successfully retained its ISO certifications (QMS 9001, OHSMS 45001, and EMS 14001) with zero nonconformities, major or minor, reflecting its strong commitment to quality, safety, and environmental management excellence.

Further reinforcing this commitment, Tawzea introduced a comprehensive KPI Monitoring Dashboard and a Workplace Safety Improvement initiative. The dashboard tracks key performance indicators across operations, maintenance, and QHSE activities, enabling daily performance evaluation and strategic decision-making to optimize efficiency and safety outcomes. Complementing this, the Workplace Safety Improvement initiative focuses on reducing accidents and enhancing workplace conditions through regular audits, employee feedback, and structured corrective actions, ensuring continuous enhancement of health and safety performance across all sites.

In 2024, SISCO Holding strengthened its safety culture by investing SAR 104,763 in HSE training, equipping employees with 19,499 training hours, a 19% boost from the previous year.

Total hours of HSE training provided to employees (hours)

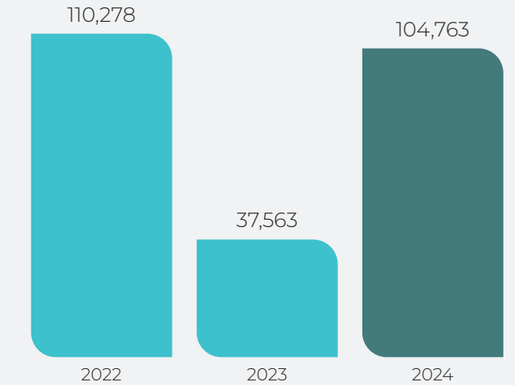


Health and Safety - Employees	2022	2023	2024
Total hours of HSE training provided to employees (hours)	6,720	16,372	19,499
Average hours of HSE training per employee (hours)	1.44	3.02	3.6
Total cost of training (SAR)	110,278	37,563	104,763

19%

Increase in HSE training hours in 2024, reaching 19,499 hours

Total cost of training (SAR)





Occupational health and workforce wellbeing

SISCO Holding is firmly committed to promoting a safe, healthy, and supportive work environment. As part of this commitment, **100% of employees across all subsidiaries are covered by the company's Health and Safety Management System**, ensuring consistent implementation of safety protocols and wellbeing measures group wide. This comprehensive coverage reflects SISCO Holding's proactive approach to risk management and dedication to employee welfare.

Recognizing that health and wellbeing are essential to overall performance and workplace safety, SISCO Holding and its portfolio companies implement a variety of initiatives tailored to their specific operational contexts. These efforts focus on both physical and mental health, aiming to foster a resilient, engaged, and healthy workforce.

Key offerings include:

- Free health checks for employees and their families
- Health insurance (RSGT, Kindasa and S.A. TALKE)
- Annual medical checkup for all equipment operators (S.A.TALKE)
- Free health and dental checks for employees (Tawzea)
- Annual health checkups, yoga sessions, and mental health webinars (Elite)
- Annual flu vaccinations (RSGT and LogiPoint)
- On-site seasonal health services, such as mobile medical checks provided by Al Nahdi (LogiPoint)
- Yoga and stress relief sessions
- Breast cancer awareness
- Men's Health Awareness
- Fundraising fun runs and marathons



A closer look at occupational health and safety across subsidiaries:

LogiPoint is committed to proactively managing the health, safety, and environmental impacts of its operations. Prioritizing the wellbeing of all employees and contractors, LogiPoint ensures the long-term safety of its facilities, promotes emergency preparedness, and safeguards against worker overexertion. The HSES system covers all employees and activities at the port office, headquarters, and operational yards. Hazards are identified through regular assessments and staff reports, with risks mitigated using a structured hierarchy of controls—from hazard elimination through substitution, engineering, administrative measures, to PPE. Ongoing training maintains staff competency in applying these controls.

Workers are empowered to report hazards anonymously and to withdraw from unsafe conditions without fear of reprisal. Incident investigations employ tools such as CCTV review, fishbone diagrams, and the "5 Whys" method. Corrective actions based on risk severity are implemented, driving continuous system improvements. Oversight mechanisms include routine risk assessments, weekly HSEQ meetings with worker consultations, a joint management-worker safety committee, pre-job safety briefings, anonymous reporting channels, and dedicated occupational health services with emergency response protocols. LogiPoint's safety approach is reinforced through comprehensive OHS policies aligned with ISO 45001 and local labor laws, regular supplier audits, mandatory safety training, sustainable safety practices, and transparent stakeholder communication.

Tawzea rigorously assesses hazards through operational data, site inspections, and employee feedback, applying the hierarchy of controls to effectively minimize risks. No high-consequence injuries were reported during the period. Preventive healthcare initiatives include free health screenings, vaccinations with financial incentives, role-based medical insurance, and facilitated access to non-occupational healthcare. All incidents undergo thorough investigations to identify root causes and implement corrective measures. Safety performance is monitored using KPIs and audits, fostering continuous improvement. Data collection and reporting follow recognized standards to ensure accuracy, comparability, and alignment with industry best practices.

Together, these tailored occupational health and safety practices across subsidiaries exemplify SISCO Holding's commitment to safeguarding its workforce and operations, fostering resilient, safe, and compliant workplaces.

In 2024, SISCO Holding recorded 0 cases of occupational illness, reflecting an ongoing commitment to monitoring and managing employee health risks. In alignment with Ministry of Health guidelines, flexible work arrangements remained in place for certain roles, supporting remote operations where feasible. For employees working onsite, stringent health and safety protocols continued to be rigorously enforced, including regular hygiene practices, enhanced cleaning of workspaces, and availability of designated quarantine areas to ensure a safe working environment. These measures demonstrate SISCO Holding's proactive approach to safeguarding workforce health while maintaining operational continuity.

Zero

Cases of occupational illness at SISCO Holding in 2024

Health and safety in customer solutions

SISCO Holding places paramount importance on ensuring the safety and reliability of all its products and services as part of its broader commitment to customer excellence.

The Group has established and rigorously implements comprehensive protocols and risk controls to identify and address potential hazards across the full lifecycle, covering production, handling, transport, and storage.

At the subsidiary level, LogiPoint ensures customer safety by providing detailed orientation on its business model and service offerings. A structured onboarding program is in place for all new clients, helping to set clear expectations and reinforce compliance with safety protocols. Stakeholder feedback plays a key role in strengthening these practices, with engagement efforts ensuring that all clients adhere to the company's established health and safety guidelines.



Effectiveness is tracked through regular performance monitoring and feedback loops, with lessons learned integrated into updated operational policies and procedures.

In 2024, these efforts contributed to a continued reduction in incidents and enhanced customer satisfaction. Across the Group, 100% of significant product and service categories are assessed for health and safety impacts, with a focus on continuous improvement and regulatory compliance.

In 2024, two cases of non-compliance with health and safety regulations or voluntary standards were recorded. While this marks a slight increase, performance remains significantly improved compared to five cases in 2022, reflecting continued progress driven by stronger operational practices, enhanced supplier oversight, and ongoing employee training

SISCO Holding remains dedicated to delivering safe, trusted, and quality-assured solutions, reaffirming its pledge to uphold customer safety and confidence.

For more on SISCO Holding's customer experience approach, see page 111.

Diversity and equality

SISCO Holding is committed to fostering an inclusive workplace that reflects a broad range of cultural backgrounds and perspectives. The company upholds merit-based employment practices, ensuring equal access to opportunities without bias or discrimination. In line with this commitment, SISCO Holding also supports the integration of persons with disabilities into its workforce, promoting a work environment that values diversity and equal participation.

SISCO Holding applies a structured and legally compliant recruitment approach that ensures transparency and fairness across all portfolio companies. Recruitment processes are governed by a formal policy that includes a pre-selection phase to identify candidates best suited to each role. All hiring practices are aligned with Saudi Labor Law, including strict prohibitions on child and forced labor.

The company upholds equal opportunity principles, with hiring and advancement decisions based solely on merit. No individual is disadvantaged on the basis of gender, age, nationality, disability, religion, or other personal attributes. Consistent with Saudi Vision 2030, employment of Saudi nationals is actively prioritized.

As of 2024, SISCO Holding employed a total of 815 individuals, including 40 women and 421 young employees between the ages of 18 and 30. This reflects the company's ongoing efforts to diversify its workforce, attract young talent, and increase representation of underrepresented groups.

To assess the impact of its inclusion efforts, SISCO Holding monitors recruitment outcomes, performance evaluation data, and employee feedback. These insights help refine workforce strategies and support policy updates. Engagement with employees through surveys, reviews, and open dialogue has contributed to shaping inclusive practices and tailored development initiatives aimed at improving recruitment and retention.

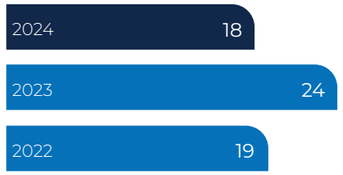


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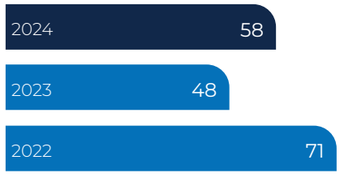
Women employed by SISCO Holding in 2024

New Employee Hires

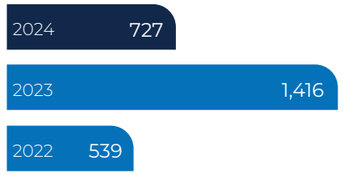
New employee hires in senior management (#)



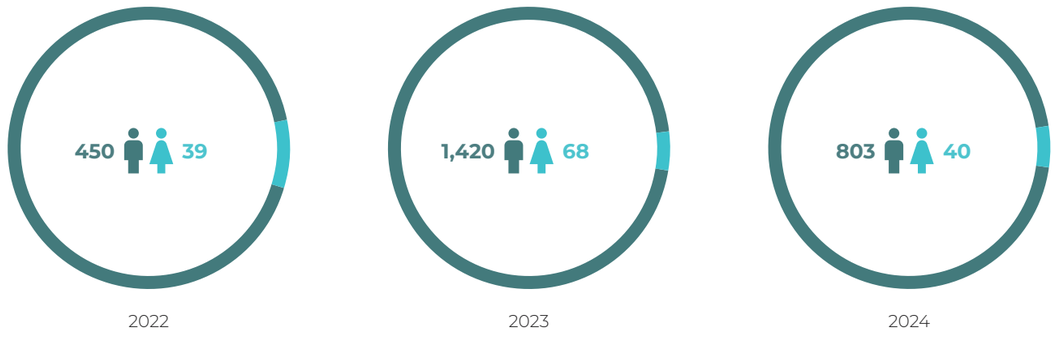
New employee hires in middle management (#)



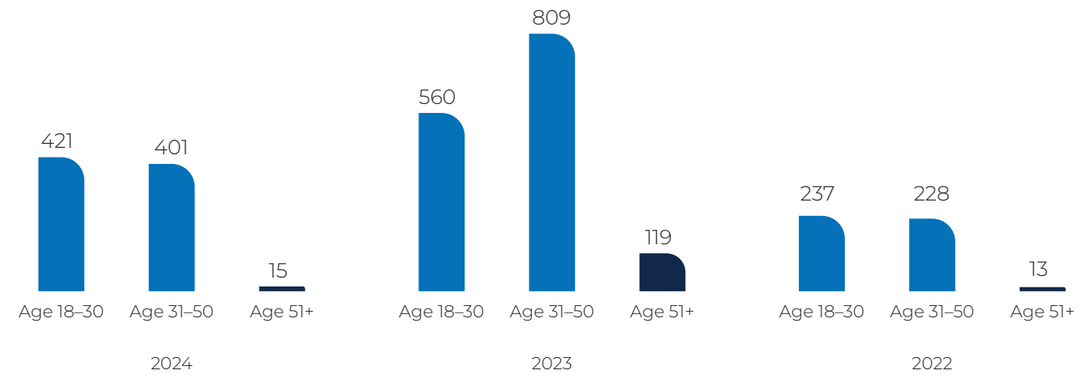
New staff hires (not senior or middle management) (#)



New Employee Hires by gender



New Employee Hires (#)



*2022 data for new employee hires by gender, age, and management level excludes ISNAD.
*2022 data for new employee hires by age excludes Elite.

Advancing gender inclusion

SISCO Holding remains firmly committed to fostering a gender-inclusive workplace where all individuals are treated with fairness, respect, and without bias.

In 2024, women represented 3% of the total workforce, maintaining a steady rate and totalling 146 female employees. The company continues to focus on attracting and supporting female talent through inclusive recruitment and workplace policies that promote long-term growth.

To support ongoing progress in gender equity, SISCO Holding has implemented targeted initiatives designed to create supportive and inclusive environments for women across all its operations. These include enhancing workplace appeal for female employees and offering personalized development plans that address individual career goals and challenges. Comprehensive mentoring and leadership programs are provided to foster growth and advancement opportunities for women at all levels. The Group also actively promotes the nomination of women for its LEAD program, aimed at preparing future leaders.



At RSGT, a dedicated Female Retention Program offers additional financial incentives such as a benefit equal to 15% of the basic salary, and specific allowances to support new mothers. Complementing these efforts, SISCO Holding and several portfolio companies organize events like Women's Day and Women's Month to raise awareness and celebrate achievements. Additional support measures include retention bonuses, enhanced parental leave, childcare facilities, and transportation allowances, reinforcing SISCO Holding's commitment to nurturing gender diversity throughout the organization.

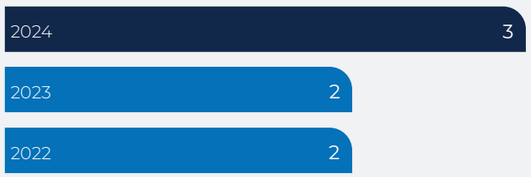
Number of female employees (#)



Females in senior management (#)



Female employment rate (%)



*2022 Gender diversity KPI data excludes ISNAD.

Empowering Voices: Women Behind SISCO Holding's Success

"Being part of the Finance team means more than numbers, it's about driving growth, ensuring accountability, and supporting every decision that moves the company forward. Through careful analysis, reporting, and collaboration, we help turn financial goals into real achievements. As opportunities expand for women in the financial sector, I'm proud to represent a new generation contributing to the kingdom's progress. At S.A. Talke, we believe that empowerment comes from trust, teamwork, and the chance to make a meaningful difference every day"



Afnan Al-Maznai
Accountant
S.A. Talke

"Working in the Finance department has given me the opportunity to contribute to one of the most essential pillars of any organization – financial integrity. Every number tells a story of commitment, accuracy, and trust. By ensuring proper financial planning, timely reporting, and compliance with standards, we help sustain the company's growth and stability.

Today as more Saudi women step confidently into leadership roles in finance, I take pride in being part of this transformation – shaping a future where dedication and talent define success, regardless of gender. At S.A. Talke, we continue to build an environment where women thrive, lead, and make a lasting impact."



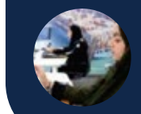
Mudhi Aldossari
Accountant
S.A. Talke

"Working in the field of the Coastal Crane Control Center and Remote Control is a great opportunity and has enabled me to develop my skills. RSGT focuses on continuous development and progress, I believe my role will enable me to further develop my capabilities."



Hanaa Alhmdan
Operations Centre for Smart Gate and Remote Control
RSGT

"Being the first woman to operate a Quay Crane Remotely in Saudi Arabia reflects the spirit of innovation and advancement in the workplace. I feel proud to be working for Red Sea Gateway Terminal company, which has provided more job opportunities for women in the operations department and is a significant towards empowering women."



Madawii Abushoshah
Remote Control Quay Crane Operator
RSGT

"I have felt empowered to make decisions and implement strategies, with full support from management. Additionally, I am enjoying the collaborative and effective approach to driving the change."



Noura Rehbini
Corporate Communication
SISCO Holding

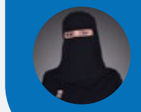
"Reporting directly to the CEO, I have enhanced company operations through new policies and procedures. Over the past seven years, I have benefited from a strong culture of support and empowerment, contributing to my professional growth. The company's commitment to gender equality, inclusive policies, and targeted training has enabled me to strengthen my skills, take on greater responsibilities, and contribute effectively to organizational goals. This reflects the company's broader vision of fostering diversity, inclusion, and sustainable growth"



Tahani Al-Jadaani
HR and Admin Manager
Kindasa

"As a Customs Clearance Supervisor, I lead a highly capable team of five employees across multiple branches, including the international airports, transit, and seaport, spanning different regions of the Kingdom. I oversee customs procedures with full and precise compliance with government regulations, while streamlining clearance processes and effectively resolving operational challenges.

My leadership reflects the capability of Saudi women to make a tangible impact in a dynamic logistics environment."



Fatmah Alshehri
Customs Clearance Supervisor
LogiPoint

"My recent transition to SISCO Holding, reflects a broader strategic objective to enhance portfolio logistics and support entities like ISNAD and LogiPoint at a more strategic level. This transition represents a significant opportunity for me, allowing me to leverage my expertise and contribute to the growth and success of SISCO Holding and its affiliated entities."



Reman Hariri
Project Manager
SISCO Holding

"As part of the Human Resources department, I strive to create a conductive work environment for all employees by implementing regulations, processing salaries, managing leave and end-of-service settlement, and ensuring timely employee payments – which has allowed us to achieve a high level of compliance and empowerment. As His Royal Highness Prince Mohammad bin Salman declared: "I support Saudi Arabia, and since half of Saudi Arabia are women, I support women." Saudi women have suffered from a lack of diversity in the fields of work in the past, but today these opportunities are abundant for everyone. I take pride in being a part of this vision of empowerment by helping build an environment at S.A. Talke that encourages growth, equality, and opportunity for all."



Wejdan Al-Ghamdi
HR Specialist
S.A. Talke

Local talent advancement

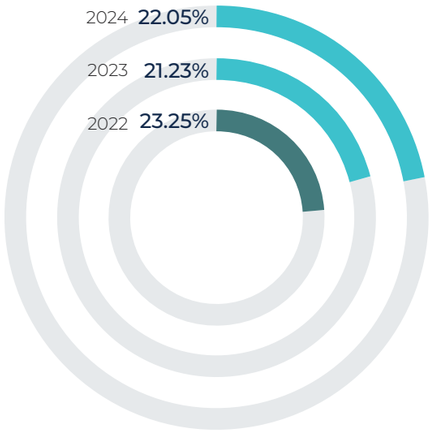
SISCO Holding remains committed to strengthening Saudi national participation across its operations in line with Saudization objectives. In 2024, Saudi nationals made up 22% of the workforce, highlighting the tangible impact of the company's dedicated efforts and strategic initiatives.

Significantly, the number of female Saudi nationals increased to 127 in 2024, up from 103 the previous year, underscoring the company's ongoing dedication to advancing gender diversity within the national talent pool. This upward trend reflects not only proactive Saudization efforts but also SISCO Holding's steadfast commitment to fostering an inclusive and balanced workforce.

This growth reflects proactive Saudization efforts alongside a deliberate commitment to fostering an inclusive and balanced workforce.

SISCO Holding continues to advance its commitment to nurturing Saudi talent by strengthening inclusive recruitment strategies and aligning company benefits with national workforce development goals. Progress in 2024 was supported by sustained collaboration with local recruitment agencies and the implementation of targeted benefits for Saudi employees, such as travel and education allowances, internship opportunities, and mentorship programs.

Full-time national employees (%)



*Percentages for previous years have been recalculated to ensure accuracy.

RSGT has established the Estedama Program to attract and retain high-performing Saudi talent. The program offers national employees an additional month's basic salary at the end of their first and second year of employment, contingent on satisfactory performance reviews. This performance-linked incentive strengthens long-term engagement and recognizes the valuable contributions of Saudi team members.

> **SISCO Holding continues to advance its commitment to nurturing Saudi talent by strengthening inclusive recruitment strategies and aligning company benefits with national workforce development goals"**

Developing future leaders

SISCO Holding is committed to nurturing emerging talent by providing targeted opportunities for students and recent graduates. The company offers internships, apprenticeships, and a distinguished graduate recruitment program to support workforce entry and development.

In 2024, SISCO Holding continued to provide internship opportunities to local graduates, hosting two interns, one in the Finance and Investment department and the other in accounting. These internships spanned four months, reflecting SISCO Holding's commitment to developing national talent and supporting young professionals in gaining hands-on experience.

Employee Spotlight Box

Rahaf Musslem

Crane Electrical Engineer, RSGT

"Working in this field gives me sense of pride and achievement as it contributes in the development of this vital and important sector in the industry. I see this as a unique role, as the presence of women in this field adds value due to the innovative and creative thinking. It requires high technical and engineering skills in coupled with the ability to deal with technical challenges and constantly changing practical requirements.

Enabling women to work in these roles promotes diversity and inclusion in the work environment, which enhances productivity and enhances innovation and development in the industry."



03
Maximizing Social Impact

Maximizing Social Impact

SISCO Holding plays a key role in advancing sustainable development across Saudi Arabia and the Gulf region by delivering infrastructure solutions that support both public and private sector growth. Alongside its economic contributions, the company is committed to generating positive social value through inclusive employment, community investment, and responsible procurement. With a focus on social impact, human rights, and fair labor practices, SISCO Holding promotes ethical standards across its operations and supply chain, helping to build stronger, more resilient regional economies.

Chapter highlights

1,588
volunteering hours contributed in 2024

90%
of suppliers are local

95%
of total procurement spent on local vendors

25
CSR projects implemented

Sustainability framework material topics

- Social impact
- Human rights
- Sustainable procurement

UN SDGs:

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Saudi Arabia Vision 2030 pillar

- A Vibrant Society
- An Ambitious Nation

Social impact

Beyond its economic impact and advocacy initiatives, SISCO Holding actively invests in the well-being of local communities across Saudi Arabia through financial support, volunteerism, and skills development.

SISCO Holding's ESG policy outlines its commitment to social responsibility, including support for local partnerships, transparent stakeholder dialogue, community events, donations, and welfare campaigns. These efforts are embedded in the Group's broader sustainability strategy, reflecting its dedication to creating long-term, positive impact in the communities where it operates.

Over the past four years leading up to 2024, the Group has invested SAR 1.3 million in community initiatives, delivering meaningful and enduring benefits across Saudi Arabia. In 2024 alone, community contributions reached SAR 200,000 and supported 25 impactful CSR projects.

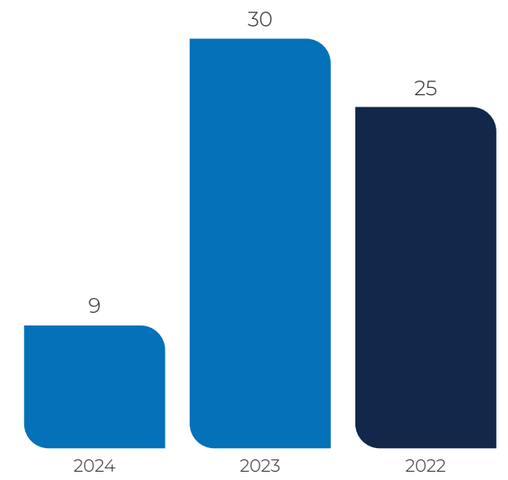
Presented below are highlights of SISCO Holding's impactful financial and in-kind contributions during 2024, showcasing the diverse beneficiaries and initiatives supported across the Group.



SISCO Holding highlights:

In 2024, SISCO Holding partnered with Ektefaa Charitable Organization on the Bryman Initiative in Jeddah to support one of the city's most underserved communities. The initiative provided 90 families with essential household appliances and clean water access through the installation of 10-ton tanks, significantly improving daily living conditions. Beneficiaries also participated in an online energy-saving workshop to promote sustainable use of resources. With a Social Return on Investment (SROI) of 1.38 SAR for every 1 SAR invested, the initiative reflects SISCO Holding's commitment to creating measurable social impact and advancing national development goals in line with Vision 2030 and the UN SDGs.

Number of CSR Projects



S.A. Talke highlights:

In 2024, S.A. TALKE advanced its commitment to community well-being and environmental stewardship through a wide range of initiatives across its sites in Jubail, Rabigh, and Yanbu. The company promoted health and safety through blood donation and flu vaccination campaigns, alongside safe driving awareness programs and the distribution of Iftar boxes during Ramadan. It actively engaged the community through cultural and sports events that foster social connection and healthy lifestyles, and collaborated with local schools to raise environmental awareness among youth. Environmental responsibility was demonstrated through beach and site clean-up efforts, participation in Operation Clean Sweep to prevent plastic pollution, and ocean conservation campaigns. S.A. TALKE also embraced sustainable practices by implementing a paperless employee evaluation system. Reinforcing its socio-economic impact, the company supported multiple charities, including its partnership with Ektefaa Charitable Organization, through which it installed 187 air conditioners in underserved homes across Jeddah, significantly improving living conditions.

LogiPoint highlights:

In 2024, LogiPoint expanded its commitment to community and employee well-being through a variety of impactful initiatives. The company strengthened partnerships with charitable organizations such as Ektefaa, the Blind National Association, and the House of Social Care for Women, supporting vulnerable groups within its ecosystem. LogiPoint prioritized employee health by organizing comprehensive medical and dental checkups through on-site medical camps. To foster engagement and appreciation, the company hosted quarterly town halls, annual iftar gatherings, and distributed Eid gifts. Additionally, LogiPoint invested in local talent development by offering apprenticeships and creating employment opportunities, with a focus on increasing gender diversity within its workforce. Community engagement was further enhanced through creative initiatives like painting a mural on a warehouse wall to showcase and promote local artistic talent.

Tawzea highlights:

In 2024, Tawzea reinforced its commitment to social responsibility through targeted initiatives focused on youth empowerment, community support, and workforce development. The company actively participated in the Youth Industry Forum in the Al-Qassim region, promoting the growth of national talents and facilitating employment opportunities in the industrial sector. Tawzea contributed to charitable efforts in partnership with Al Birr Association and the Ehsan platform, including the distribution of food supply baskets to support blue-collar employees during Ramadan. Additionally, Tawzea provided Co-Op training programs to over 20 students from universities and secondary industrial institutes, fostering essential skills and preparing future professionals for the workforce.

Elite highlights:

Elite's regional teams led a variety of impactful community and sustainability initiatives in 2024. In Oman, Elite organized a lunch for construction site workers and partnered with Bahwan International Institute to host students on an educational site visit, offering exposure to real-time warehouse operations. The team also visited an orphanage supporting children with cancer, providing essential supplies and spending meaningful time with the children. In Qatar, Elite organized a donation drive supporting Tayf – Qatar Charity, collecting toys, books, and clothes for vulnerable communities. In the UAE, Elite participated in Bath Spa University's Career Fair to support youth employment readiness, and took part in charity-driven sports events such as the SmartCup and Inter-Company Summer Cup. The team also contributed to the BSU Cares initiative by donating school supplies to underprivileged children in the Philippines.

RSGT highlights:

As part of its social responsibility efforts, RSGT partnered with UBT University to support the ELM Summer Program, an initiative designed to equip youth from underserved communities with essential digital skills. Over a two-week period, 30 students aged 14–20 participated in hands-on computer training focused on bridging the digital divide and preparing them for a technology-driven future.

The program concluded with a guided visit to RSGT's terminal, where students gained first-hand insight into port operations and the logistics industry. Each participant was also presented with a personal laptop to support their continued learning and professional development.

Case Study

Partnering with Ektefaa charity

In 2024, SISCO Holding reinforced its commitment to community development through a strategic partnership with Ektefaa Charity. This collaboration empowered the Group to support impactful initiatives aimed at uplifting underserved communities and promoting greater inclusivity. By joining forces with Ektifaa, SISCO Holding reaffirmed its dedication to advancing social well-being and fostering sustainable, positive change across the regions it serves.

Separately, S.A. Talke demonstrated its commitment to community welfare by partnering with Ektefaa Charity to install 187 air conditioning units in homes throughout Jeddah. This targeted effort improved living conditions for vulnerable families and exemplified S.A. Talke's ongoing dedication to enhancing quality of life and supporting those in need.

In addition, Kindasa partnered with Ektefaa on a significant CSR initiative focused on improving the lives of 108 Saudi families in the Buraiman area by ensuring consistent water delivery for one year. This initiative directly addresses the critical need for access to clean water in a disadvantaged community, positively impacting ESG goals by reducing reliance on contaminated sources and enhancing overall health and well-being. Kindasa's involvement underscores its commitment to ethical business practices and contributes to building a more sustainable future.



Community engagement in action

Leveraging its diverse portfolio and widespread presence, SISCO Holding is committed to addressing a broad spectrum of community needs through active engagement and collaboration. The Group is intensifying its focus on volunteerism by foreign strategic partnerships with regional organizations to amplify the impact of community initiatives.

Building on this commitment, S.A. Talke has undertaken a range of impactful community engagement activities in 2024, including beach and site cleanups in Jubail, Rabigh, and Yanbu; a blood donation drive in partnership with King Fahad Specialist Hospital; the EKTEFAA Initiative, which provided 112 AC units to families in Jeddah; a safe driving campaign distributing Iftar boxes and safety messages before Ramadan; and school engagement sessions promoting environmental responsibility.

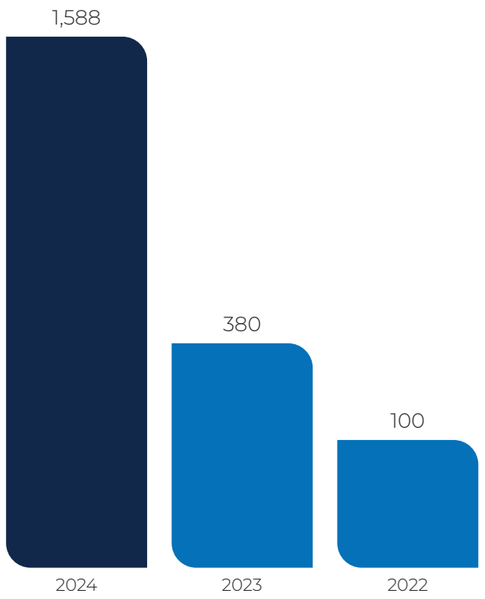
In 2024, SISCO Holding employees deepened their commitment to community engagement, contributing 1,588 volunteering hours, a remarkable rise from just 380 hours in 2023. This increase was largely driven by enhanced participation from SA TALKE and SISCO Holding, reflecting the Group's strong emphasis on volunteering as a key pillar of its social responsibility efforts. A total of 71 team members took part, up from 65 the previous year, highlighting a growing culture of purpose-driven involvement across the organization.

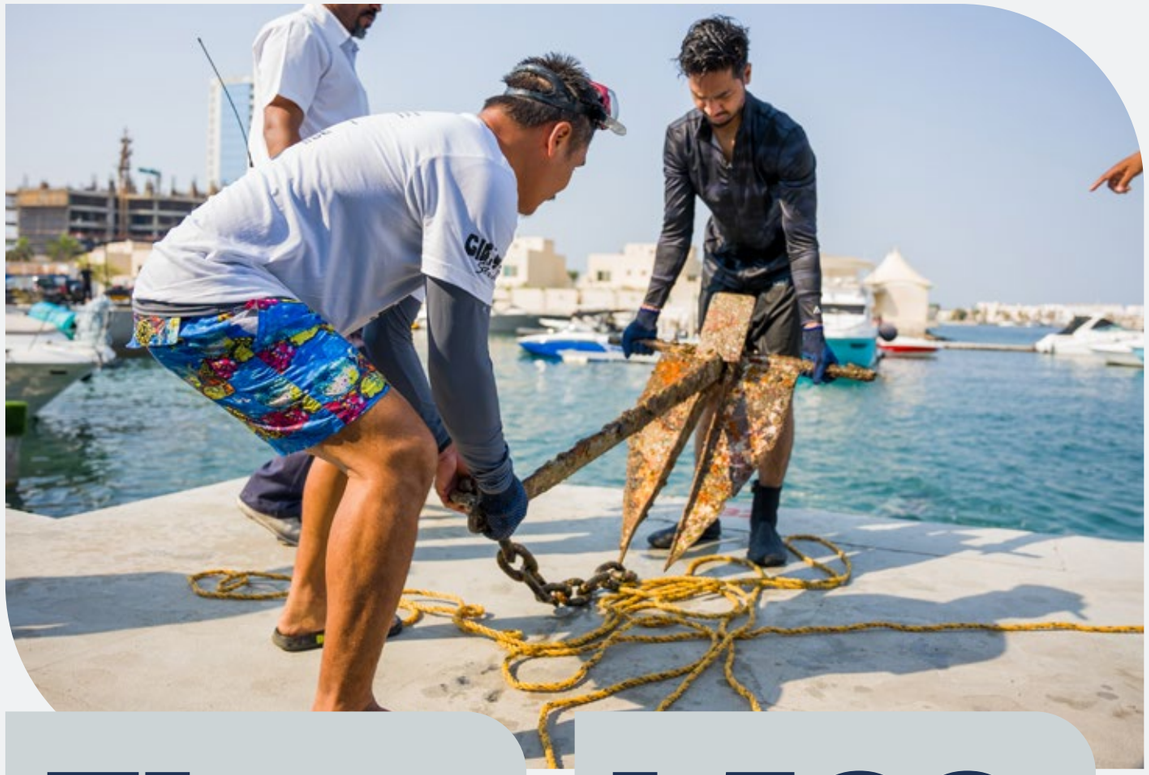
Complementing these efforts, SISCO Holding's donations and sponsorships surged to SAR 1.25 million in 2024, up from SAR 375,000 in 2023. This increase was guided by initiative requirements and beneficiaries' needs assessments, further demonstrating the Group's expanding commitment to supporting community development alongside its volunteer programs.

Key offerings include:

- Tree planting
- Beach clean-ups
- Dive Against Debris (RSGT)
- Can Collection Drive in collaboration with Emirates Environmental Group (Elite)
- Recycled art projects in Bahrain and Qatar (Elite)
- Blood donation drive
- Safe driving campaign (S.A. Talke)
- School Engagement (S.A. Talke)

Total number of employee volunteering hours (#)





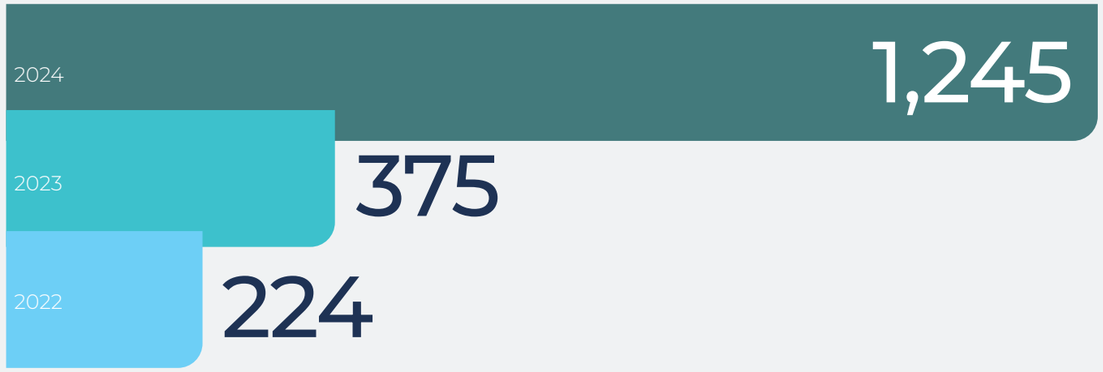
71

Team members took part in the volunteering

1,588

Volunteering hours in 2024, reflecting SISCO Holding's growing community impact

Donations and Sponsorships (000' SAR)



Human rights

At SISCO Holding, respect for human rights is not simply a policy, it's a foundational principle that guides how the Group operates, both internally and through its subsidiaries. In alignment with internationally recognized human rights standards and the Saudi Labour Law, SISCO Holding is committed to maintaining a safe, inclusive, and respectful work environment for all employees.

This commitment is formally embedded in SISCO Holding's HR Handbook, which promotes equal opportunity and explicitly prohibits discrimination based on race, ethnic origin, gender, marital or parental status, creed, disability, age, or political belief. It also bans all forms of harassment: personal, sexual, racial, and age-based, reinforcing a workplace culture grounded in dignity, fairness, and mutual respect.

To support these protections, SISCO Holding enforces a comprehensive Harassment Policy that clearly outlines expected standards of behavior and provides accessible channels for reporting, investigation, and resolution. All forms of harassment are treated as serious violations of the company's values. Particular emphasis is placed on protecting individuals from conduct rooted in race, ethnicity, nationality, or disability, including actions that may cause offense, distress, or exclusion whether intended or not. Harassment of persons with disabilities, for example, may involve conduct that undermines self-worth or restricts opportunity. These behaviors violate SISCO Holding's ethical framework and may result in disciplinary measures, including dismissal.

These measures are designed to uphold the dignity of all employees, prevent intimidation, and maintain a work environment that is free from discrimination and exclusion.

> **Managers and grievance handlers receive dedicated training to respond to complaints fairly and sensitively, while affected individuals are provided with support mechanisms to ensure their wellbeing"**

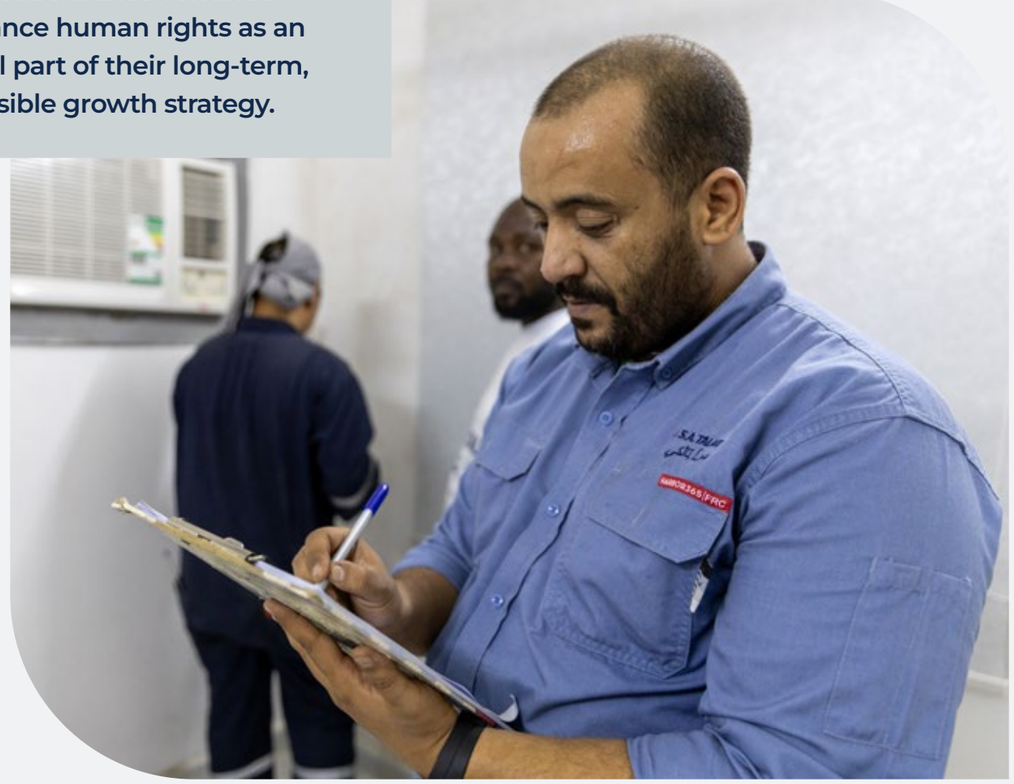
By proactively safeguarding vulnerable groups such as women and persons with disabilities and integrating targeted awareness and response systems, SISCO Holding strengthens its broader commitment to fostering a workplace rooted in inclusion, accountability, and respect for human rights.

LogiPoint, a key subsidiary, reinforces these principles through structured onboarding programs and its Code of Ethics, which educates employees on human rights and labor standards. The company aligns its practices with global frameworks such as the Universal Declaration of Human Rights and International Labour Organization (ILO) conventions, supporting fundamental freedoms and fair labor practices. LogiPoint's Corporate Social Responsibility (CSR) approach integrates these principles while promoting a balance between economic growth, environmental stewardship, and social responsibility.

In 2024, LogiPoint expanded employee training on labor rights and enhanced supplier engagement to enforce strict compliance with child labor prohibitions, aligning further with international standards. The company also continues to set internal targets focused on reducing human rights violations, promoting equality, and ensuring access to essential services. While meaningful progress has been made in areas like gender equity and labor protection, ongoing challenges such as digital exploitation and systemic inequality remain a focus.

To further operationalize human rights commitments across the Group, ISNAD has implemented a comprehensive suite of governance and ethics policies. These include a Human Resources Policy, Health and Safety Policy, Code of Conduct, Supplier Code of Conduct, Anti-Corruption Policy, Whistleblowing Mechanism, and Environmental Policy. Rooted in SISCO Holding's core values, these frameworks ensure that respect for human rights is consistently upheld throughout its operations and value chain.

Through a shared culture of accountability, transparency, and ethical conduct, SISCO Holding and its subsidiaries continue to advance human rights as an integral part of their long-term, responsible growth strategy.

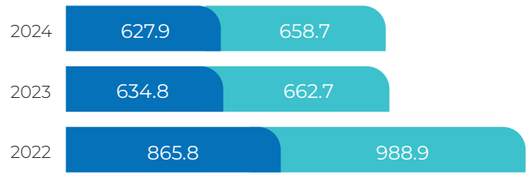


Sustainable procurement

SISCO Holding continues to uphold high standards of fairness and transparency in its procurement activities, with a strong focus on supporting local suppliers and contributing to sustainable supply chain development.

In reflecting its dedication to national development and responsible sourcing, SISCO Holding directed 95% of its total procurement spend of SAR 658.7 million in 2024 to local vendors, strengthening local supply chains and supporting economic growth.

Procurement spending ('000 SAR)



95%

local spending in SISCO Holding's 2024 procurement





Sustainable supply chain

SISCO Holding is committed to maintaining the highest standards of ethical conduct across its supply chain. This commitment is formally articulated in the Supplier Code of Conduct, which outlines the company's expectations regarding legal compliance, labor practices, environmental responsibility, and ethical business behavior.

Preference is given to suppliers that align with SISCO Holding's values and operational principles. To support this alignment, SISCO Holding actively engages with its suppliers by providing guidance, resources, and ongoing support aimed at facilitating compliance with its policies and standards.

The company continues to enhance its supplier management framework by placing increased emphasis on sustainable procurement and ethical sourcing. This includes the implementation of robust due diligence processes, regular performance monitoring, and targeted engagement initiatives. Through these measures, SISCO Holding seeks to foster long-term partnerships that contribute to shared sustainability goals and drive continuous improvement across its supply chain.

To ensure supplier alignment with company standards and operational requirements, portfolio companies implement thorough evaluation processes. S.A. TALKE, for instance, maintains a structured contractor onboarding system, supported by annual performance assessments of primary contractors based on clearly defined criteria. Evaluation of secondary suppliers considers critical factors such as cost efficiency and the availability of local materials to optimize procurement decisions. Concurrently, LogiPoint and ISNAD conduct detailed audits focusing on Health, Safety, and Environmental (HSE) compliance, with results meticulously reviewed to prioritize suppliers exhibiting exemplary performance and adherence to standards.

In 2024, Kindasa made a strategic decision to prioritize and promote locally based suppliers within its procurement activities. This initiative aims to mitigate potential negative impacts such as increased carbon emissions linked to long-distance logistics, while generating positive effects including enhanced local economic development and greater supply chain resilience. By incorporating local suppliers into its procurement system, Kindasa actively supports environmental sustainability and community growth. Furthermore, processes are in place to promptly address any negative impacts that may arise, including remediation efforts, underscoring the company's dedication to responsible and sustainable supplier management.

Case Study

LogiPoint's 2024 cold chain facility

In 2024, LogiPoint launched a state of the art 15,000 square meter cold chain facility at the Jeddah Logistics Hub for United Warehouse Company.

This facility plays a critical role in enhancing the Kingdom's logistics capabilities by providing essential cold storage infrastructure for temperature-sensitive goods, including meat, poultry, dairy products, and other foodstuffs. By addressing a vital link in the national supply chain, the project contributes to improved food security and supply chain efficiency, particularly in sectors where reliable cold storage is essential.

This development underscores LogiPoint's strategic focus on enabling Saudi Arabia's logistics sector in alignment with Vision 2030, while reinforcing its position as a key enabler of advanced logistics infrastructure across the region.



Similarly, Tawzea emphasizes local procurement channels, ensuring that small and medium-sized enterprises (SMEs) constitute a significant portion of its supplier base.

This commitment to local sourcing has been formally recognized through Tawzea's attainment of Local Content Certification from the LCGPA, reflecting the company's alignment with regional economic development goals and its focus on inclusive supplier engagement.



04
Governance and Ethics

Governance and Ethics

SISCO Holding's commitment to transparent governance and ethical conduct underpins its long-term success. The Group maintains strong internal controls, clear accountability frameworks, and responsible oversight to ensure regulatory compliance, effective risk management, and stakeholder confidence. These principles guide both operational decisions and investment strategies, enabling SISCO Holding to allocate capital responsibly and pursue sustainable growth. This disciplined approach supports strong financial performance while reinforcing the company's role in driving long-term value for the Saudi economy.

Chapter highlights

Zero
corruption incidents in 2024

SAR 1.25 bn
in revenue

Zero
non-compliance with laws and regulations

98
training hours delivered to board members

Sustainability framework material topics

- Transparent governance and internal control
- Responsible investments

UN SDGs:

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Saudi Arabia Vision 2030 pillar

An Ambitious Nation

A Thriving Economy

Transparent governance and internal control

SISCO Holding's corporate governance framework is built on adherence to industry best practices and full compliance with applicable regulations and standards. The Group is committed to maintaining a transparent, accountable, and well-structured governance system that supports sound decision-making and long-term value creation.

SISCO Holding's corporate governance framework is founded on industry's best practices and full compliance with applicable regulations and standards. The Group is committed to maintaining a transparent, accountable, and well-structured system that supports sound decision-making and long-term value creation.

The Board of Directors, SISCO Holding's highest governance body, is responsible for overseeing the Group's impact on the economy, environment, and people. Investment decisions are guided by a comprehensive evaluation process that considers economic viability, legal and tax implications, ESG factors, and other material risks and opportunities. Shareholders remain actively engaged in governance, exercising voting rights remotely through the Securities Depository Center Company (Edaa) or by proxy, ensuring broad participation and reinforcing inclusive and transparent practices.

Zero
critical concerns were reported to the highest governance body in 2024



SISCO Holding's sustainability-related policy commitments, approved by the Board, relevant committees, and the CEO, are embedded across the organization to ensure consistency and alignment with strategic objectives. These commitments are communicated through the Employee Handbook, induction programs, internal notices, and company-wide communications. Implementation follows a structured top-down approach, cascading responsibilities from the Board and Executive Management to department heads and line managers. They are fully integrated into the Code of Conduct, risk management framework, procurement procedures, and ESG strategy. Business partners are also bound by a Supplier Code of Conduct, supported by due diligence, monitoring, and mandatory training.

Oversight is reinforced through structured engagement and reporting. The Board meets annually with stakeholders at the General Assembly and reviews quarterly business updates provided by management. Material topics undergo committee review before final approval by the Board. Potential conflicts of interest, including those related to cross-board memberships, shareholdings, or related party transactions, are transparently disclosed in the Annual Report, with affected parties excluded from decision-making.

Board performance is independently evaluated each year, including an assessment of its knowledge and expertise in sustainable development.

Outcomes inform annual training priorities and continuous improvement. Remuneration policies, covering fixed and variable pay, termination packages, clawbacks, and retirement benefits, are set out in the Remuneration Policy.

These policies link remuneration to organizational performance in managing impacts. While ESG performance is not yet formally tied to compensation, the Nomination and Remuneration Committee (NRC) oversees policy development and submits recommendations for shareholder approval at the General Assembly.



Board of Directors

The Board of Directors and executive management team are committed to lead with transparency and integrity, making disciplined and responsible decisions with regard to financial management, risk, talent, safety, quality, and innovation.

Adherence to the Code of Conduct & Work Ethics and other responsible business policies is expected of all Board members. In compliance with the Corporate Governance Regulations by the Capital Market Authority, the Board of Directors consists of seven members.

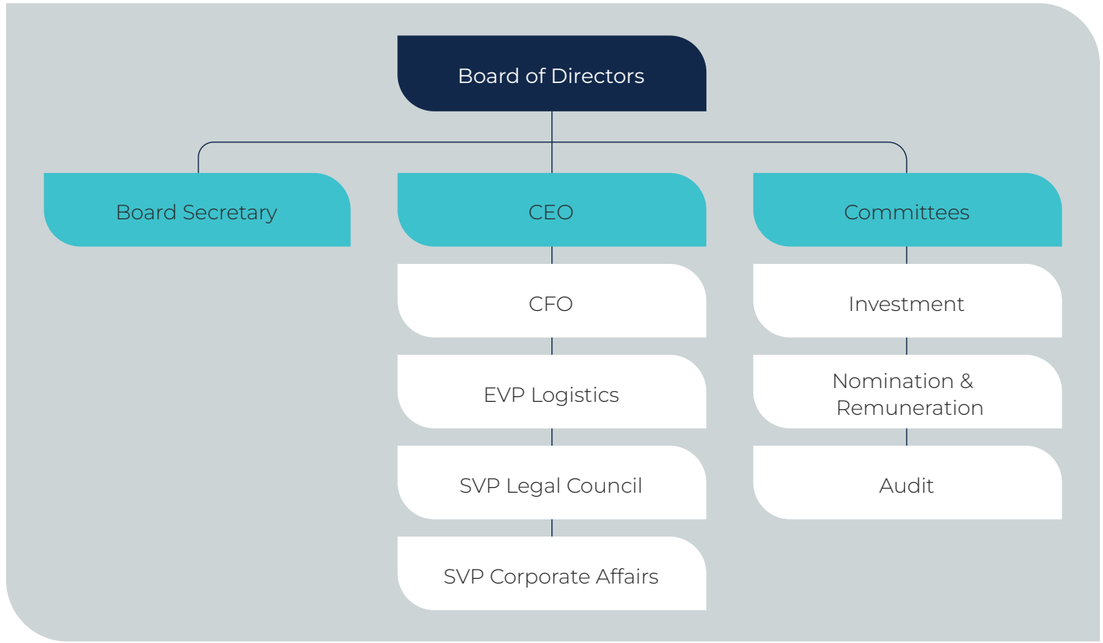
Board members are carefully appointed in line with SISCO Holding's Board Nomination Policy, which sets out clear and comprehensive selection criteria to ensure the appointment of qualified and experienced individuals. New members undergo a formal induction program, managed by the Board Secretary, which offers detailed insight into the company's governance structure, strategic objectives, and internal policies.

To support continuous development, SISCO Holding offers external training opportunities to its Board members, including ESG topics. Ongoing performance is monitored through a structured self-evaluation process, supplemented by peer reviews to promote accountability and continuous improvement in governance effectiveness. In 2024, SISCO Holding significantly increased the total number of training hours delivered to Board members to 98 hours, up from just 6 hours in 2023. This reflects the company's strengthened commitment to Board development and its compliance with CMA Article 37, which emphasizes the importance of ongoing education for directors. Beginning in 2024, SISCO Holding introduced dedicated annual training sessions held each January, spanning one to two full days. These sessions are led by market and industry experts, and their content is developed in consultation with the Board to align with strategic priorities and build relevant market and regulatory insight.

Further details on the Board's composition and individual member profiles are available on the corporate website and in the 2024 Annual report.

To support effective governance and ensure informed decision-making, the Board of Directors has established three dedicated committees comprising Board members and independent experts. Each committee operates under a formal charter approved by the Board, which clearly defines its mandate, responsibilities, and operational procedures. Committee members provide annual reports to the Board summarizing their activities and recommendations.

Board of Directors	2022	2023	2024
Total number of the Board of Directors (#)	7	7	7
Independent members of the Board of Directors (#)	4	4	4
Non-independent members of the Board of Directors (#)	3	3	3
Non-executive members of the Board of Directors (#)	7	7	7
Female members of the Board of Directors (#)	1	1	1
Male members of the Board of Directors (#)	6	6	6



Investment Committee

The Investment Committee provides strategic support to the Board in evaluating major investment proposals and monitoring investment performance across the Group. It offers guidance on financial resource allocation and advises on future financial strategies in alignment with SISCO Holding's long-term objectives. The committee meets on an as-needed basis, based on the investment agenda.

Nomination and Remuneration Committee

This committee assists the Board in overseeing compensation frameworks and succession planning. It is responsible for reviewing and recommending remuneration packages for Board members, the Chief Executive Officer, and employees. It also leads the nomination process for Board and committee appointments, ensuring a diverse, skilled, and effective leadership structure. Executive compensation is determined based on annual performance appraisals, which take into account achievement of strategic objectives and other relevant contributions throughout the year. The Nomination and Remuneration Committee meets at least twice annually.

Audit Committee

The Audit Committee plays a critical role in safeguarding financial integrity and risk management. Its responsibilities include reviewing quarterly and annual financial statements, evaluating financial and non-financial disclosures, assessing internal control systems, overseeing risk management practices, monitoring related party transactions, and supervising the internal and external audit processes. In 2023, the Board recommended revisions to the Audit Committee Charter to enhance clarity on internal controls, procedural responsibilities, and member selection criteria. The amended charter was subsequently approved by the General Assembly. The Audit Committee convenes quarterly.

Additional details on the Board Committees are available here, and to learn more about SISCO Holding's organizational structure and executive management team, please click here.

Ethical conduct and integrity

SISCO Holding and its portfolio companies are committed to upholding the highest standards of ethical conduct, ensuring that all employees, partners, and stakeholders are treated with fairness, dignity, and respect.

This commitment is governed by the company's Code of Conduct and Work Ethics, which is supported by a comprehensive set of policies and governance frameworks that reinforce integrity, transparency, and accountability in all aspects of operations.

Key policies include, but are not limited to:

- Anti-Bribery and Corruption
- Anti-Fraud
- Conflict of Interest and Related Party Transactions
- Gifts and Entertainment
- Disclosure and Transparency
- Grievance (Employee Voice)
- Limits of Authority
- Whistleblowing
- Anti-Discrimination

While these policies provide Group-wide guidance, portfolio companies are empowered to tailor their implementation to align with the specific nature and context of their operations.

As part of its broader governance and ethics framework, SISCO Holding enforces a clear and fair disciplinary policy to uphold professional conduct and reinforce organizational accountability. The policy sets out expected standards of behavior and provides a structured process for addressing misconduct, ensuring that all cases are handled consistently, transparently, and in accordance with due process. It applies specifically to conduct-related matters, excluding genuine performance or health-related issues, and SISCO Holding retains discretion in determining the most appropriate course of action when overlaps occur. While not contractual, the policy supports a values-driven culture by safeguarding employee rights, promoting respectful behavior, and maintaining the integrity of the workplace.

Training on these policies is provided to both Board members and employees to ensure consistent understanding and application.

Policy updates are communicated promptly and discussed in company-wide Town Hall meetings, fostering transparency and reinforcing a shared commitment to ethical behavior.

SISCO Holding enforces a strict zero-tolerance policy on bribery and corruption, supported by regular internal audits to uphold ethical conduct and ensure full compliance across the Group. The Internal Audit Department conducts periodic fraud risk assessments, audits, and targeted investigations to proactively identify, assess, and mitigate potential ethical or compliance breaches. Ethical concerns and risks are formally communicated to the Board of Directors through

Zero

incidents of corruption recorded at SISCO Holding in 2024

Executive Management and the Audit Committee, ensuring appropriate oversight, transparency, and timely resolution.

These anti-corruption practices play a critical role in promoting trust and accountability across all operational and business relationships. They are integral to managing both actual and potential impacts on the economy, environment, and people including respect for human rights.

The absence of corruption incidents in 2024 is a testament to the effectiveness of SISCO Holding's governance framework and its robust anti-corruption controls. During the reporting period, SISCO Holding was not involved in any negative impacts resulting from its activities or business relationships. Where relevant, potential risks were proactively addressed through rigorous due diligence and the ongoing monitoring of compliance practices, ensuring continued alignment with ethical standards, regulatory obligations, and stakeholder expectations.

SISCO Holding's subsidiaries, including LogiPoint, continued to manage legal matters in alignment with the Group's compliance and governance standards. During the reporting period, LogiPoint was involved in a limited number of legal proceedings, none of which resulted in material impact. Outcomes were addressed in accordance with due legal process, reinforcing the Group's commitment to transparency, risk management, and ethical business conduct across all operations.



In 2024, LogiPoint further strengthened its governance practices by introducing an Anti-Bribery and Anti-Corruption (ABAC) declaration for all vendors with contracts exceeding SAR 100K, with plans to extend this to all vendors regardless of contract size. The company formalized key policies covering confidentiality, data retention, ABAC, environmental responsibility, and the code of conduct. To enhance transparency and timely decision-making, LogiPoint implemented monthly flash reports detailing financial, operational, and commercial performance. Additionally, in line with its commitment to safeguarding sensitive information, two-factor authentication (2FA) was deployed across email systems and financial applications, reinforcing its cybersecurity posture.

Kindasa is committed to fostering a culture of transparency and accountability. As part of its HR policy, the company has established a formal whistleblowing procedure, enabling employees to report concerns confidentially and without fear of retaliation. This mechanism supports early identification of potential ethical issues and reinforces Kindasa's commitment to responsible and ethical business conduct.

Tawzea has established a formal grievance mechanism that enables employees to confidentially report concerns and seek resolution through a clear escalation process. Initially, complaints are raised with the direct manager. If unresolved within the designated SLA period, the grievance escalates sequentially to the department director, Director of Human Resources, and ultimately the CEO, whose decision is final. Special provisions allow employees to bypass steps if the complaint involves their direct manager or higher-level supervisors to ensure impartiality.

All grievances are handled with strict confidentiality, and any sharing of complaints with unauthorized parties may result in administrative action under internal regulations. Employees are also cautioned that falsifying information or submitting deceptive complaints will lead to disciplinary measures. This structured, confidential process ensures fair, timely resolution while maintaining organizational integrity.

Ethical concerns and risks are formally communicated to the Board of Directors through Executive Management and the Audit Committee, ensuring appropriate oversight and timely action. In addition, the Internal Audit Department conducts periodic fraud risk assessments, audits, and investigations to proactively identify and mitigate potential ethical or compliance breaches.

Upholding a culture of accountability

SISCO Holding continues to promote a transparent and accountable work environment by encouraging employees to report concerns through its Whistleblower Policy. This policy ensures confidential reporting, protects whistleblowers from retaliation, and mandates thorough investigation by the Internal Audit Department. Anonymous reporting is supported via email and physical drop boxes, with regular training provided to reinforce awareness. In 2024, 78 grievances were filed, down from 111 in 2023, with 41% resolved. For further details, please refer to page 113.

LogiPoint reinforces its alignment with SISCO Holding's ethical standards by maintaining comprehensive grievance and remediation mechanisms. Operating under the Group's Code of Conduct and broader governance framework, LogiPoint is firmly committed to identifying, addressing, and remediating any adverse impacts arising from its operations or business relationships. To ensure accountability and stakeholder trust, the company provides accessible and confidential channels for raising concerns including a dedicated advisory email and an anonymous reporting system enabling employees and external stakeholders to report issues related to ethical conduct, compliance, or broader corporate responsibility.

To maintain effectiveness and accessibility, these mechanisms are regularly reviewed and improved in consultation with stakeholders. Grievances are tracked and monitored through structured follow-ups and performance reviews, with remediation measures including corrective actions, stakeholder engagement, and where applicable, compensation. Throughout 2024,

LogiPoint maintained full compliance with SISCO Holding's ethical standards, addressing all grievances and legal matters through due process and without material impact. These practices further demonstrate the Group's commitment to transparency, accountability, and responsible conduct across its operations.

Kindasa aligns with SISCO Holding's Code of Conduct by enforcing clear policies against harassment and discrimination, as outlined in its HR manual. A formal grievance mechanism is in place, providing confidential channels for employees to report concerns without fear of retaliation.

These mechanisms are regularly reviewed for effectiveness, and reported cases are addressed through structured follow-ups and due process. In 2024, Kindasa remained fully compliant with SISCO Holding's governance standards, resolving all matters without material impact. This reflects Kindasa's ongoing commitment to ethical conduct and a respectful, inclusive workplace.

Tawzea upholds SISCO Holding's commitment to equity and equality through clear anti-discrimination and anti-harassment policies. A formal grievance mechanism allows employees to confidentially report unfair treatment or harassment. Complaints escalate sequentially from direct managers to department directors, Human Resources, and ultimately the CEO, who issues a final resolution. Special channels are available when grievances involve any level of the management hierarchy to ensure impartiality. All grievances are handled confidentially, with strict disciplinary measures for falsification or unauthorized disclosure. Tawzea regularly reviews its grievance procedures to maintain effectiveness. In 2024, Tawzea fully complied with SISCO Holding's governance standards, resolving all grievances without material impact, reinforcing its dedication to a fair and respectful workplace.

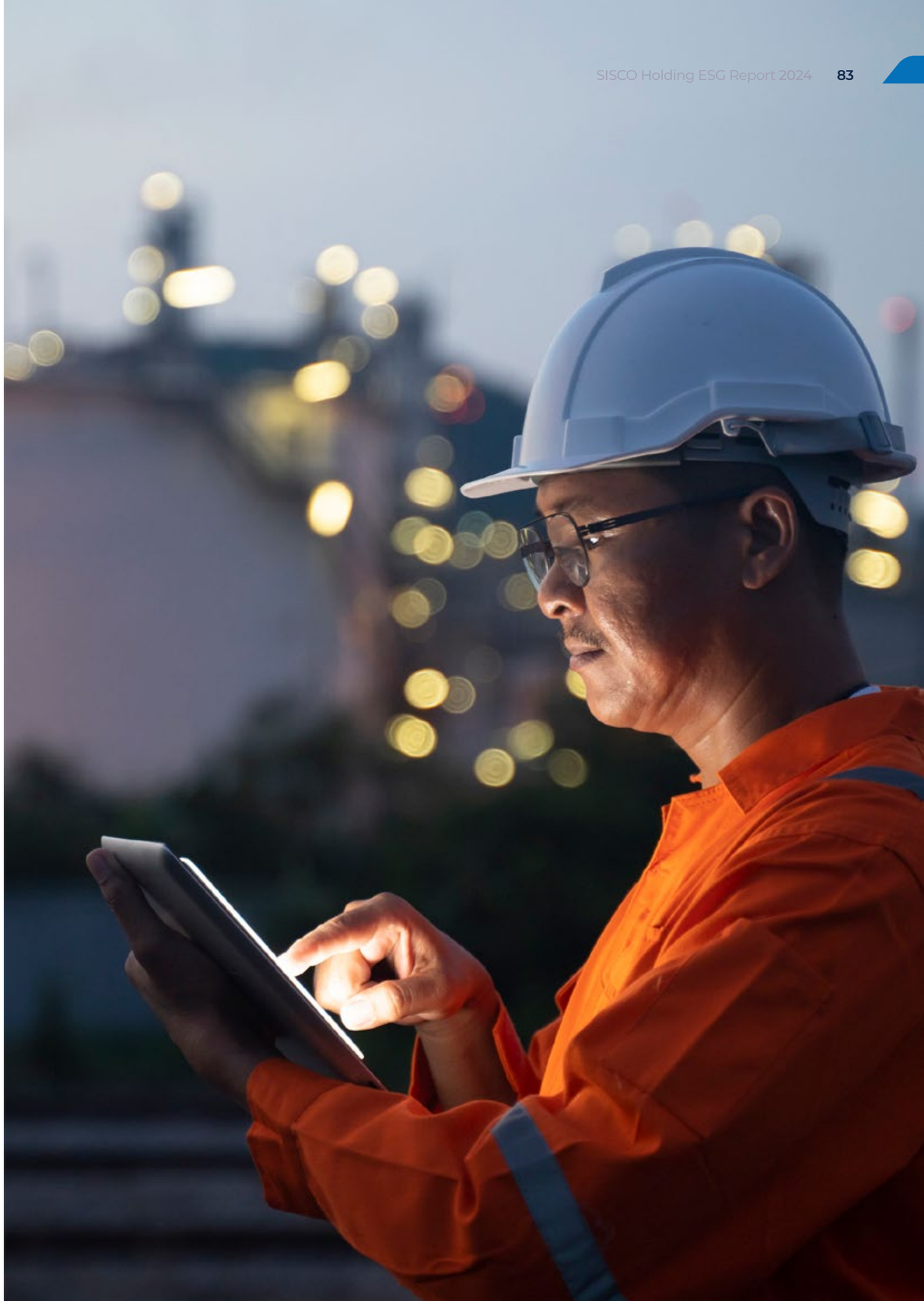
Compliance and risk management

SISCO Holding prioritizes strict adherence to all applicable laws and regulations in Saudi Arabia, recognizing that compliance is essential to both operational performance and corporate reputation. The Legal Department oversees compliance matters and promptly escalates any concerns to the Chief Legal Officer. The Compliance Officer systematically reviews business processes, documentation, and contracts to ensure alignment with regulatory requirements.

Regular training programs are conducted to keep employees informed of relevant compliance obligations. In the event of any breach, thorough investigations are undertaken, with corrective measures implemented to mitigate recurrence.

SISCO Holding maintains a comprehensive risk management framework that addresses both financial and non-financial risks, supported by robust governance structures and defined accountability for ongoing monitoring and reporting. Certain portfolio companies employ additional risk management tools; for example, RSGT operates an ISO 31000-certified Risk Management System that maintains a risk register covering economic, environmental, and social risks.

ESG risks are systematically incorporated into broader risk management processes. The Legal Department, for instance, assesses environmental and social considerations during legal due diligence for potential acquisitions, including evaluations of operational environments and labor practices. SISCO Holding is committed to integrating sustainability principles into its corporate risk framework, ensuring comprehensive



Responsible investment

At SISCO Holding, responsible investment is guided by a long-term perspective—one that balances financial performance with broader environmental, social, and governance considerations. By integrating these factors into investment decisions, SISCO Holding aims to create enduring value, support sustainable growth, and strengthen the resilience of its portfolio over time.

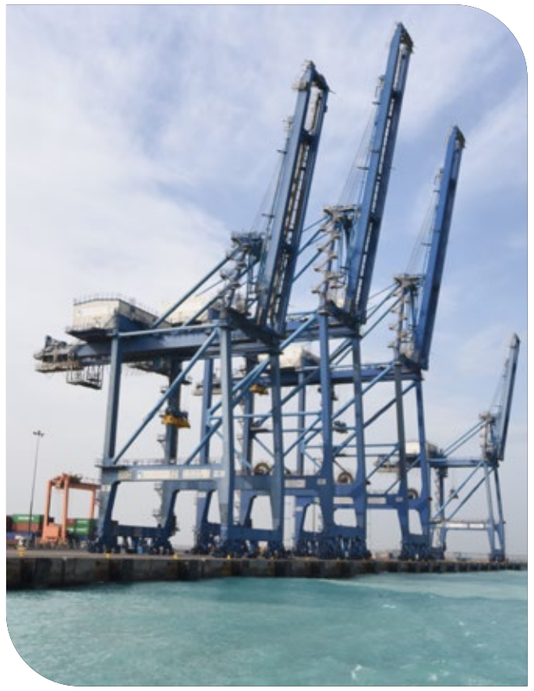
Delivering sustainable financial results

SISCO Holding's sustained financial performance is the outcome of a disciplined, forward-looking strategy that aligns value creation for stakeholders with the broader ambitions of Vision 2030 and regional economic development.

The Group's strategic focus on cost efficiency, disciplined capital allocation, and operational optimization ensures continued financial resilience and growth.

19.2%

increase in year-on-year revenue for 2024, to SAR 1.25 billion

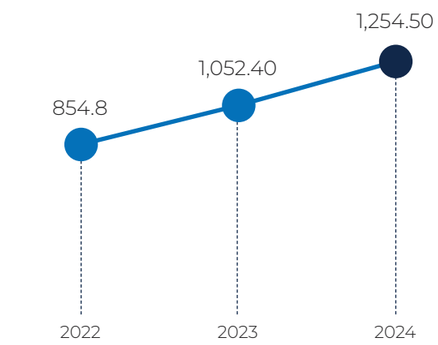


SISCO Holding maintains adequate capital reserves to meet its obligations under varying market conditions and pursues a balanced business model aimed at stable economic returns.

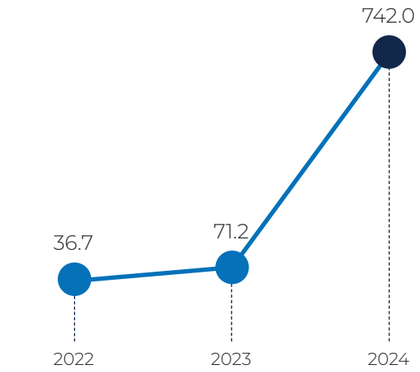
In 2024, SISCO Holding reported revenue of SAR 1.25 billion, a 19.2% increase compared to SAR 1.05 billion in 2023. Net profit reached SAR 742 million, reflecting the Group's strong financial performance and effective strategic execution.

Net income was impacted by several non-recurring items, including EPC cost overruns at Tawzea, one-off Zakat charges covering fiscal years 2021–2023, and an exceptional loss at Elite. As a result, reported net income declined to SAR 72.1 million from SAR 88.3 million in 2023. However, on an adjusted basis, excluding these one-off items, net income demonstrated resilient growth, highlighting the underlying strength of SISCO Holding's operations and its ability to generate sustainable.

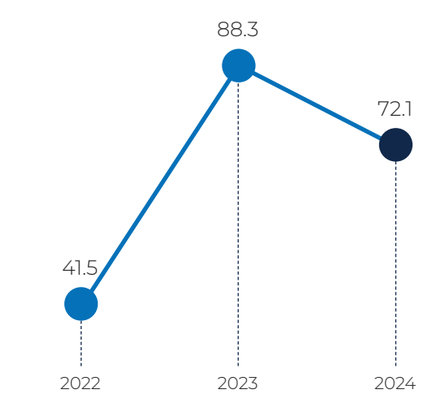
Revenues (SAR million)



Net profit (SAR million)



Net income (SAR million)



For more details, please refer to the 2024 Annual report



05
Transformation through innovation

Transformation through innovation

SISCO Holding drives sustainable growth by embracing cutting-edge technologies and digital solutions that enhance operational efficiency and resilience. With a focus on cybersecurity, smart infrastructure, and continuous innovation, the company is shaping the future of logistics and infrastructure in line with evolving market demands. Central to this transformation is a commitment to elevating customer experience, ensuring reliable, high-quality service that meets and anticipates stakeholder needs.

Chapter highlights

Zero
cyber-attacks/ Privacy Breaches

100%
response rate to customer satisfaction surveys

Sustainability framework material topics

- Cybersecurity
- Innovation and smart technology

UN SDGs:

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Saudi Arabia Vision 2030 pillar

A Thriving Economy

Cybersecurity

Safeguarding company data alongside the privacy of customers and employees remains a critical business priority for SISCO Holding, necessitating ongoing vigilance and technological innovation.

SISCO Holding places strong emphasis on cybersecurity and data protection as integral to its resilience. The Group has established an Information Security Policy designed to safeguard sensitive information, maintain business continuity, and ensure compliance with applicable regulations. Continuous monitoring, system upgrades, and employee awareness initiatives reinforce a culture of vigilance against evolving digital threats.

The company employs a comprehensive suite of policies, procedures, and technologies designed to prevent, detect, manage, and respond effectively to security and privacy risks, while ensuring full compliance with applicable laws and regulations. This includes a dedicated policy on the protection of personal data privacy, which is designed to establish and maintain an adequate level of protection in the collection, processing, disclosure, and cross-border transfer of personal data. The policy applies to personal data related to current, former, and prospective employees, clients, suppliers, contractors, and business associates, and reflects the company's commitment to safeguarding individual privacy and upholding data protection standards across its operations.

The Information Technology (IT) infrastructure management team is responsible for maintaining robust crisis management systems, enabling rapid and coordinated responses to any potential security incidents. In 2024, SISCO Holding and its subsidiaries reported no attempted or successful cyber-attacks, and no breaches or losses of customer data. This outcome reflects the strength and continued effectiveness of the Group's cybersecurity protocols and data protection measures across its operations.

Zero
cyber-attacks/ Privacy Breaches were recorded across SISCO Holding and its subsidiaries in 2024 marking the second consecutive year of no incidents

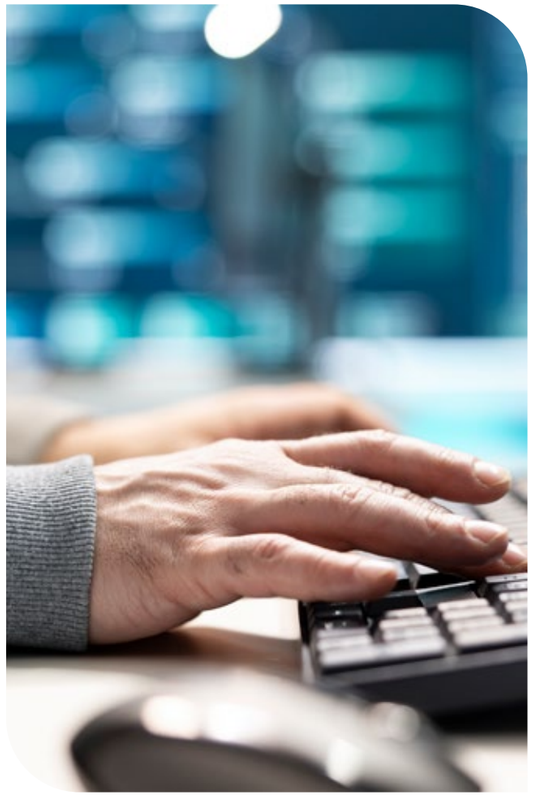


Portfolio cybersecurity measures

Aligned with SISCO Holding's overarching governance framework, portfolio companies tailor their data security and privacy systems to fit their operational and local contexts:

LogiPoint and ISNAD enforce rigorous electronic access controls for critical assets, including data centres and server rooms, with oversight from their IT leadership teams. Continuous monitoring is ensured through strategically placed CCTV systems. Their disaster recovery strategy features a remote data centre to guarantee business continuity. A penetration test conducted in 2023 verified the robustness of their network security, revealing no vulnerabilities.

Kindasa is committed to proactively managing cybersecurity risks and protecting stakeholder data by implementing preventive, corrective, and enhancement-based measures. To prevent and mitigate potential negative impacts related to information security, Kindasa has established a robust internal awareness program. Monthly cybersecurity awareness messages are sent to all employees to reinforce secure digital practices. Kindasa delivers formal cybersecurity training sessions to employees to strengthen internal capacity and build a security-first culture. As part of Kindasa's efforts to address actual cybersecurity risks and continuously improve our information security posture, Kindasa obtained the Cybersecurity Compliance Certificate, a formal assessment mandated by Saudi Aramco, verifying compliance with recognized national standards. Furthermore, a plan is in place to achieve ISO 27001 certification, underscoring Kindasa's ongoing commitment to aligning with international best practices in information security management.



Elite implements a comprehensive Data Protection Policy aimed at safeguarding the privacy of employees, customers, and partners while fostering transparency in data handling. Complementing this policy is a Clean Desk initiative aligned with ISO 27001/17799 standards. Technical controls such as endpoint security, USB device restrictions, role-based access, two-factor email authentication, cloud-based audit log monitoring, routine software patching, geographical access limitations, and content filtering collectively enhance data protection.

Tawzea has established extensive governance frameworks encompassing Data Protection, Cybersecurity, IT Asset Management, Identity and Access Management, and Business Continuity. Their offline disaster recovery plans are designed to reduce downtime and maintain critical operations during emergencies.

RSGT operates an ISO 27001:2022-certified Information Security Management System, which covers all customer-facing activities. Monthly management reports consolidate data from various security tools through a centralized dashboard. In addition, compliance with the International Ship and Port Facility Security (ISPS) Code further strengthens maritime and port security, supporting the safety of the broader transportation infrastructure.

Innovation and smart technology

Innovation is central to how SISCO Holding creates value and drives long-term competitiveness. By investing in digital solutions, smart infrastructure, and the talent needed to deliver them, SISCO Holding continues to strengthen efficiency and resilience across its operations.

Beyond cost and resource savings, these initiatives are delivering measurable reductions in GHG emissions, enhancing customer experience, and supporting the Kingdom's Vision 2030 ambitions.

For example, SISCO Holding has integrated artificial intelligence (AI) into day-to-day operations to improve efficiency and support teams in carrying out their work more effectively.



Enhancing experience through innovation

At SISCO Holding, innovation is not only a driver of operational efficiency and sustainability—it is also a catalyst for elevating customer experience. Recognizing that customer satisfaction is key to long-term success, SISCO Holding and its subsidiaries integrate smart technologies and data-driven insights to better anticipate and meet evolving customer needs.

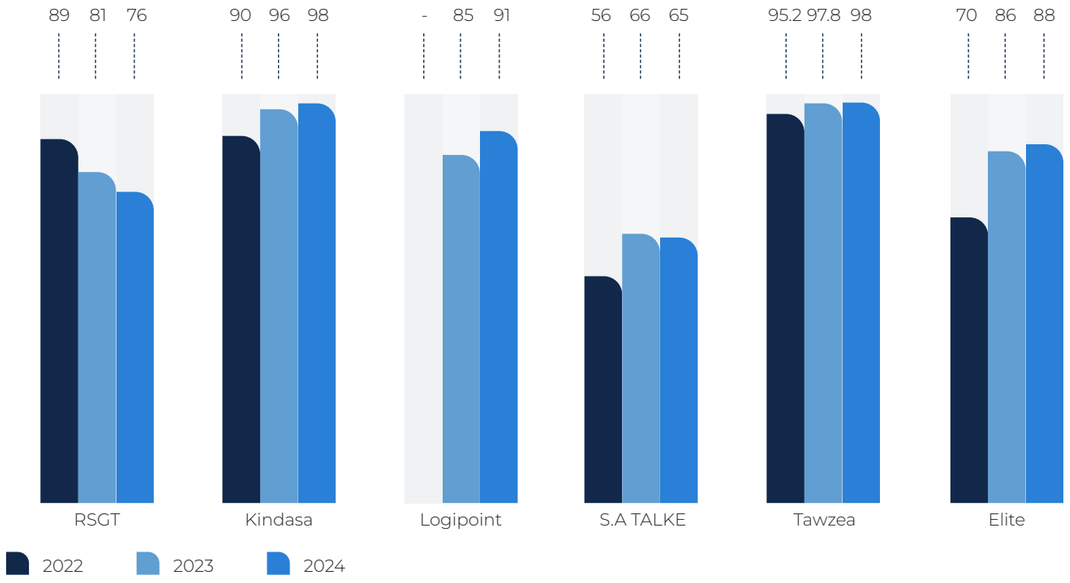
By embedding innovation into service delivery, the company enhances reliability, responsiveness, and the overall quality of interactions across its portfolio. Open and continuous communication with customers remains a core focus, enabling SISCO Holding to adapt its solutions, implement targeted improvements, and foster lasting value. This customer-centric innovation approach supports SISCO Holdings ambition to deliver seamless, high-quality services while advancing the Kingdom's Vision 2030 goals.

Customer engagement levels have remained exceptionally strong across SISCO Holding Group, with a **100% response rate** to customer satisfaction surveys. This level of participation reflects a high degree of trust in the feedback process and an active commitment from customers to engage in service improvement efforts. The insights gathered through these mechanisms play a critical role in identifying areas for enhancement, addressing operational challenges, and deepening customer relationships across all business units.

100%

response rate to the customer satisfaction survey

Customer Satisfaction (Percentage)



In line with this, the Group continues to embed structured, feedback-driven approaches into its service delivery models, recognizing that customer experience is a key driver of long-term performance and stakeholder value Several targeted initiatives have been implemented across subsidiaries to enhance customer satisfaction and ensure responsiveness to evolving needs:

- **RSGT and S.A. TALKE** administered formal customer satisfaction surveys to systematically evaluate service quality and collect actionable client feedback. The findings from these surveys inform continuous service enhancements and support performance benchmarking.
- **Elite** undertook a comprehensive review of its customer onboarding process. This initiative involved mapping the customer journey, identifying points of friction, and implementing corrective measures. As a result, onboarding timelines have improved, and customer satisfaction targets have been more clearly defined and tracked.
- **Kindasa** introduced recurring customer feedback loops, including surveys and structured evaluation forms. These tools enable the business to capture real-time customer sentiment and incorporate insights into its service planning and operational adjustments.
- **Tawzea** continued to prioritize service accessibility and responsiveness through its 24/7 customer support hotline. In addition, the company enhanced its engagement model by offering personalized consultations and support for specialized customer requests, reinforcing its customer-first approach and commitment to service excellence.

ISO 10001:2018

for quality and customer satisfaction, RSGT

S.A. TALKE advanced its customer engagement practices through a structured key account management system involving daily site-level reviews, monthly KPI tracking, and quarterly strategic meetings with clients. In 2023, these efforts were complemented by customer satisfaction surveys, involvement in recruitment processes, and engagement events such as Ramadan Iftar, National Day celebrations, and year end celebration. These initiatives remained strong in 2024, with further enhancements implemented to deepen customer relationships and improve operational performance. In parallel, Tawzea improved its customer payment collections rate by leveraging CRM tools and conducting over 14,535 outreach calls to support tailored payment solutions, contributing to a customer satisfaction increase from 97.8% in 2023 to 98% in 2024.

98%

customer satisfaction in 2024



06
Data and Disclosures

As part of its commitment to transparency and accountability, SISCO Holding provides stakeholders with access to comprehensive sustainability data. The company also aligns its reporting with leading global frameworks, including the Global Reporting Initiative (GRI) and the International Financial Reporting Standards (IFRS), ensuring consistency, comparability, and reliability of information. These disclosures support SISCO Holding's ongoing journey toward enhanced reporting quality and continuous improvement.

GRI Content Index

Statement of use	SISCO Holding has reported in accordance with the GRI Standards for the period of 1st January to 31st December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

Gri Standard/ Other Source	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation	GRI Sector Standard Ref. No.
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	12 – 15	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	5				
	2-3 Reporting period, frequency and contact point	4				
	2-4 Restatements of information	24, 29, 28, 31, 105, 109, 112, 116				
	2-5 External assurance	None				
	2-6 Activities, value chain and other business relationships	14 – 15				
	2-7 Employees	53 - 57, 107 - 111				
	2-8 Workers who are not employees	107				
	2-9 Governance structure and composition	76 - 80				
	2-10 Nomination and selection of the highest governance body	78				
	2-11 Chair of the highest governance body	6 – 7				
	2-12 Role of the highest governance body in overseeing the management of impacts	SISCO Holding board committees are responsible for setting ESG objectives and KPIs for the company. The board chairman approves the ESG report.				
	2-13 Delegation of responsibility for managing impacts	76 – 80				
	2-14 Role of the highest governance body in sustainability reporting	SISCO Holding board committees are responsible for setting ESG objectives and KPIs for the company. The board chairman approves the ESG report.				
	2-15 Conflicts of interest	81				
	2-16 Communication of critical concerns	81 – 84				
	2-17 Collective knowledge of the highest governance body	79				
	2-18 Evaluation of the performance of the highest governance body	79 – 80				
	2-19 Remuneration policies	78				
	2-20 Process to determine remuneration	78				
	2-21 Annual total compensation ratio			Confidentiality constraints		
	2-22 Statement on sustainable development strategy	6 – 7				
	2-23 Policy commitments	26, 27, 38, 40, 41, 42, 45, 53, 63, 68, 69, 77, 78, 79, 81, 83, 91, 92				
	2-24 Embedding policy commitments	26, 27, 38, 40, 41, 42, 45, 53, 63, 68, 69, 77, 78, 79, 81, 83, 91, 92				
	2-25 Processes to remediate negative impacts	83 – 84				
	2-26 Mechanisms for seeking advice and raising concerns	83 – 84				
	2-27 Compliance with laws and regulations	84				
	2-28 Membership associations	Not applicable		Information unavailable/ incomplete		
	2-29 Approach to stakeholder engagement	103 – 104				
	2-30 Collective bargaining agreements	Not applicable		Legal prohibitions	Collective bargaining is prohibited in KSA	

Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	3-2 List of material topics	19	
Responsible Investments			
GRI 3: Material Topics 2021	3-3 Management of material topics	86	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	86	
Sustainable Procurement			
GRI 3: Material Topics 2021	3-3 Management of material topics	70	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	70	
Transparent Governance and Internal Control			
GRI 3: Material Topics 2021	3-3 Management of material topics	77 – 78	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	81 – 82	
	205-2 Communication and training about anti-corruption policies and procedures	81 – 82	
	205-3 Confirmed incidents of corruption and actions taken	82	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	68, 115	
Climate Change and Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	24	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	28 – 29	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	24	
	305-2 Energy indirect (Scope 2) GHG emissions	24	
	305-4 GHG emissions intensity	24	
Integrated Resource Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	26	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	30 – 31	
	303-2 Management of water discharge-related impacts	30	
	303-3 Water withdrawal	31	
	303-4 Water discharge	31	
	303-5 Water consumption	31	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	32	
	306-3 Waste generated	32	
	306-4 Waste diverted from disposal	32	
	306-5 Waste directed to disposal	32	
Talent Attraction, Development, and Retention			
GRI 3: Material Topics 2021	3-3 Management of material topics	37	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	54	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	58	
	401-3 Parental leave	43, 109	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	40	
	404-2 Programs for upgrading employee skills and transition assistance programs	41, 42	
	404-3 Percentage of employees receiving regular performance and career development reviews	40, 41	
Health, Safety, and Wellbeing			
GRI 3: Material Topics 2021	3-3 Management of material topics	45 – 47	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	45	
	403-2 Hazard identification, risk assessment, and incident investigation	46 – 47	
	403-3 Occupational health services	48 – 50	

	403-5 Worker training on occupational health and safety	49
	403-6 Promotion of worker health	48
	403-9 Work-related injuries	110
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	113
Diversity and Equality		
GRI 3: Material Topics 2021	3-3 Management of material topics	53
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	79
Human Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	68
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	68 – 69
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	38, 68 – 69
Social Impact		
GRI 3: Material Topics 2021	3-3 Management of material topics	63
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	63, 66
Data Privacy and Cybersecurity		
GRI 3: Material Topics 2021	3-3 Management of material topics	91
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	91, 92

We also report on topics that are not covered by the gri standards

Innovation and Smart Technology		
GRI 3: Material Topics 2021	3-3 Management of material topics	93

Stakeholder engagement

SISCO Holding has developed a comprehensive stakeholder map that categorizes key internal and external stakeholders according to their level of influence and impact on the company. To ensure meaningful dialogue, a wide range of engagement channels have been established, enabling SISCO Holding to maintain continuous communication and remain responsive to the perspectives of stakeholders affected by its business and operations.

Stakeholder Group	Importance to SISCO Holding	Needs and Expectations	Methods of Engagement
Customers	The Group's top priority is organic growth, which entails fostering strong relationships with current customers through mutually beneficial practices. Priority is given to providing value-added solutions, top-quality products, and services to expand the company's customer base and generate additional business. By continuously identifying areas for improvement and utilizing the latest technology, SISCO Holding strives to deliver an unparalleled experience to its valued customers.	· Innovative and sustainable products and services. · Efficient and pro-active customer channels. · Friendly and responsive customer service. · Consistent and reliable delivery of products and services. · Transparent and accessible information.	· Social media channels such as Twitter, Facebook, Instagram, and LinkedIn. · Customer service offices for SISCO Holding entities.
Our People	The success of SISCO Holding hinges on the diligent efforts, dedication, and input of every employee. To ensure that the company is effectively attracting, retaining, and developing highly talented individuals with diverse skills and abilities, it has implemented a cohesive talent management strategy. Across all SISCO Holding entities, a steadfast commitment to upholding the highest health and safety standards at all facilities is maintained. The company is vigilant in monitoring and mitigating potential risks to both its employees and operations, providing a secure and protected work environment for its workforce.	· Employee engagement and growth, through cultivating a diverse and inclusive workforce. · Providing a safe and secure work environment. · Fair compensation. · Recognition and rewards. · Opportunities for career growth and development.	· Employee training includes orientations, professional training, and certifications. · Health and safety policies. · Social gatherings such as Annual Football tournament.
Shareholders & Investors	SISCO Holding's steadfast commitment to maintaining a strong balance sheet, along with a proven track record of both financial and operational success, enables it to consistently generate value for its valued shareholders. With investment projects and subsidiary activities that offer substantial long-term potential, SISCO Holding is an attractive investment opportunity for shareholders, investors, and prospective stakeholders alike. To ensure optimal outcomes and alignment with strategic objectives, the Group remains vigilant in promoting best practices and ensuring that its companies have access to the necessary academic and technical expertise. This ensures that the quality of work is consistently sufficient and aligned with the goals of the Group.	· Strong balance sheet and continuous cash flows. · Transparency and disclosure. · Incorporate ESG criteria into business operations and activities. · Dynamic risk management. · Strong market position. · Strategic vision and plan for long-term growth and success.	· Annual reports. · Corporate Governance reports. · Quarterly financial statements. · Board Meetings.

Stakeholder Group	Importance to SISCO Holding	Needs and Expectations	Methods of Engagement
Communities	SISCO Holding recognizes that as a significant contributor to the economic future of our country, it has a responsibility to give back to the community. As such, corporate social responsibility has been seamlessly integrated into SISCO Holding's business activities and a comprehensive CSR program has been developed that seeks to make a positive impact on the world.	· Social initiatives and programs to promote well-being of the community. · Partnerships with other organization to address social concerns. · Regular one-off, high participation low-cost activities. · Open and transparent communication with the community about business practices and operations.	· Donations to charitable causes. · Social welfare campaigns.
Government Regulators	SISCO Holding places great importance on fostering a culture of compliance, as it is crucial to the Group's overall strategy. Commitment to the Group's diverse stakeholders is demonstrated by the continuous development and improvement of the company's transparency and accountability. An unwavering dedication to complying with all applicable rules and regulations enables SISCO Holding to maintain high standards of corporate governance that align with regional and global best practices.	· Alignment to national strategies and visions (Saudi Arabia Vision 2030). · Compliance with legal and regulatory requirements. · Protecting customers and shareholders. · Transparency and disclosure. · Compliance with applicable laws, regulations, and industry standards. · A commitment to ethical and socially responsible business practices.	· Internal audit. · External audit. · Internal control and risk management systems. · Compliance department. · Audit Committee. · Annual Reports.
Partners	SISCO Holding proactively forges and sustains strategic alliances and partnerships with various collaborators to facilitate continuous growth and strategic positioning. By enhancing its relationships with the most reputable suppliers, distributors, and trade partners, the company can effectively meet the ever-evolving needs of its customers.	· New opportunities for engagement and interaction · Open communication channels · Fair and respectful treatment of suppliers · Timely payments. · Ethical and responsible business practices that promote fairness and social justice.	· Supplier survey to obtain feedback from suppliers. · Supplier portal. · Procurement department.

DATA TABLES

Climate resilience

GHG Emissions	2023	2024
Direct GHG emissions (Scope 1) (tonnes of CO_2eq)	58,888	67,238
Indirect GHG emissions (Scope 2) (tonnes of CO_2eq)	67,802	62,987
Total GHG emissions (tonnes of CO_2eq)	126,690	130,225
GHG emission intensity (tonnes of CO_2eq/employee)	61.4	24

Energy Consumption*	2023	2024
Direct energy consumption		
Total fuel consumption (L)	21,293,915	25,460,883
Petrol consumption from vehicles (L)	42,157	1,715,786
Diesel consumption from operations (L)	6,410,647	19,997,243
Diesel consumption from vehicles (L)	14,841,111	3,748,054
Total direct energy consumption (GJ)	887,684**	962,886
Indirect energy consumption		
Electricity consumption (branches, offices, etc.; kWh)	101,121,907	152,403,825

* SISCO Holding's 2023 results have been restated to reflect a more accurate calculation methodology.

* As per SISCO Holding's 2023 updated GHG Inventory, a Financial Control approach has been adopted. Accordingly, Scope 1 and 2 GHG emissions encompass SISCO Holding and its subsidiaries, specifically RSGT, ISNAD, LogiPoint, and Kindasa. The energy consumption data is also reported within this same boundary.

**Figure restated.

Water Consumption	2022	2023	2024
Total water withdrawal (m^3)	73,781,200	83,211,477	56,097,254
Total water discharge (m^3)	20,587,531	22,320,919	25,123,762
Total water consumption (m^3)	53,193,668	60,890,558	30,973,492
Recycled wastewater (m^3)	36,533,600	37,660,000	35,018,374
Water consumption intensity (m^3/employee)	25,032	11,297	5,708

*2022 and 2024 data for water consumption excludes Elite.

*Data for water discharge 2022 excludes S.A. TALKE.

*Data for recycled wastewater excludes SISCO Holding and Elite.

*Data for water consumption intensity excludes SISCO Holding and S.A. TALKE.

*2022 and 2023 figures for water consumption have been restated due to changes in calculation methodology.

Waste	2022	2023	2024
Total waste generated (kg)	7,813,852	21,974,261	3,621,151
Total amount of non-hazardous waste generated (kg)	7,680,786	21,901,133	1,679,936
Total amount of hazardous waste generated (kg)	133,066	73,128	1,941,215
Waste diverted from disposal (kg)	287,148	12,354,156	851,451
Non-hazardous (kg)	156,216	12,281,058	824,336
Hazardous (kg)	130,932	73,098	27,115
Waste directed to disposal (kg)	7,526,704	9,620,105	2,769,700
Non-hazardous (kg)	7,524,570	9,620,075	855,600
Hazardous (kg)	2,134	30	1,914,100

* Hazardous waste diverted from disposal for 2024 excludes LogiPoint.
* Non-hazardous waste directed to disposal for 2024 excludes RSGT.

Materials	2022	2023	2024
Total paper consumption (kg)	16,183	18,460	79,412
Total paper recycled (kg)	536	40	0
Total IT products recycled (kg) excluding printer cartridges, fluorescent light tubes, personal computers	15,291	178	0

*Data for total paper consumption and total IT products recycled for 2024 exclude LogiPoint.
*Data for total IT products recycled excludes Tawzea.
*Data for total paper consumption for 2022 excludes Elite.
*Materials data for 2024 excludes Elite.

Spill Management	2022	2023	2024
Total recorded significant spills (#)	107	101	9
Total recorded significant spills (m^3)	23.5	109.6	0.5

*2024 data for Spill Management excludes SISCO Holding and LogiPoint.

Thriving and inclusive culture

Workforce	2022	2023	2024
Total number of employees (#)	4,676	5,418	5,542
Full-time employees (#)	4,676	5,418	5,462
Part-time employees (#)	0	0	80

*2022 data excludes ISNAD.

By Employment Level	2022	2023	2024
Full-time employees in senior management (#)	81	86	93
Full-time employees in middle management (#)	342	310	343
Full-time staff (not senior or middle management) (#)	4,253	5,022	4,930

*2022 data excludes ISNAD.

By Age	2022	2023	2024
18–30 (#)	829	1,357	1,429
31–50 (#)	2,457	3,586	3,584
51+ (#)	310	475	448

*2022 data for workforce age profile excludes ISNAD and Elite.

By Gender	2022	2023	2024
Female full-time (#)	91	122	147
Male full-time (#)	4,585	5,296	5,315

*2022 data excludes ISNAD.

New Employee Hires	2022	2023	2024
New employee hires in senior management (#)	19	24	18
New employee hires in middle management (#)	71	48	58
New staff hires (not senior or middle management) (#)	539	1,416	727
Female (#)	39	68	40
Male (#)	450	1,420	803
Age 18–30 (#)	237	560	421
Age 31–50 (#)	228	809	401
Age 51+ (#)	13	119	15

*2022 data for new employee hires by gender, age, and management level excludes ISNAD.
*2022 data for new employee hires by age excludes Elite.

Gender Diversity	2022	2023	2024
Number of female employees (#)	91	122	146
Females in senior management (#)	5	6	5
Female employment rate (%)	2	2	3

*2022 gender diversity KPI's exclude ISNAD.

Nationalization	2022	2023	2024
Number of full-time national employees (#)	1,087	1,150	1,222
Female national employees (#)	75	103	127
Male national employees (#)	1,012	1,047	1,095
National full-time employees in senior management (#)	28	31	36
Number of employees of other nationalities (#)	3,589	4,268	4,240

*2022 data for nationalization excludes ISNAD.

Turnover	2022	2023	2024
Total number of employees who left the organization (#)	617	705	828
Turnover rate (%)	13.20	13.01	15.16
Senior management (#)	11	14	12
Middle management (#)	46	47	57
Staff (#)	560	644	743
Female (#)	26	36	23
Male (#)	591	669	805
Age 18–30 (#)	145	183	194
Age 31–50 (#)	306	291	387
Age 51+ (#)	44	37	80

*2022 data for turnover excludes ISNAD.

Training	2022	2023	2024
Total hours (#)	79,274	83,373	32,546
Total hours for female employees (#)	15,018	18,365	3,464
Total hours for male employees (#)	58,830	61,391	26,674
Average hours per employee (#)	17	15	6
Average hours per female employee (#)	206	180	27
Average hours per male employee (#)	17	15	6
Total hours of training on sustainability aspects	339	470	172
Hours per employee on sustainability (#)	0.11	0.13	0.07
Female employees participating in sustainability training (#)	100	68	122
Male employees participating in sustainability training (#)	2,554	2,152	2,700

*2022 data for training excludes ISNAD.
*Data for total hours of training on sustainability aspects exclude RSGT and Kindasa.
*Data for hours per employee on sustainability excludes Kindasa.

Engagement and Satisfaction	2022	2023	2024
Full time employees who were engaged/filled out a survey	103	4,111	280
Employee engagement (%) – SISCO Holding	95	100	100
Employee engagement (%) – RSGT	91**	94**	100
Employee engagement (%) – Kindasa	0	94**	0
Employee engagement (%) – LogiPoint (Including ISNAD)	0	100	0
Employee engagement (%) – S.A. TALKE	0	84	0
Employee engagement (%) – Tawzea	0	22	0
Employee engagement (%) – Elite	10	21	100
Full-time employees who received a performance and career development review (#)	2,555	3,019	2,803
Percentage of employees who received a performance and career development review (%)	55	56	51

*2022 data for full time employees who were engaged/ filled out a survey excludes ISNAD, S.A. TALKE and Tawzea.
**Figure has been restated
Note: Some subsidiaries conduct surveys on a biannual basis, which may result in significant variations in the reported numbers.

Performance and Career Development	2022	2023	2024
Senior management employees that received performance and career development review (#)	70	66	51
Middle management employees that received performance and career development review (#)	204	189	231
Non-management employees that received performance and career development review (#)	2,281	2,764	2,522
Male employees that received performance and career development review (#)	2,382	2,712	2,620
Female employees that received performance and career development review (#)	54	72	98

*2022 data for performance and career development exclude ISNAD
*Data for performance and career development (by gender) excludes Elite.

Parental Leave	2022	2023	2024
Number of employees that took parental leave (#)	58	83	88
Number of employees who returned to work after parental leave ended (return to work) (#)	58	82	88
Number of employees who returned from parental leave and were still employed twelve months after return to work (retention) (#)	72	54	80
Return to work rate (%)	72	99	100
Retention rate (%)	94	93	98

* 2022 data for parental leave excludes ISNAD.

Absentee Rate	2022	2023	2024
Total number of missed workdays (#)	28,666	19,143	13,252
Total workdays (full time employees) (#)	1,003,624	998,099	727,612
Employee absentee rate (%)	2.9	1.9	1.8

*Data for absentee rate excludes Elite.
*2022 and 2023 data for absentee rate excludes ISNAD.

Health and Safety Management	2022	2023	2024
Workers covered by the health and safety management system (#)	5,130	5,991	6,382
Total workers covered by the health and safety management system (%)	100	100	100
Workers covered by the health and safety management system that has been internally audited (#)	3,135	3,260	3,641
Total workers covered by the health and safety management system that has been internally audited (%)	85	75	77
Workers covered by the health and safety management system that has been audited or certified by an external party (#)	2,325	2,339	2,623
Total workers covered by the health and safety management system that has been audited or certified by an external party (%)	63	72	73

*Data for workers covered by health and safety management system that has been internally audited, total workers covered by the health and safety management system that has been internally audited, workers covered by the health and safety management system that has been audited or certified by an external party, and total workers covered by the health and safety management system that has been audited or certified by an external party exclude RSGT.

Health and Safety - Employees	2022	2023	2024
Work hours (employees)	11,016,676	11,142,887	11,898,114
Employee fatalities (#)	0	0	1
Employee lost-time injuries (#)	2	26	8
Employee total recordable injuries (#)	39	43	44
Employee occupational illnesses (#)	0	3	0
Total number of emergency response drills conducted (#)	99	105	117
Safety incident investigations initiated (#)	413	740	890
Safety incident investigations completed (#)	406	615	496
Total hours of HSE training provided to employees (hours)	6,720	16,372	19,499
Average hours of HSE training per employee (hours)	1.44	3.02	3.6
Total cost of training (SAR)	110,278	37,563	104,763

*Data for work hours (employees) excludes Elite.
*2022 data for employee lost-time injuries, employee occupational illness, safety incidents investigations initiated, and safety incident investigations completed exclude Elite.

Health and Safety - Contractors	2022	2023	2024
Work hours (contractors)	2,374,626	4,679,737	5,196,153
Contractor fatalities (#)	1	0	0
Contractor lost-time injuries (#)	2	1	3
Contractor total recordable injuries (#)	2	8	4

*Data for work hours for contractors, and data for contractors lost-time injuries, and data for contractors total recordable injuries exclude Elite.

Maximizing social impact

Community Investment	2022	2023	2024
Total value of community investments (SAR)	1,000,000	100,000	200,000
Total number of local community development programs based on local community needs (#)	67	66	4
Operations with significant actual or potential negative impacts on local communities (#)	1	0	1
Donations and sponsorships (SAR '000)	224	375*	101,145
Number of CSR projects	9	30	25
Total number of volunteers (employees)	41	65	186
Total number of employee volunteering hours (#)	100	560*	1,588

*Data for number of CSR projects excludes Tawzea and 2022 data excludes RSGT.
*Data for operations with significant actual or potential negative impacts on local communities excludes LogiPoint.
*Data for number of volunteers and employee volunteering hours excludes LogiPoint and Tawzea.
*2023 figure for donations and sponsorships has been restated.
*2023 figure for number of volunteers (employees) has been restated.

Procurement	2022	2023	2024
Total number of suppliers (#)	2,873	2,410	2,511
Total number of local suppliers (#)	2,376	2,108	2,268
Percentage of local suppliers (%)	83	87	90
Total number of SME suppliers engaged (#)	885	990	994
Total number of women-owned suppliers engaged (#)	35	37	42
Total spending on suppliers and contractors (SAR '000)	988,894	662,739	658,666
Spending on locally based suppliers and contractors (SAR '000)	865,791	634,759	627,865
Percentage of spending on local suppliers (%)	88	96	95

*2024 data for total number of SME suppliers and data for the total number of women-owned suppliers engaged excludes RSGT.
*2023 data for total number of women-owned suppliers engaged excludes Tawzea.

Supply Chain Audits	2022	2023	2024
Number of suppliers that are subject to environmental audits (#)	0	0	0
Percentage of new suppliers that were screened using environmental criteria (%)	0	0	0
Number of suppliers identified as having significant actual and potential negative environmental impacts (#)	0	0	0
Suppliers with which relationships were terminated as a result of audit (#)	0	0	0
Number of suppliers that are subject to social audits (#)	0	0	0
Percentage of new suppliers that were screened using social criteria (%)	0	0	0
Number of suppliers identified as having significant actual and potential negative social impacts (#)	0	0	0
Suppliers with which relationships were terminated as a result of audit (#)	0	0	0

Customer Survey Response	2022	2023	2024
Percentage of customers actively responding to the survey (%) - RSGT	18	23	20
Percentage of customers actively responding to the survey (%) - Kindasa	60	25	27
Percentage of customers actively responding to the survey (%) - LogiPoint	N/A	90	100
Percentage of customers actively responding to the survey (%) - S.A. TALKE	55	50	56
Percentage of customers actively responding to the survey (%) - Tawzea	4	8	9.8
Percentage of customers actively responding to the survey (%) - Elite	25	50	60

Customer Complaints	2022	2023	2024
Percentage of customer complaints resolved (%) - RSGT	71	100	80
Percentage of customer complaints resolved (%) - Kindasa	100	90	100
Percentage of customer complaints resolved (%) - LogiPoint	N/A	100	0
Percentage of customer complaints resolved (%) - S.A. TALKE	100	100	NA
Percentage of customer complaints resolved (%) - Tawzea	100	99	99.87
Percentage of customer complaints resolved (%) - Elite	80	100	100

*LogiPoint recorded zero customer complaints in 2024, marking a significant improvement from previous years.

Health and Safety - Customers	2022	2023	2024
Number of incidents of non-compliance with regulations, voluntary codes, or supplier standards, concerning health and safety of products, services, or handling/transport/storage of product	5	1	2

*2022 data for health and safety – customers exclude Tawzea.
*2024 data for health and safety – customers exclude Elite.

Governance and ethics

Board Composition and Diversity*	2022	2023	2024
Total number of board members (#)	7	7	7
Total number of independent members (#)	4	4	4
Total number of non-independent members (#)	3	3	3
Total number of executive members (#)	0	0	0
Total number of non-executive members (#)	7	7	7
Total board seats occupied by women (#)	1	1	1
Total board seats occupied by men (#)	6	6	6

*Data covers SISCO Holding only.

Board Training and Evaluation*	2022	2023	2024
Total number for training hours delivered to board members (Hours)	0	6	98
Total number of governance body members that received training on anti-corruption (#)	0	7	7

*Data covers SISCO Holding only.

Board Compensation and Performance*	2022	2023	2024
The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) (%)	20	21	>18

*Data covers SISCO Holding only.

Anti-Corruption	2022	2023	2024
Total number of confirmed incidents of corruption (#)	0	1	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption (#)	0	1	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption (#)	0	1	0
Total number of highest governance body members that the organization's anti-corruption policies and procedures have been communicated to (#)	7	7	7
Percentage of highest governance body members that the organization's anti-corruption policies and procedures have been communicated to (%)	100	100	100

*2022 data for total number of confirmed incidents of corruption, total number of confirmed incidents in which employees were dismissed or disciplined for corruption, and total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption exclude RSGT.
*Data for total number and percentage of highest governance body members that the organization's anti-corruption policies and procedures have been communicated to cover SISCO Holding only.

Compliance	2022	2023	2024
Total incidents of non-compliance with laws and regulations (#)	3	0	0
Total number of non-monetary sanctions (#)	1	0	0
Percentage of legal and regulatory fines and settlements that resulted from whistleblowing actions (%) – SISCO Holding	0	0	0
Percentage of legal and regulatory fines and settlements that resulted from whistleblowing actions (%) – RSGT	0	0	0
Percentage of legal and regulatory fines and settlements that resulted from whistleblowing actions (%) – Kindasa	0	0	0
Percentage of legal and regulatory fines and settlements that resulted from whistleblowing actions (%) – LogiPoint	0	N/A	0
Percentage of legal and regulatory fines and settlements that resulted from whistleblowing actions (%) – S. A. TALKE	0	0	0
Percentage of legal and regulatory fines and settlements that resulted from whistleblowing actions (%) – Tawzea	0	0	0
Percentage of legal and regulatory fines and settlements that resulted from whistleblowing actions (%) – Elite	0	0	0
Number of inquiries, complaints, or issues received by the legal and compliance office through an internal monitoring or reporting system (#)	0	0	1
Percentage of inquiries, complaints, or issues received by the legal and compliance office through an internal monitoring or reporting system that were substantiated (%)	0	0	100

*2022 data for number of inquiries, complaints, or issues received by the legal and compliance office through an internal monitoring or reporting system and the percentage of inquiries, complaints, or issues received by the legal and compliance office through an internal monitoring or reporting system that were substantiated excludes S.A. TALKE.
*2024 data for total incidents of non-compliance with laws and regulations and total number of non-monetary sanctions excludes Tawzea.

Grievances	2022	2023	2024
Number of performance grievances filed in the reporting period (#)	29	45	13
Number of these performance grievance addressed or resolved (#)	29	45	77
Number of employee grievances filed in the reporting period (#)	277	111	78
Number of these employee grievance addressed or resolved (#)	274	109	32
Harassment cases (#)	0	2	2
Non-discrimination			
Incidents of discrimination (#)	0	0	2

Financials	2022	2023	2024
Revenues (SAR '000)	854.8*	1,052.4*	1,254.5
Gross Profit (SAR '000)	416.2	564.1*	641.4
Net Profit (SAR '000)	36,730	71,203	742
Pre-tax Profit (SAR '000)	73,692	155,682	134,760
Operating Costs (SAR '000)	186,150	218,771	263,422
Employee salaries (SAR '000)	12,222	11,448	12,747
Employee benefits (SAR '000)	5,594	5,357	12,747
Total tax paid (SAR '000)	18,163	26,606	61,241
Net Income (SAR '000)	41.5*	88.3*	72.1

Note: Data for employee salaries and benefits covers SISCO Holding only.
* Figures have been restated

Transformation through innovation

Privacy	2022*	2023	2024
Cyberattacks			
Attempted cyberattacks (#)	1	0	0
Actual cyberattacks (#)	1	0	0
Customer Privacy			
Identified incidents of breach and/or loss of customer privacy (#)	0	0	0

* 2022 data for privacy exclude S. A. TALKE.

Customer Satisfaction	2022	2023	2024
Customer satisfaction score (%) - RSGT	89	81	76
Customer satisfaction score (%) - Kindasa	90	96	98
Customer satisfaction score (%) - LogiPoint	N/A	85	91
Customer satisfaction score (%) - S.A. TALKE	56	66	65
Customer satisfaction score (%) - Tawzea	95.2	97.8	98
Customer satisfaction score (%) - Elite	70	86	88

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