

SAVOLA  
WORLD

# ANNUAL REPORT

Year 2020

Non-Profit  
Organisation

under license no. 1007  
issued by the Ministry of  
Human Resources and  
Social Development





# Savola World

A Turning Point in  
Corporate Social  
Responsibility and  
Sustainability



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# Introduction

Despite this report being Savola World's first Annual Report as a standalone Non-profit Organization, it's a continuation of previous efforts made by Savola Group (The Founder) when the CSR and sustainability initiatives and programs were managed by a specialized CSR Department in Savola Group's HQ. The Savola Group CSR Department was the steppingstone of establishing Savola World. The CSR efforts were previously disclosed through the following:



Annual Sustainability Report in accordance with (GRI) Standards.



Detailed section within Savola Group's Annual Report covering activities, programs and initiatives of CSR and sustainability.



Savola World website ([www.savolaworld.com](http://www.savolaworld.com))



Dedicated page for Savola World within Savola Group website.

This Annual Report is in accordance with the requirements of the Articles of Association and the Associations and Non-Profit Organizations Law issued by the competent authorities, in addition to best practices in the field of reporting based on relevant standards of corporate governance.

This Report was prepared to reflect the efforts of Savola World Foundation during its Long Fiscal Year, which extended from October 28th, 2019 to December 31st, 2020. This report also includes a background on the founder's CSR initiatives and programs, which represented the starting point for Savola World Foundation, to link and reflect the continuation of previous and current efforts.

A photograph of the Savola building at dusk. The building is a tall, modern structure with a glass facade. The top section features a large, illuminated logo in Arabic and English. The Arabic text 'سافولا' is written in a stylized, white font. Below it, the English text 'SAVOLA' is written in a similar, bold, white font. The building's top is capped with a circular, illuminated structure. The sky is a mix of purple and blue, and the building's interior lights are visible through the glass windows. There are decorative yellow and teal shapes in the corners of the image.

سافولا  
SAVOLA

# Summary of the Board of Trustees Members CV's



## Mr. Abdulrahman Mohammed Ramzi Addas

Chairman

### Current Positions:

Board, and Remuneration and Nomination committee member of Savola Group. Board, Executive Committee and Audit Committee member Of Alinma Bank, Chairman of the Board of Diyar Al Khayyal Real Estate Development Co, Chairman and Risk Management Committee member of Tunisian Saudi Bank (TSB), Board member of Al Rabie Saudi Food Co., Board Member and Chairman of Investment Committee at Environment Fund, Member of Risk Committee at Saudi Ground Services Co., Member of Risk and Compliance Committee at General Authority for Zakat and Tax, Member of Investment and Loans Committees at Agriculture Development Fund.

### Previous Positions:

28 years of experience in banking, risk management and investment at the National Commercial Bank during which he held several senior executive positions and about 3 years with SEDCO where he was the Managing Director for Real Estate Group in charge of Real Estate investments and was member of the Executive and Strategic Committees.

### Qualifications:

MBA from the University of Denver, Colorado/ USA with a Major in Finance, and Bachelor Degree in Business Administration from the King Abdulaziz University, Jeddah/ KSA with First Degree Honor

### Experience:

Extensive experience in banking, risk management, strategic management and investment



## Mr. Waleed Khalid Fatani

Vice Chairman

### Current Positions:

Group CEO, Savola Group. Vice Chairman of: Savola Food Company, Panda Retail Company, United Sugar Company Afia International Company, and Variety Food Company (Al Kabeer). Board member of Almarai Company, and Kinan Real Estate Company (Starting Jan,2021)

### Previous Positions:

CEO of Saudi Fransi Capital, and he worked as the Group Treasurer of Abdul Lateef Jamil and Capital Markets & Investment Advisor to the President. He was also the General Manager of Deutsche Bank KSA. Additionally, he started his career with Banque Saudi Fransi in 1994, where he was the Head of Group Treasury and was a member of several executive committees in charge of develop and follow-up the implementation of the Group's treasury strategy.

### Qualifications:

A Bachelor's degree of Science in accounting from California State University.

### Experience:

He has over 26 years of banking, financial and investments experience, and his career has given him wide experience across a variety of business sectors and the financial services sector.





**Eng. Abdullah  
Mohammed Rehaimi**

Board member  
(Financial Supervisor)

**Current Positions:**

Retired – Government Official

**Previous Positions:**

Managing Director/CEO, Savola Group (2015-2016); President, General Authority of Civil Aviation (2003-2011); Assistant Director General, SIDF (1998-2003)

**Qualifications:**

Bachelor of Mechanical Engineering, King Fahad University of Petroleum and Minerals Sciences, Saudi Arabia; Chase Manhattan Bank Credit Program (JP Morgan Chase) and various leadership programs

**Experience:**

Extensive skills in leadership, management, finance, strategic planning, and restructuring. He has held several positions in the public and private sectors and sits on a number of other Boards.



**Mr. Fahad Abdullah  
Al Kassim**

Board Member

**Current Positions:**

Board and Chairman of Audit committee of Savola Group. Chairman, Amwal Financial Executive Board member at Al Rajhi United Investment Co.

**Previous Positions:**

CEO, Amwal Financial Consultants; GM, Al Othaim Trading Group; Managing Partner, KPMG International; The Executive Director, Dallah Hospital

**Qualifications:**

Bachelor of Science in Management with a major in Accounting, King Saud University, Saudi Arabia; Advanced Management and Leadership Program, Oxford University, United Kingdom.

**Experience:**

Financial, administrative and auditing consultancy, Executive Management in a health institution, Executive Management in retail and wholesale and sits on other Boards and committees



**Eng. Anees Ahmed  
Moumina**

Board member

**Current Positions:**

Savola Group Ex-CEO (till 31st Dec. 2020), He is currently serving on a number of boards including: National Commercial Bank, Dr. Suliman Fakeeh Hospital Company, Herfy Company, Knowledge Economic City Company (KEC), Effat University, and Savola World Foundation Board of Trustees

**Previous Positions:**

Savola Group CEO (till 31st Dec. 2020), CEO of SEDCO Holding Group. He has also worked with the Samba Financial Group where he advanced to roles including General Manager and Senior Credit Officer. Additionally, he also worked with Proctor & Gamble Co. He has previously served on a number of boards including: Vice Chairman of Savola Food Company, Vice Chairman of Panda Retail Company, Vice Chairman of United Sugar Company, Vice Chairman of Afia International Company, Vice Chairman of Variety Food Company (Al Kabeer), and Board Member of Almarai Company (all till 31st Dec. 2020)

**Qualifications:**

Master of Science in Engineering Administration with honors and a Bachelor of Science in Civil Engineering with honors, both from The George Washington University, United States.

**Experience:**

More than 35 years of experience in the private sector and the financial services industry and his career has given him experience across a variety of business sectors including investments, retail, manufacturing, and real estate.

# Chairman's Statement



Savola Group (a Saudi Listed Company) founded Savola World Foundation as a Non-profit Organization in late 2019 to increase the focus on the goals of CSR and sustainability.

Savola World Foundation operates under the supervision of the Ministry of Human Resources and Social Development under the Associations and Non-Profit Organizations Law. The Foundation is a continuation of the Group's efforts in the field of CSR, which was managed by a team at the CSR Department that is supervised by a committee from Savola Group's Board of Directors. Savola World Foundation has an independent executive management supervised by an independent Board of Trustees that considered one of the main pillars of Savola World Foundation. The Board of Trustees sets the foundation's policies and strategies and approves its programs and the required implementation plan. It also ensures transparency and the adoption of international best practices in the fields the foundation operates in.

Savola Group (The Founder) allocates an annual budget to fund and support Savola World Foundation that has set goals that are aligned with Kingdom's Vision 2030. Taking the step of establishing, supporting and funding Savola World was an execution of the principle of sharing experiences and initiatives related to sustainability and social development and the constant pursuit of developing and spreading them through knowledge exchange and partnerships with the public and private sectors in light of the regulations of the related authorities and the relevant laws and regulations. This allows the foundation to adopt initiatives compatible with the social development goals of Savola Group, and partners and stakeholders through the funding and adopting of such initiatives in partnership with strategic partners to maximize the social return, impact, and contribute to serving the societies in which we operate.

We at Savola World Foundation believe in the importance of positive change by developing sustainable development models that address challenges through programs and initiatives centered around the goals of our stakeholders. We also believe that the ability of societies to face the challenges resulting from the economic and social developments of our time depends on their ability to properly expect and plan for the future. Taking that into consideration, the Foundation will work to accelerate the pace of implementation of the CSR strategy approved by the Board of Trustees by establishing programs and initiatives in cooperation with its current and future partners.

The establishment year was full of challenges, as the world faced the novel "COVID-19" virus, which necessitated all concerned parties to cooperate fully to address its repercussions and reduce the negative effects it left behind. These circumstances called for Savola World Foundation to coordinate initiatives and contributions in cooperation with Savola Group (the founder) with a total of SAR 10 million. This contribution aimed to support the local community, as these initiatives included supporting the Health Endowment Fund to Combat the Corona Pandemic with an amount of SAR 5 million, distributing 20,000 food baskets to affected families in coordination with the regions' emirates, and distributing shopping cards for health workers in cooperation with the Ministry of Health. Also, Savola World Foundation conducted a community awareness campaign on social media, which produced short educational videos that spread public awareness on how to confront and prevent Corona virus infection, in addition to participating in the campaign launched by the Ministry of Agriculture "#ehfadha\_letadum" and "#We are all responsible" campaign launched by the National Health Emergency Operations Center. On the other hand, Savola World Foundation participated in the regional workshop organized by the Saudi Arabian Ministry of Environment,

Water and Agriculture on Regional Food Waste & Loss as part of Saudi Arabia presidency of the G20, where the Foundation presented a paper entitled “Strategies for Food Waste Reduction at Household Level”.

The Savola World Foundation will continue its efforts in the field of social responsibility during the year 2021 and the years to come, vigorously and steadily, to achieve its goals aimed at contributing to community service through different programs and initiatives.

In conclusion, I would like to thank His Majesty The Custodian of the Two Holy Mosques and The Crown Prince for their continuous support for institutionalized volunteering and social work, and I also would like to thank all concerned government agencies and bodies, our partners, our team, Savola Group’s HQ team, volunteers from Savola Group’s subsidiaries, and all our stakeholders for their confidence in Savola World Foundation. We also renew our commitment to transparency, building strategic partnerships, adopting best practices, effectively supporting existing sustainability and social development initiatives, and creating new initiatives that meet the needs of our local community.



Truly yours,

---

**Abdulrahman Mohammed  
Ramzi Addas**

Chairman of the Board of Trustees



# Vice Chairman's Message



Our values, our strategy and our actions in Savola World Foundation are inspired by our commitment to sustainability and social responsibility, those that we share with our stakeholders

and partners to cooperate with them to achieve common goals that serve our society. In 2020, we and our partners committed to the principle by working together to make a positive change in the lives of the people we targeted with the Foundation's initiatives.

At Savola World Foundation, which represents the work of Savola Group's (the founder) in the field of social responsibility, we pride ourselves on being an extension of the Group's initiatives and programs that have contributed and continue to contribute to community and to obtain an effective response on sustainability challenges. We aim to increase the number of our partners and obtain additional funding to enable us to support our current programs such as "Negaderha" and "Makeen" that will enable them to be sustainable. At the same time, this support will enable us to add new programs in cooperation with our partners. We will work with our current and future partners, who are interested in social responsibility and sustainability programs, to consolidate their plans, programs and initiatives, under the supervision of the Ministry of Human Resources and Social Development.

Savola World Foundation's strategy in the field of social development is consistent with the Saudi Vision 2030, where the Vision has devoted a specific section and KPIs to social development, with the aim of achieving a sustainable development impact as the Vision in this respect has three areas of focus: A Vibrant Society, A Thriving Economy, and An Ambitious Nation. We are proud of the progress we have made to date, and we realize that in order to achieve an effective response to the challenges of social work and sustainability, we must enhance

our interaction and communication with various stakeholders, and apply new tools to address unexpected threats to sustainability.

Core areas of interest for the foundation will be business assistance, developing youth skills, preserving the environment by waste reduction, empowering people with disabilities in the workplace, and encouraging businesses to adopt employees volunteering programs. Our aim by focusing on these areas will be to provide support to organizations and urge them to adopt social responsibility and sustainability practices.

In the year 2020, the Savola World Foundation continued to encourage companies and individuals to rationalize consumption and reduce waste, by implementing long-term behavioral change to create a more sustainable society under "Negaderha" program, which is a food waste management program. During the year, the program targeted two main segments of society: households and the HORECA (Hotels, Restaurants, and Cafes) sector. In view of the food security implication of the COVID-19 pandemic in 2020, Negaderha produced a series of graphic videos on consumer and food safety through social media, covering the full consumption cycle, from shopping tips to food sanitizing, storage and cooking. In addition to that, the foundation continued with its efforts to reduce waste both on an institutional and personal level in its various forms such as energy, and water and continued its efforts through Savola's factories and its subsidiary companies.

In the year 2020, we continued to support the empowerment of persons with disabilities in the workplace through "Makeen" program, which is dedicated to increasing the number of disabled people in private sector employment and training employers on the best methods for dealing with persons with disabilities. In response to COVID-19 pandemic, the "Makeen" program has produced

several videos that contain awareness-raising information on safety tips and prevention measures during the pandemic for people with mobility, auditory, visual, and intellectual disabilities. In an earlier stage, we launched "Ataa", the Savola Group employees volunteering program (under the supervision of the Savola World Foundation), but in 2020 the restrictions of COVID-19 pandemic prevented the implementation of many of "Ataa" initiatives.

In conclusion, we at Savola World Foundation have the experience, programs and initiatives that qualify us to achieve a balance between the goals of our partners and the goals that our country and society aspire to achieve, which makes us the ideal partner in the implementation of social responsibility programs in the Kingdom of Saudi Arabia.



Sincerely yours,

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**Waleed Khalid Fatani**

Vice Chairman of the Board  
of Trustees



# 1st

# Savola World Foundation Introduction

## The Launching Phase:

“Savola World Foundation” was established on October 28, 2019 by “Savola Group” pursuant to the license No. (1007) under the supervision of Ministry of Human Resources and Social Development as a Non-profit Organization by virtue of the Associations and Non-profit Organizations Law issued by the Council of Ministers Resolution No. (61) dated 18/02/ 1437H and its executive by-laws issued by Ministerial Resolution No. (73739) dated 11/06/1437H. The Foundation’s head office is located in Jeddah, with a scope of work covering all regions of Saudi Arabia, and the Foundation is a legal entity represented by the Board of Trustees in accordance with the Foundation’s Articles of Association as approved by the competent authorities.

Est.

HQ



2019  
Oct 28



Jeddah  
City



**Building effective partnerships**



**Social awareness campaigns**



**Providing training & consultation**



**Managing events**



**Conducting research & studies**

## Savola World Foundation Activity Overview

“Savola World Foundation” was established to give more focus on the goals of social responsibility and sustainability, managed by an executive team supervised by a Board of Trustees and implementing its directives. The office term of the Board of Trustees continues for a period of four years. The establishment step comes to complement and enhance the previous efforts of Savola Group (the founder) in the field of Social Responsibility and Sustainability, considering the best local and international practices in the field of non-profit organizations.

The new legal status of Savola World Foundation enables it to seek funding from, and form partnerships with, both government and private sector entities that share common goals, as well as enable them to contribute in addressing the goals of sustainability and social development in light of Saudi Vision 2030 and the United Nations’ Sustainable Development Goals (UN SDGs). The Savola Group, the founding entity, to allocate an annual budget to support and fund the “Savola World Foundation” to continue to implement and develop programs and initiatives related to social responsibility and sustainability.

“Savola World Foundation” acts according to a vision and a strategic approach to achieve an effective contribution and a qualitative leap in the field of social responsibility and sustainability. The Foundation will work to enhance focus and sustainability in the field of social responsibility and accelerate the pace of implementation of the targeted strategy. It will also work to bring positive change by building effective partnerships, programs and initiatives with its strategic partners. The Foundation carries out social awareness campaigns, provides training, conducts consultations, manages events, and conducts research and studies. The Foundation works side by side with qualified experts, in order to maximize the impact of its programs and initiatives on the targeted segments of society

## Savola World Foundation Objectives



**As a non-profit organization, the Foundation aims to:**

Implement and activate Savola Group's (the founder) policy in the field of social responsibility, which aims to contribute to community service through a number of areas, approaches and sectors defined by its policy in this field, in line with relevant laws and regulations.

Develop and implement awareness and educational programs for the community, in partnership with the public and private sectors, in accordance with Saudi Vision 2030.

Conduct research and field studies and propose solutions to sustainable community issues.

Train and qualify the youth to enable them to join the labor market.

Launch effective initiatives and programs in the field of social responsibility and sustainability to ensure a balance between the stakeholders' goals and those which the society aspires to achieve.

Apply the best international practices in the field of social responsibility and sustainability.

Increase the level of volunteering culture among our stakeholders' employees and stimulate their participation in volunteering work, in line with Saudi Vision 2030.

Share and exchange expertise of our programs, initiatives and success stories in the field of social responsibility and sustainability with parties interested in this field.

## Foundation's Financial Resources and the Fiscal Year 2020.

According to the articles of association of Savola World Foundation, the financial resources of the Foundation are managed by its Financial Supervisor, under the supervision of the Board of Trustees, where the Financial Supervisor with assistance of finance manager supervises, implements and follows up all financial and accounting tasks and functions in accordance with the financial and accounting systems and principles.

Savola World Foundation seeks to develop and sustain its financial resources which are according to its articles of association, consist of:



Funds allocated by the founder.



Donations received subject to the Ministry's approval.



Returns on investment of the Foundation's fixed and movable tangible assets.



Donations, endowments, wills, and Zakat



Revenues from activities with financial return.

**In 2020,**

all financial resources of Savola World Foundation were funded by Savola Group (the founder). The Savola Group allocates an annual budget for social responsibility and sustainability programs, which is managed by the Foundation.

# Vision

Savola World Foundation aspires to be a leading development foundation making a sustainable social impact.



# Our Values



The Foundation adopts Savola Group Values and Ethics:

## Internal Values

- ◆ Modesty
- Resolution ◆
- ◆ Mastery
- Following Example ◆

## External Values

- ◆ Solidarity
- Keeness ◆
- ◆ Leniency
- Trust ◆

# Mission

Savola World Foundation is a community development foundation, focused on specialized areas, seeking to build strategic partnerships with different sectors and to deliver developmental programs and sustainable solutions corresponding to local community requirements.



## Savola World Foundation Strategy

As part of Savola World Foundation’s strategic planning approach, it conducted research and analysis to identify priorities in the area of sustainable development. The research approach included in-depth interviews with key stakeholders and the team of experts developed a strategic positioning matrix, which aims to identify areas of work that intersect between community needs and the Foundation’s capabilities and position. This procedure enabled us to choose the areas of work that are most in need. We have also developed a list of criteria for assessing and selecting new areas of sustainable development and focus areas.

Society Needs	High	<ul style="list-style-type: none"> <li>• Social and Personal Health</li> <li>• Environment conservation</li> </ul>	<ul style="list-style-type: none"> <li>• Youth development</li> </ul>	
	Medium	<ul style="list-style-type: none"> <li>• Housing</li> <li>• Physical health</li> <li>• Psychiatric health</li> <li>• Accessibility</li> <li>• Art, culture, heritage &amp; sport</li> <li>• Living support</li> </ul>	<ul style="list-style-type: none"> <li>• Education and Knowledge</li> <li>• Inclusion</li> <li>• Support of the needy</li> <li>• Employment and training</li> <li>• Business support</li> </ul>	
	Low	<ul style="list-style-type: none"> <li>• Drug addiction</li> <li>• Poverty alleviation</li> </ul>		
		low	Medium	High

Fit to Savola World Foundation

The Savola World Foundation’s strategic approach considers international frameworks and global initiatives. It has aligned its sustainability strategy with local and global sustainable development goals. In line with the Saudi national directions, our growth strategy focuses on sustainability performance, which contributes to the Kingdom’s social and economic development and reflects the capabilities and strength of our beloved Kingdom. The Foundation will focus on three main causes, which can be linked to several comprehensive sustainable development goals. These approaches are summarized as follows:



**Environment conservation through waste reduction.**

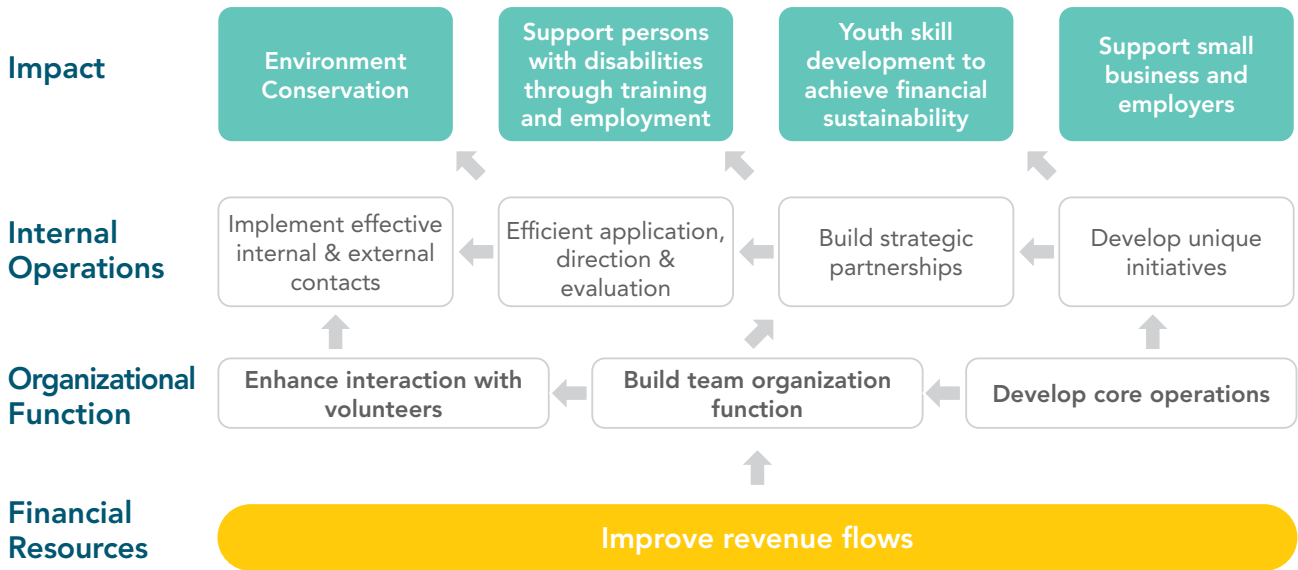


**Business Support**



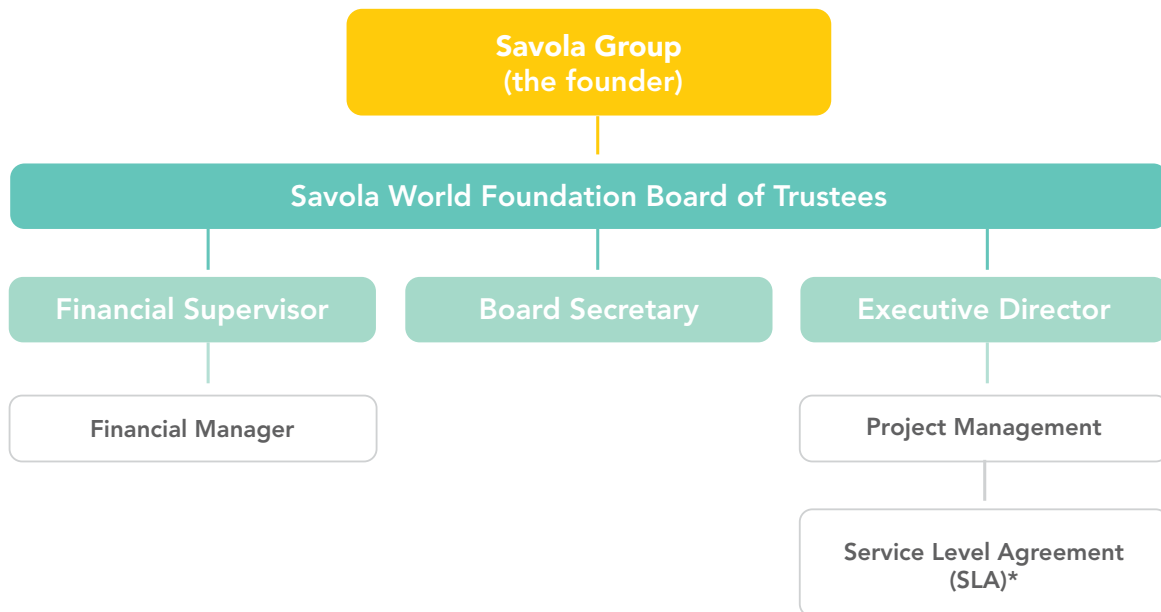
**Youth Development to enable them to join the labor market.**

The attached strategic map shows the strategic objectives of Savola World Foundation, potential impact and the logical links between its resources, capacity and actions to reach this impact.



## Savola World Foundation Organization Structure

(Non-profit Organization under the supervision of the Ministry of Human Resources and Social Development)



\* Note: A service Level Agreement (SLA) was signed between Savola Group (the founder) and Savola World Foundation, whereby Savola Group provides a number of free of charge services (such as; Legal Assistance, Governance, Board of Trustees affairs, Human Resources, Corporate Communication, etc.). The aim is to reduce administrative costs of the foundation until the administrative structure is gradually completed. It is worth mentioning that the articles of association of the foundation enables it to create supporting administrative departments whenever the need arises

## Foundation Management



**Waleed Fatani**

Vice Chairman and Acting Executive Director\*



**Saad Khabiri**

Financial Manager



**Abdulrahman Basyouni**

Board of Trustees Secretary



**Muffarreh Asiri**

CSR Manager



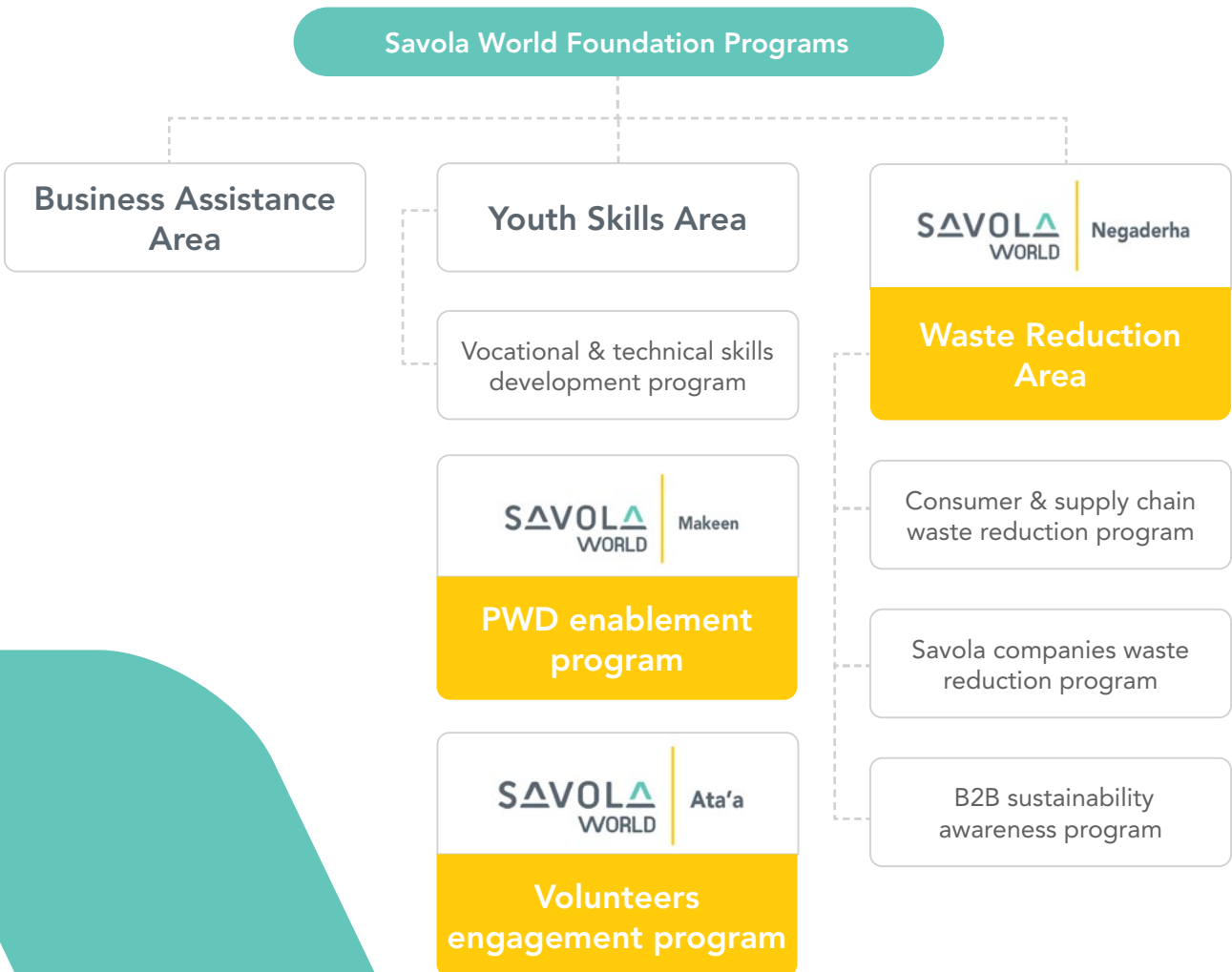
**Nouf Halwani**

CSR Manager

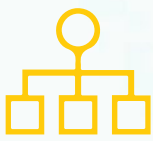
\*Mr. Bandar Sami Arab was appointed as the Executive Director for the Foundation and the Ministry of Human Resources and Social Development was informed of the said appointment, the new Executive Director will assume his duties as of 18th May 2021.

## The Savola World Foundation programs

Savola World Foundation programs focuses on several areas, which can be summarized in: business support, developing youth skills, environment conservation through waste reduction (especially food waste), empowering persons with disabilities in the labor market, and encouraging businesses to adopt corporate volunteering programs for their employees



# 2nd Summary of Key Achievements in 2020



Completed building the administrative structure of Savola World Foundation (restructuring the board and management team).



Completing the regulatory and administrative procedures and requirements of the Foundation as per rules and regulations.



Developing and approving the social responsibility strategy for the Savola World Foundation.



Developing the social responsibility policy for the Founder, which the Foundation will implement. The said policy aims to enhance Savola World's initiatives in the field of social responsibility and sustainability.

**10** Million SR



Supporting the local community during COVID-19 pandemic, in cooperation with Savola Group (the founder) with a total of SAR 10 million:

**5** Million SR

Supported Health Endowment Fund to Combat the Corona Pandemic

Distributed shopping cards for health staff, in cooperation with the Ministry of Health.

**20** Thousand baskets

Distributed 20 thousand food baskets for the affected families, in coordination with the regions' emirates.

Produced short educational videos to spread public awareness on how to confront and prevent COVID-19 virus.



Developing a Financial Authority Matrix to enhance governance and internal control.



Participated in the regional workshop organized by the Saudi Ministry of Environment, Water and Agriculture as part of the Kingdom's presidency of the G20 summit



Participated in the campaign launched by National Health Emergency Operations Center #We are all responsible



Launched "Negaderha" application for smartphones.



Participated in the campaign launched by the Ministry of Agriculture #ehfadha\_letadum



"Makeen" program produced 12 infographic videos on epidemic safety tips and measures specifically for persons with various disabilities.



Participated in the global initiative "Purple Light"



Makeen program produced 16 infographic films in both Arabic and English to contribute to increasing society awareness of various disability issues.



Launched "Mowaamah" platform to educate Savola employees, through the intranet, on various disability issues



Savola World released the Sustainability Report for the Founder (Savola Group) for the year 2019.

# 3rd

## Savola World Foundation Initiatives in 2020

### Issuing of Savola Group Sustainability Report

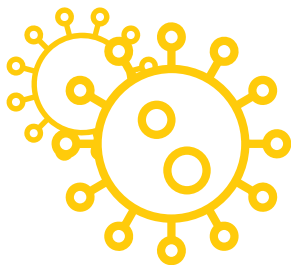
Savola Group 2019 Sustainability Report is the sixth report issued by the Group's Social Responsibility Department. In 2020 Savola World Foundation - after its actual launch - issued this report on behalf of Savola Group and will continue with the efforts to issuing it regularly. This report covers the sustainability approach, priorities, activities, performance and achievements of Savola Group and its companies operating in Saudi Arabia, including (Panda Retail Company, Afia Arabia Company, Afia International Company, United Sugar Company, International Foods Industries Company and Savola Head Office) in the period from January 1, 2019 to December 31, 2019.

The report provides more detailed analysis of the process of assessing the materiality of sustainability issues for the Savola Group, and adopt Global Reporting Initiative (GRI), and the Saudi National standards for sustainability reporting, which were launched in September 2020 by the Ministry of Economy and Planning and the Ministry of Commerce.



Issuing the **6th** sustainability report

**2019** Year



**4** Initiative during covid-19 outbreak

with a value of

**10** Million SR

### Supporting the community to mitigate COVID -19 impacts:

Like the rest of the world, Saudi Arabia is facing challenges due to the impact of COVID-19 pandemic. Savola Group allocated SAR 10,000,000 to initiatives aimed at supporting the local community. The initiatives included, supporting the Health Endowment Fund with SAR 5,000,000, and distributed 20,000 food baskets to affected families in coordination with the regions' emirates. The Foundation also carried out a community awareness campaign on social media, which was concerned with producing educational videos aimed at building collective public awareness with regard to measures to prevent the spread of the virus. Savola Group implemented these community initiatives through the Savola World Foundation.

Savola World Foundation will continue to develop sustainable solutions in line with the needs of the local community, and it will offer social development programs to mitigate the impacts of COVID-19 on the long run.

## Presenting Savola World initiative to reduce food waste during the (G20) Summit workshops:

In October 2020, Savola World Foundation participated in the regional workshop organized by the Saudi Ministry of Environment, Water and Agriculture in cooperation with Thünen Institute in Germany on "Reducing Food Waste" as part of Saudi Arabia's presidency of the G20 Summit, where Savola World presented a paper showcasing "Strategies for Food Waste Reduction at Household Level" sharing its experience in "Negaderha" program. The key recommendations of the workshop were: Emphasizing the importance of international cooperation to reduce food waste, and the need to join hands to reduce the consequences of the COVID-19 pandemic on global food security.



## Savola World Foundation Programs

### "Negaderha" Program



Negaderha is food waste management and reduction program that was developed to address this nationally important problem. Through this program, we currently target two main segments of society – households and the HORECA (Hotels, Restaurants and Cafés) sector. The programs aim in the coming years to expand its targeted segments and to establish strategic partnerships with relevant authorities in the various sectors.

### Key Highlights of Negaderha in 2020.

Negaderha mobile application for smartphones was launched, expanding Negaderha's reach and offering users a suite of tools and tips for interactive media engagement. Driving sustainable behavioural change for an optimal use of food resources remains the ultimate goal for Negaderha program. The new application encourages conscious grocery shopping, provides advice on food storage and meal planning, it also suggests recipes so that users can turn leftovers into delicious new dishes, and it also offers a portion planner calculator so that users can calculate portions and quantities needed for each meal and many other useful tools and resources.

Negaderha produced series of awareness-raising videos on social media about the consumer and food security in view of the food security implication of COVID-19. The videos covering the full consumption cycle, from shopping tips to food sanitizing, storage and cooking

Moreover, Negaderha initiative has been developed to target children aged 6-10 years old. This initiative aims to spread the culture of reducing food waste among children and equip them with some skills to enhance their responsible behavior towards food, and this initiative will be launched soon.

Participated in the workshop related to the G20 Summit, as mentioned earlier, the Savola World Foundation participated in the regional workshop organized by the Saudi Ministry of Environment, Water and Agriculture in cooperation with the Thünen Institute in Germany on "Reducing food waste and loss."



## Overview on Negaderha Program and past efforts:

The following section explains the stages of development of Negaderha program, and its most prominent achievements and partnerships since its launch in 2017:

Year

2019

### Partnership with the Saudi Grains Organization (SAGO)

To reinforce the culture of managing food waste, Savola Group, signed MoU with the Saudi Grains Organization (SAGO) (as Savola World was not established until late 2019). SAGO is a national Foundation safeguarding the supply of the nation's most important food commodities. The partnership between SAGO and Savola, is a unique partnership between public and private sector, calls for joint sustainability programs bringing together multi-sectoral stakeholders. The MoU was signed during the launch of Saudi Food Waste and Loss Index.

### Negaderha Educational Interactive Videos

Throughout 2019, Negaderha produced three short Educational videos with tips on a wide range of food waste issues, including storage, portion planning and grocery shopping. The purpose of this specific initiative was to convey scientifically backed food preserving information in a simple and interactive way and inform audience about the tools available concerning food preparation and effective food management

Year

2018

### Launched (Global) a National Alliance with Non- Profit Organizations Specialized in Food Preservation:

The Negaderha Program organized a conference titled (Negaderha Alliance Forum with Food Preservation Associations in Saudi Arabia). The conference aimed to build national strategic partnerships with 15 non-profit organizations specialized in managing food waste in the Kingdom of Saudi Arabia, paving the way for future initiatives and expanding the scope of the presence and activities of Negaderha to include all regions and cities in Saudi Arabia.

### Developed and launched food ration calculator:

Through its new website, the "Negaderha" portal provided a food ration calculator tool, which helps users to estimate the appropriate amount of food for cooking, and to provide recommendations on food quantities and calculate consumption for each individual, with the aim of reducing food waste.

### Developed "Negaderha" online portal.

### Launched 60 interactive video clips for cooking recipes from leftovers:

with the aim of spreading awareness and educating the community on how to make better use of leftovers in easy and creative ways.

### Launched the campaign "Be Creative and Measure the Challenge" on social media platforms:

It was a communication campaign for Negaderha during the holy month of Ramadan in its second edition which aimed to reduce food waste, by proposing a list of ingredients from leftovers every week, and by asking participants to make new dishes from these ingredients. Nearly 2,500 innovative leftover recipes were received, and nine winners were selected. Social access has reached more than four million people across all social media platforms.

### Conducted Negaderha social survey

in several cities with the aim of enriching information about the society's habits in wasting food and the extent of acceptance for change.



Year

2017

**Negaderha Program was honored by His Royal Highness Prince/ Abdullah bin Bandar** - Deputy Governor of Makkah Al-Mukarramah Region, as part of the initiatives of the Ita'am Charity Organization.

**Conducted a field survey to measure food waste in the Kingdom of Saudi Arabia:** Where Negaderha developed a methodology for conducting research related to food waste in the Kingdom under the supervision of the United Nations Environment Program (UNEP) and the British Food Waste Resources Action Program (WRAP) for waste and resource management. The field studies were carried out in cooperation with a consulting and research agency with experience in the Saudi market. The field research relied on quantitative and qualitative measures to know the exact quantities of wasted food and to identify the daily nutritional behavior of middle-income individuals. The study aimed to establish a baseline for measuring food waste levels nationally.

**Issued and launched guide for managing food waste in the hotels, restaurants and cafes sector (HORECA):** Where Negaderha program has undertaken some initiatives that aim to change the behavioral pattern in the hotels, restaurants and cafes sector through cooperation with Ita'am Charity and the Chamber of Commerce and Industry in Jeddah, and this cooperation aimed to prepare A guide to food waste management in the hotel, restaurant and café sector. The directory has been awarded the prize of the Prince Khalid Al-Faisal Center for Moderation in the Foundational Initiatives Field in December 2017.

**Prepared and launched a recipe book from leftovers:** Through this book, Negaderha has documented many of the recipes presented by the participants in the campaigns

**Developed the program's name, brand and visual identity.**

**Launched the campaign (Be Creative and Rationale) on the social media:** It was a community awareness campaign launched during the blessed month of Ramadan for the year 2017, in the form of a competition to reduce the food waste by encouraging the public to take advantage of the remnants of the breakfast meal by using the leftovers to prepare new dishes for the Suhoor meal. Over 2,300 new recipes have been received, and the campaign has reached a social reach of three million persons.

Negaderha program - through its partnership with Ita'am - has distributed **over one million food containers to 143,000 beneficiaries** in Saudi Arabia.

**Participated in the fifth Arab round table on sustainable consumption and production:** which was organized by the League of Arab States in Cairo through partnership with the United Nations Environment Program.



## Negaderha ' s Partners

In order to effectively achieve its goals, "Negaderha" program collaborates with several local and international organizations:



### United Nations Environment Program UNEP

Savola Group (the founder) has signed an 18-month partnership with the United Nations Environment Program (UNEP) to leverage their global scope of work and technical expertise. In return, we seek to contribute to provide strategic support and lead the transformation in addressing the excess food waste in the Kingdom of Saudi Arabia through the comprehensive "Prevention and Reduction of Food Waste" program.

المؤسسة العامة للحبوب  
Saudi Grains Organization (SAGO)  
المملكة العربية السعودية



### Saudi Grains Organization SAGO

Saudi Grains Organization (SAGO), and Savola Group (the founder) signed a memorandum of understanding, the first of its kind between the government and private sectors in the Kingdom, during the launch of the Food Waste and Loss Index in the Kingdom.



### Waste & Resource Administration Program WRAP

The Savola Group (founder) has partnered with Waste and Resource Administration Program (WRAP) to obtain a license to leverage their expertise that includes strategic guidelines, business models, and several specific tools and tips. Through this license, we can utilize the intellectual property of WRAP to enrich our own program.



### Saudi Food Bank (Ita'am)

The Saudi Food Bank (Ita'am) collaborates with Savola (the founder) to expand their outreach by targeting the hotels, restaurants and cafes sector (HORECA). Through its collaboration with Ita'am, the Foundation aims to bring behavioral change, raise awareness and empower business owners and employees in the hotel, restaurant and café sector (HORECA) through technical and practical advices and steps to reduce Food waste that may appear at any stage of the food consumption cycle

## "Makeen" Program

SAVOLA  
WORLD | Makeen

Makeen program aims to achieve a set of social and development goals that meet the needs of stakeholders and beneficiaries in the society, including:

-  Spread awareness about the importance of including people with disabilities in the workplace
-  Training and employing people with disabilities.
-  Provide support and assistance through "Mentor in the Workplace" initiative
-  Provide them with a suitable and healthy work environment by adopting the best work practices.
-  Exchange expertise with organizations and companies interested in implementing universal accessibility standards and participating in conferences related to the issues of people with disabilities.

### Key Highlights of "Makeen" in 2020:

The response to the challenges of the COVID-19 pandemic dominated the activities of the Savola World Foundation related to "Makeen" in 2020, where this response came in forms such as: The Foundation produced a series of 12 infographic videos about safety tips and measures for people with physical, mobility, auditory, visual and intellectual disabilities, and participated in several virtual conferences such as the Virtual Seminar organized by the Global Business and Disability Network of the International Labour Organization (GBDN-ILO) titled "Business Leadership in Comprehensive Disability Responses during the Coronavirus Pandemic" and a virtual seminar on "Attendance, Mental Health and Work Performance during the Pandemic" and a virtual workshop titled "Work of Persons with Disabilities during the Coronavirus Pandemic." In addition, "Makeen" participated in several workshops to enhance digital accessibility for people with disabilities, such as the virtual workshop titled "Concepts and Trends of Digital Accessibility" and the "Preparing Applications on Smart Devices for People with Disabilities" workshop. "Makeen" also took the initiative to participate in a workshop organized by the Prince Mishaal bin Majid bin Abdulaziz Center for Social and Humanitarian Research titled "Private Sector Contribution in Employment of Persons with Disabilities - Reality - Obstacles - Requirements for Success" and in a workshop organized by the General Presidency for the Affairs of the Grand Mosque and the Prophet's Mosque titled "The Comprehensive Access Program in the Two Holy Mosques" and made several proposals to facilitate access to the constructed environment, services, communication and empowerment persons with disabilities.



**12** Videos

About covid-19 safety measures for people with disabilities



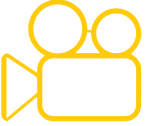
Participation in virtual  
**Seminars & workshops**





participation in several  
virtual forums

Also, participated in several virtual forums such as “Vision Forum” and “Ibsar” with the People with Disabilities Organization to celebrate the international days related to disability, such as International Sight Day and White Cane Day, to raise awareness of the community and the relevant authorities of the rights of people with disabilities and to praise their achievements and their social and economic role in society and national development plans.



Broadcasting film  
About Hiring people  
with disabilities

Savola World Foundation’s activities also included participating in the global initiative “Purple Light” under the motto “Economic Participation of Employees with Disabilities in Society” by reviewing the experience of our partners in employing people with disabilities through “Makeen”. The film produced for this initiative was broadcasted worldwide during the International Day of Persons with Disabilities on December 3, 2020. The program also participated in the celebration of the Saudi Airlines Ground Services on the International Day of Disability and carried out the process of evaluating the services provided to people with disabilities while traveling



Launching  
Mowaamah platform

We have also launched Mowaamah platform across the intranet, which provides valuable resources for all employees interested in building their knowledge and practices on various issues related to disability including: etiquette and guidelines; Policies and procedures; The concept of universal access; Web accessibility according to (W3C) standards; Services and support programs.



Accreditation of the  
training package for the  
mentor program

Also, accreditation was obtained from the General Organization for Technical and Vocational Training for the training package for the mentor program. The “Makeen” program also participated in the celebration of the International Day of Persons with Disabilities, which falls on the third of December of each year through social media, and launched an infographic film on this occasion entitled “Not all disabilities are visible” to spread awareness in society about the different types of disabilities.



raising awareness about  
disability issues

16  
videos

To enhance community awareness of various disability issues, “Makeen” produced 16 infographic films in both Arabic and English languages and developed comprehensive communication standards such as sign language and written text. The films addressed a variety of issues including introducing the “Makeen” goals and services provided, the feasibility of employing persons with disabilities, the mentor, the comprehensive access program, and effective communication with people with mobility, auditory, visual and intellectual disabilities (autism).

## “Makeen” Overview

Since its inception in 2010 by Savola Group (the founder), 1221 employees with disabilities have been recruited through “Makeen” and Makeen program have also provided many free training and courses to governmental organizations, NGOs and private sector companies on the skills of dealing with people with disabilities and the Mentor Program to include people with disabilities in the work environment. “Makeen” online portal, which brings together job seekers with disabilities and employers in the private sector, has facilitated the employment of many people with disabilities since its inception in 2017.

## Makeen's partners

In order to effectively achieve its goals, "Makeen" collaborates with several local and international organizations that are:



International  
Labour  
Organization

Global Business  
and Disability  
Network

### International Labour Organization - Global Business and Disability Network ILO-GBDN

Savola Group (the founder) signed a collaboration agreement with the International Labour Organization in the Swiss capital, Geneva in 2017, with the aim of adhering to the ten principles of the Global Business and Disability Memorandum, with the aim of providing more training and employment opportunities for people with disabilities, and cooperating with international organizations to create an attractive work environment to them and protect their rights.



### The Global Alliance to Facilitate Access to Technology and the Environment GAATES

Savola Group (the founder) obtained the International Accreditation Certificate in Universal Access Standards from GAATES in 2012 and was re-evaluated in 2018.



### International Adviser for "Makeen" LEO

Savola Group (the founder) signed an agreement in 2009 with the LEO Office of Employment Counselling for People with Disabilities from the Netherlands, which has long experience, accredited global practices and successes in employing persons with disabilities in Europe.



### Al-Modon Engineering Consultancy

Savola Group (the founder) signed an agreement with the Al-Modon Engineering Consulting Office in 2011 to be the execution arm in terms of construction and engineering for the Accessibility Project.



## Volunteer Program "Ataa"



Savola Group (the founder) encourages its employees to participate in various volunteering programs by incorporating volunteering into the annual employee performance indicators. Savola World Foundation designed volunteer programs in support of this approach by the Group, and also contributed to activities that support the personal and professional growth of the Group's employees, and the alignment of this volunteering program with Saudi Vision 2030. This year's volunteering activities have been suspended since March 2020 due to COVID-19 pandemic for the safety of employees and their families.



# Corporate Governance Report

## The Composition of the Board of Trustees:

The Foundation is managed by a Board of Trustees consisting of 5 members, and the Articles of Association in relation to the Board stipulates that the duration of one cycle of the Board of Trustees shall be four years, and in light of this, Savola World's Board of Trustees was formed of five members, and they are:



**Mr. Abdulrahman  
Mohammed  
Ramzi Addas**

Chairman

**Mr. Waleed  
Khalid Fatani**

Vice chairman

**Eng. Abdullah  
Mohammed  
Rehaimi**

Board member  
(Financial  
Supervisor)

**Mr. Fahad  
Abdullah  
AlKassim**

Board member

**Eng. Anees  
Ahmad  
Moumina**

Board member

The Board members must meet the following criteria: to be Saudi national, to be fully competent, not to be less than (21) years old, not to be an employee in a department concerned with monitoring Foundations in the ministry or the supervising authority, not convicted with any final judgment issued against him for committing dishonorable and dishonest crime, unless he/she were found not guilty, and the Ministry has no objection on his nomination.

## Board Key Functions and Responsibilities

The Board of Trustees shall be concerned with all the functions stated in the Articles of Association. The main tasks and responsibilities of the Board are:

Approve the organizational structures, budget, strategic plan, and main action plans and following up on their implementation, in addition to managing the financial resources and investing the surplus thereof to achieve the sustainability of the financial resources of the Foundation.

Adopt and publish a written policy that organizes the relationship with the services' beneficiaries.

Providing the Ministry with the necessary reports, data and information about the Foundation according to the forms approved by the ministry, and cooperating in preparing annual and follow-up reports, and updating the Foundation's data yearly.

Adopt and supervise policies and procedures for internal control and governance that do not conflict with the Articles of Association and applicable regulations.

Annual review of the effectiveness of internal control procedures in the Foundation.

Supervise the preparation and approval of the budget for the new fiscal year.

Establish and develop policies and procedures that ensure that the Foundation honors the rules and regulations and is committed to disclosing essential information to the beneficiaries, the ministry and the supervising authority, if any, and the stakeholders.

Appoint a dedicated executive director for the Foundation, determine his/her authorities, and monitor his/her performance.

Inform the Ministry of any change that occurs to the members of the Board of Trustees, the Executive Director and the Financial Director, within one month from the date of the change.

To manage the Foundation in accordance with the law, the executive regulations, the bylaws, the rules and the instructions issued pursuant to it

## Board meetings during the year 2020

### Board of Trustees Attendance record

In order to enhance its role and responsibilities, the Board of Trustees held (6) meetings during the year 2020, and due to the precautionary measures to limit the spread of the emerging corona virus (COVID-19), all meetings were held virtually. The below table shows a record of the attendance of members of the Board of Trustees at the Board meetings during the year 2020:

No.	Member	Meetings During 2020						Total
		28 Jan	16 Mar	4 May	24 Jun	15 Sept	27 Oct	
1	Mr. Abdulrahman M. Addas Chairman of the Board	☑	☑	☑	☑	☑	☑	6 of 6
2	Mr. Waleed K. Fatani Vice Chairman of the Board	Does not apply, was appointed Jan 1,2021						0 of 0
3	Eng. Abdulrahman Rehami Board Member (Financial Supervisor)	☑	☑	☑	☑	☑	☑	6 of 6
4	Mr. Fahad A. Al Kassim Board Member	☑	☑	☑	☑	☑	☑	6 of 6
5	Mr. Anees A. Moumina Board Member	☑	☑	☑	☑	☑	☑	6 of 6
-	Mr. Abdulrahman Basyouni Board Secretary	☑	☑	☑	☑	☑	☑	6 of 6

### Board of Trustees Remuneration

Savola World Foundation does not allocate any fees, bonuses, or benefits of any kind to the Chairman and members of the Board of Trustees from its allocated budget or from any other source of income for the foundation and that's in accordance with its articles of association rules and regulations. The remuneration and all financial expenses of Savola World Board of Trustees is budgeted by Savola Group (the founder).



## Assessment of the Board of Trustees, and Members Performance

A board effectiveness assessment was conducted in-house for the year 2020 with 100% participation. The assessment which included detailed questionnaires to assess the effectiveness of the Board performance during 2020 and to identify the strengths and weaknesses of the Board considering its role and responsibilities. The questionnaires' results were analyzed, and recommendations were shared with board including strengths and weaknesses, recommendations and a related action plan.

Savola Group (the founder) continue to ensure the effectiveness of Savola World Board of Trustees and engaged the consulting firm Compass to evaluate the efficiency of the Board meetings during the year 2020. The evaluation was carried by filling out a questionnaire (BME Survey), and included assessing the effectiveness of the participation during the meetings, the decision-making process, and the deliberation of the decisions that enhance the performance of the foundation and achieve its goals. The results of this evaluation have been presented to the Savola Group Board and taken into consideration. Savola Group covers the costs of this evaluation within an integrated program of its Board, committees and Board of Trustees of Savola World performance assessment.

## Main decisions taken by the Board of Trustees during the year 2020

No.	Decision Summary:
1	Approving Savola World Foundation strategy based on what was presented to the Board.
2	Approving the authority matrix.
3	Approving the foundation's annual budget 2020 in accordance with what was presented to the Board
4	Savola World Foundation coordinated Savola Group (the founder) contribution to reducing the effects the COVID-19 pandemic, by allocating an amount of ten million Saudi riyals (five million Saudi riyals outside the foundation's initial budget)
5	Follow up on the Foundation's programs and initiatives during the year 2020

## The most prominent tasks and responsibilities of the Executive Management

The Executive Management of the Foundation is responsible for; managing the daily operation, following up on departments, preparing the necessary plans to achieve the Foundation's goals and working to organize and develop them, and undertakes all administrative and financial work. The following is a summary of the main tasks and responsibilities of the executive management:

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Develop the Foundation's multi-level plans based on the general policy, corporate governance standards, and its objectives, and follow up and monitor implementation after its approval.

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Prepare the necessary procedural and organizational bylaws that ensure that the Foundation is conducting its work and achieving its objectives and follow up its implementation after its approval.

---

Provide the Foundation's needs in terms of programs, projects, human resources and all necessary equipment.

---

Propose the rules for investing the surplus funds of the Foundation and plans activation mechanisms.



---

Develop and implement development and training plans and programs that reflect on improving the performance of the Foundation's employees and developing it.

---

Develop a written policy that organizes the relationship with the beneficiaries of the Foundation's services and ensures that the necessary care is provided to them and announce the policy after its approval.

---

Provide the relevant authorities with data and information about the Foundation according to the forms approved by the Ministry and cooperate in preparing the annual and follow-up reports after submitting them to the Board of Trustees and updating the Foundation's data periodically.

---

Follow up the workflow of the Foundation and set indicators to measure performance and achievements at the level of plans and resources, verify its direction towards goals, tackle problems and find solutions to them.

---

Prepare the financial reports and the estimated draft budget of the Foundation in accordance with the applicable standards in preparation for their approval.

---

Prepare employee assessments and submit it to the Board of Trustees for its approval.

## Adopting Savola Group (The Founder) policy for social responsibility

As part of its efforts to ensure the sustainability of social responsibility and sustainability programs and initiatives, the Savola Group (the founder) has developed a social responsibility policy based on a proposal by Savola World Board of Trustees and with the approval of the Savola Group Board of Directors, which will be presented to the Shareholders General Assembly for approval. Savola World Foundation will work to achieve the social responsibility goals which will be published on Savola Group website after being approved by the shareholders' assembly.



## Social Responsibility and Sustainability in 2021

Savola Group (the founder) will maintain its full commitment to support the Kingdom in its efforts to combat the negative impacts of the COVID-19 pandemic on public health, the nation's well-being and its economic progress. Therefore, in 2021, Savola will continue to allocate all available resources to support all segments of society in the Kingdom, and to exert all efforts to support the Kingdom and government agencies in their continuous efforts.

The Group, through Savola World Foundation, will continue to support people with disabilities, through "Makeen" program, to confront the threat posed by the emerging corona virus, in addition to continuing to support organizations with their programs and measurements to enable their employees with disabilities to protect this group of people that is dear to our hearts.

We will also evaluate new initiatives within the platform of the "Negaderha" program to ensure food security, through more awareness and guidance on rationalizing consumption and reducing waste, especially in light of the imbalance caused by the pandemic in global supply chains.

Throughout the year 2021, Savola Group will continue to fund and support the programs and work of Savola World Foundation, including selecting members of the new Board of Trustees, and fully activating of its initiatives and programs, so it will continue to contribute, even a little, compared to those tremendous efforts of our government, in support of achieving Saudi Vision 2030.

## Financial Statements

The establishment year 2020 is considered a long financial year, as it extended from October 28, 2019 to December 31, 2020. The Board of Trustees appointed KPMG Al Fozan & Partners to prepare and audit the financial statements for Savola World Foundation for the aforementioned period. The Ministry of Human Resources and Social Development will receive a copy of the financial statements once approved by the Board of Trustees during the statutory period specified by the foundation's articles of association.

# Conclusion

The Board of Trustees extends its appreciation to His Majesty The Custodian of the Two Holy Mosques and The Crown Prince for their continuous support to the institutionalized volunteering and social work. Also, our recognition goes to our partners who work in the public and private sectors. The Board of Trustees looks forward to achieving more during the year 2021 and to make all efforts to overcome all the challenges that the Foundation faced during the establishment phase and during the COVID-19 pandemic in 2020, which continues to cast its shadow over all sectors and the overall economy.

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### Board of Trustees | Savola World

Non-Profit Organisation working under the supervision of the Ministry of Human Resources and Social Development

# Appendix: Savola Group Corporate Social Responsibility (CSR) Policy

Based on the recommendation by the Board of Directors of Savola Group, the Savola Group Shareholders General Assembly approved this policy at its meeting that was held on 28 April 2021 corresponding to 16 Ramadan 1442H, and Savola World Foundation will adopt this policy.

## First: Introduction:

The Savola Group "Corporate Social Responsibility Policy was prepared to comply with articles (87) and (88) of the Corporate Governance Regulations (CGR) issued by the Capital Market Authority's (CMA) Board pursuant to resolution No. (8-16-2017) dated 13/2/2017, which stipulated that the Ordinary General Assembly, based on the Board recommendation, to establish a policy that guarantees a balance between its objectives and those of the community for the purposes of developing the social and economic conditions of the community.

## Second: Objective

This policy is aiming to:

- 1- Achieve a balance between Savola Group's objectives and the goals that the society is aiming to achieve.
- 2- Behaving responsibly towards our employees, customers, shareholders, and the society in which the Group and its subsidiaries operate.
- 3- Embodying a mental image and presenting a role model by behaving responsibly towards society, customers, and stakeholders.
- 4- Establish values aimed at contributing to the building of the society and the future generations.
- 5- Establishing the principle of sustainability in all aspects of the Group's operations and community work.
- 6- Adopt local relevant standards, international standards and best practices in the field of CSR and Sustainability such as: adopting the Sustainable Development Goals (SDGs) in Saudi Vision 2030, the National Sustainability Standards, the United Nation Sustainable Development Goals, the Sustainability Reporting Principles endorsed by the Global Reporting Initiative (GRI), and Standard and Poor's agency for transparency and disclosure Index.

- 7- Disclosure of CSR objectives, plans, programs, and initiatives adopted by the company through relevant periodic reports.

## Third: General Policy

Savola Group carries out its corporate social responsibility and sustainability work through Savola World Foundation — a non-profit organization - that was established and funded by the Group with an annual allocated budget to support its programs and activities based on a resolution of Savola Board of Directors. Savola World Foundation is subject to the regulations of the Ministry of Human Resources and Social Development based on the Charity and Non-profit Organizations Law. Whereas, the Foundation is a separate legal entity represented by a Board of Trustees in accordance with the authorities and responsibilities set out in its Articles of Association that were approved by the competent authorities. The Group aims, through the establishment of Savola World Foundation, to achieve the following:

- Launch and develop effective initiatives and programs in the field of social responsibility and sustainability that ensure a balance between the goals of the Group and the goals the society aspires to achieve.
- Develop and implement awareness and educational programs for the community in partnership with the government and private sectors according to the Saudi Vision 2030.
- Applying global best practices in social responsibility and sustainability.
- Conducting research and field studies to propose new programs and solutions to societal issues.
- Training and rehabilitation of youth to properly integrate them to the labour market.
- To build and promote a culture of volunteering among the employees of the Group and

its subsidiaries and encourage their participation in volunteer work to support the national efforts to achieve one of the most important aspects of Saudi Vision 2030.

Share Savola Group CSR experience and success stories with interested entities.

## Fourth: Overview of Savola World Foundation Strategy:

### Vision:

The Group aspires Savola World Foundation to be a leading development foundation aiming to make a sustainable social impact.

### Mission:

The Group aims, through its CSR arm, Savola World Foundation - a specialized non-profit community development Foundation - to build strategic partnerships with different sectors and to develop programs and sustainable solutions corresponding to local community needs and requirements.

### Areas of Focus, and Long-term Program Portfolio:

a) The Group's sustainable development priorities, through Savola World Foundation, have been identified by conducting an in-depth interviews with key stakeholders to develop the Operating Strategic Positioning Matrix that will be executed by the foundation team of experts. This Matrix aimed at identifying the areas of work that intersects between community's needs/priorities and the foundation's capabilities and positioning. This exercise enabled the Group in selecting the fields of work most needed. The long-term program portfolio of Savola World includes:

#### 1) Preserving Environment Field through Waste Reduction:

- Support, developing and adopting programs & initiatives to reduce waste within community and supply chain including food-waste reduction.
- Support, developing and adopting programs and initiatives for waste reduction in general and food waste reduction in particular within Savola Group Companies.
- Support and develop programs and initiatives to raise awareness on sustainable waste reduction targeting Business Sector.

#### 2) Enabling People with Disabilities Field:

- Support, develop, and adopt programs and

initiatives to enable people with disabilities through employment and training. Such initiatives include; applying accessibility code, promoting the culture and awareness of how to deal with people with disabilities, and other initiatives within the Group or for others.

- Participate in research and workshops related to issues of employment, development, and training and rehabilitation of people with disabilities within the Group or for others.

#### 3) Youth Skills Field:

- Support and develop programs and initiatives for the development of vocational & technical skills for youth in areas related to the operations of the Group aiming to increase their abilities to cope with the market needs also their ability to establish their own businesses.

#### 4) Business Assistance Field:

- Support and develop programs and initiatives to help small and medium-sized enterprises (SMEs) and look at the possibility of benefiting from their products/services within the Group, as well as, raising their ability to communicate with larger companies to support with increasing their production.
- Benchmark international standards in this field and use that to identify the most relevant goals for SMEs operations and harmonize that with programs and initiatives thereon.

b) The abovementioned programs to be reviewed and assessed periodically by the Group and Savola World Foundation teams to measure their impact on the society, results, and evaluate feasibility to continue with the programs or replace them with other initiatives that better serve the goals of the Group and the society.

## Fifth: Final Provisions (for publications, and Amendments)

This policy to be implemented and complied with by the Company starting from the date it is approved by the AGM. This policy to be published in the Company's website (as part of the Corporate Governance Policies) to enable shareholders, stakeholders, and the public to view it. The content of this policy shall be reviewed - as needed - upon the recommendation of the board, provided that, any recommended changes are presented to the AGM in the next meeting for approval.

