

2023 Sustainability Report

اسمنت اليمامة
YAMAMA CEMENT

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01 Introduction





About this Report

This is Yamama Cement's very first Sustainability Report. It provides insight and updates on the company's activities as they relate to environmental, social, and governance (ESG) performance throughout 2023. This report sets out the company's ESG framework, as well as its vision, objectives and strategic focus areas as it aims to be a leader in sustainable cement in KSA.

The report encompasses all Yamama Cement-operated facilities in Saudi Arabia. Unless stated, data related to external contractors, suppliers, and customers are not included.

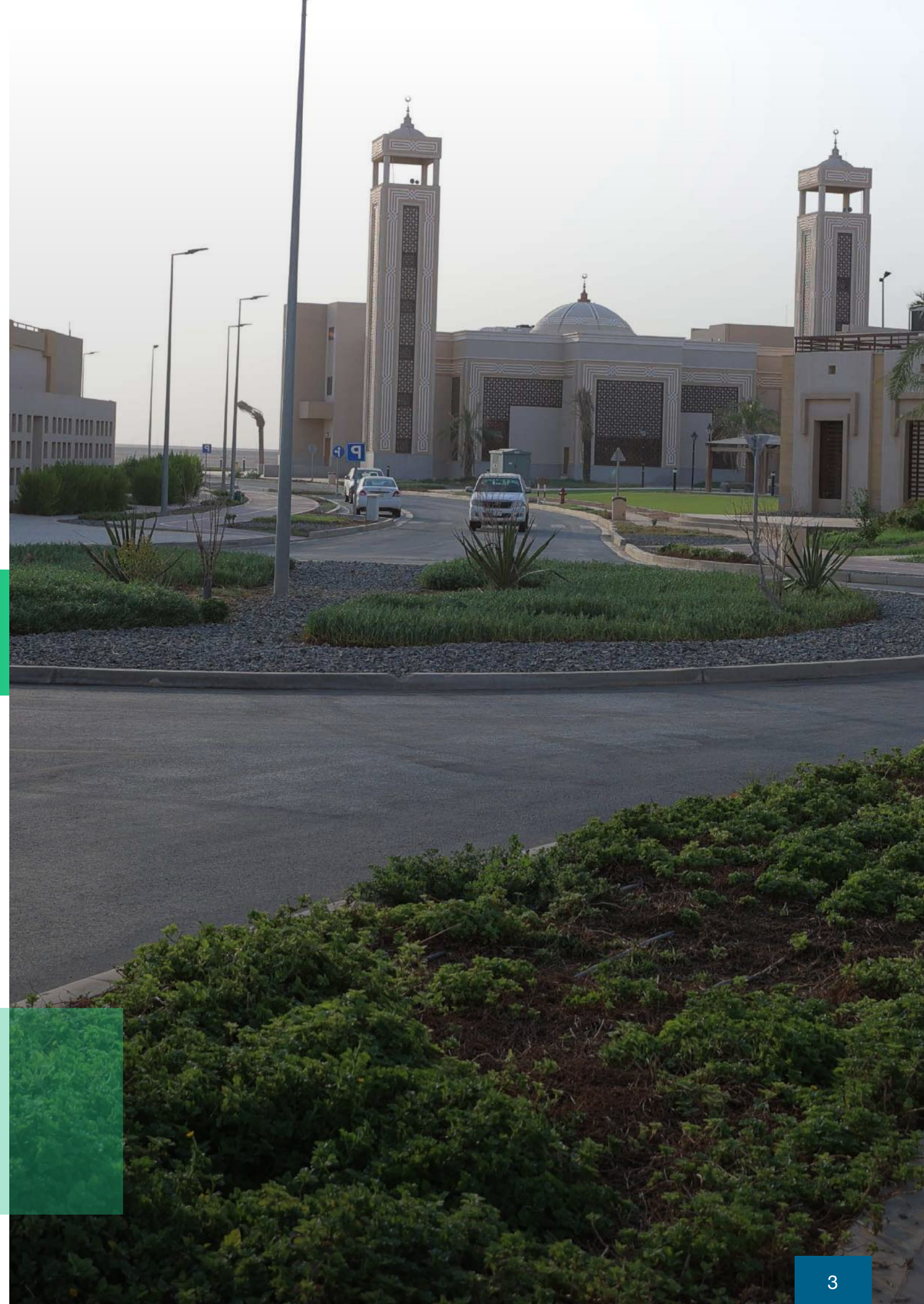
This report covers Yamama Cement's activities from 1 January 2023 to 31 December 2023, with information from previous years provided wherever applicable.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, aligned with Tadawul ESG Disclosure Guidelines, and incorporates the Sustainability Accounting Standards Board (SASB) ESG metrics. It also reflects our commitment to the United Nations Sustainable Development Goals (UN SDGs) and Saudi Vision 2030, Saudi Net Zero 2060 and Saudi Green initiative.

We welcome any feedback, comments or suggestions related to this report and our ESG performance. Please email us at:
sustainability@yamamacement.com

Forward Looking Statements

This report contains certain forward-looking statements. All statements, other than statements of present or 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, as it represents the company's perspective and estimates as of the date of preparing this report only, and does not necessarily reflect any developments or changes that may occur after that date.





Chairman Message



It is my honor to present to you Yamama Cement Company's first Sustainability Report for the year 2023, which reflects our deep commitment to environmental, social, and governance (ESG) practices.

Prince Nayef bin Sultan bin Mohammed bin Saud Al Kabeer Al Saud

Chairman, Yamama Cement

Throughout this year, we have made tangible progress in enhancing environmental efficiency, improving energy performance, and strengthening our culture of safety and employee well-being. We have also reinforced our governance and compliance systems in support of the Kingdom's Vision 2030 and the Saudi Green Initiative.

The cement industry plays a significant role in global emissions, and as one of Saudi Arabia's leading producers, we acknowledge our responsibility to drive meaningful change. Our commitment to reducing our carbon footprint is a clear reflection of that.

At the heart of our success lies our people, the dedicated employees, and partners, who drive our business forward. In 2023, we strengthened our investment in employee well-being, safety, and professional development. Our health and safety performance speaks for itself, with zero serious injuries and a proactive approach to risk management. We are also fostering a more inclusive and engaged workplace, ensuring that our employees feel valued, empowered, and equipped for the future.

Beyond our workforce, our responsibility extends to the communities in which we operate. We continue to engage with local stakeholders, align with Saudi Vision 2030, and contribute to social development initiatives that create lasting value.

Strong governance is the foundation of sustainable business. At Yamama Cement, we uphold the highest standards of corporate governance, transparency, and ethical conduct. In 2023, we strengthened our compliance frameworks, enhanced data security protocols, and deepened our commitment to fair competition and anti-corruption measures. These efforts are essential in ensuring long-term trust and resilience.

The path to sustainability is not a destination but an ongoing journey. The challenges we face – climate change, resource scarcity, and evolving regulatory landscapes – require continuous innovation and a steadfast commitment to responsible growth. As we look ahead, we remain focused on driving further improvements in carbon reduction, digital transformation, and ESG integration across our supply chain.

In conclusion, it is with great pleasure on my behalf and on behalf of my fellow Board members, to extend our sincere thanks and deep appreciation to the dedicated employees of Yamama Cement Company, our valued partners, and all stakeholders who have contributed to our achievements this year. Together, we will continue to build a future where sustainability goals harmonized with the pillars of success and prosperity for our business and our beloved nation.



CEO Message



2023 has been a transformative year for Yamama Cement Company. As CEO, I have witnessed firsthand the dedication of our teams in embracing sustainability, innovation, and operational excellence. This report not only highlights our achievements but also sets a clear roadmap for the future.

Mr Jihad bin Abdul-Aziz Al-Rushed

CEO, Yamama Cement

The world is changing rapidly, and the cement industry must evolve alongside it. We must balance the need for growth with our responsibility to minimize environmental impact. At Yamama Cement Company, we are not just responding to change, we are driving it.

Recognizing that the cement industry is a cornerstone of infrastructure development, we are also fully aware of its high energy consumption. That is why we have prioritized reducing our carbon footprint of our operations and enhancing our energy efficiency to the greatest extent possible.

Safety, well-being, and employee engagement remain at the core of our operations. I am proud to share that in 2023, we recorded zero serious injuries and zero workplace fatalities, a testament to our rigorous safety culture. Our investment in training and development ensures that our workforce is prepared for the future, with over 16,662 training hours delivered this year alone.

We also recognize that attracting and retaining top talent is key to our success. By fostering a culture of inclusivity, professional growth, and work-life balance, we are positioning Yamama Cement Company as an employer of choice in the Kingdom.

Our commitment to strong governance is unwavering. In 2023, we enhanced our anti-corruption measures, strengthened data privacy and cybersecurity protocols, and ensured compliance with Saudi Arabia's regulatory requirements. These measures reinforce trust among our investors, customers, and stakeholders.

In the coming years, we will continue to explore new technologies, improve our environmental performance, and drive innovation in sustainable construction materials. Our ambition is clear, to lead the way in responsible cement production and contribute meaningfully to Saudi Arabia's Vision 2030.

In conclusion, I would like to extend my sincere gratitude and appreciation to the entire Yamama Cement Company family, employees, customers, partners, and shareholders for their unwavering support, which has played a vital role in our journey. Together our collective efforts, and with God's help, we will continue moving forward toward building a stronger, more sustainable, and prosperous future for all.



Overview of Yamama Cement Company

Vision, Mission, and Values

Yamama Cement is a leading cement business, dedicated to delivering high-quality products while embracing environmentally friendly practices. With a strong legacy of excellence, innovation, and integrity, we continue to shape the future of sustainable construction and infrastructure development in Saudi Arabia.

At the core of our approach is a commitment to sustainability, transparency, and collaboration. These are values that drive us to create long-term benefits for our stakeholders, employees, and the communities we serve. We recognize the growing need for responsible manufacturing, and through cutting-edge technology and strategic investments, we are continuously enhancing efficiency, reducing environmental impact, and leveraging renewable energy sources.



Our Vision

To be the leading company in the cement industry committed to environmentally friendly practices.



Our Mission

To deliver sustainable high-quality products by leveraging our growing capabilities.



Our values

At Yamama Cement Company, our values define who we are and how we operate. They guide our decision-making, interactions, and long-term vision, ensuring that we uphold the highest standards across our business.

Transparency and Integrity

We believe in honesty, integrity, and transparency in every aspect of our work. By fostering open communication and trust, we build strong relationships with our employees, partners, and stakeholders.

Innovation and Excellence

We are committed to continuous improvement, creating a work environment that drives creativity, encourages new ideas, and embraces innovation. By optimizing our processes and adopting advanced solutions, we enhance efficiency and reduce costs, ensuring excellence in everything we do.

Value

Our commitment to delivering high-quality products goes beyond business; we strive to create lasting value for our nation and society. Through our contributions to infrastructure, economic development, and sustainability, we are helping shape a stronger, more resilient future.

Collaboration

Success is built on teamwork and shared goals. We work together as a team, a family, and a community, fostering a culture of partnership, inclusion, and mutual respect to drive meaningful progress.





Our strategic approach

To achieve our vision of being an industry leader, we have established six Strategic Pillars, guiding our operations and long-term success:



Environmental Commitment

Integrating eco-friendly manufacturing and promoting the use of renewable energy to reduce our carbon footprint.



Information Technology

Driving digital transformation and technological advancements to improve operational efficiency.



Sustainability

Maximizing investment returns while improving spending efficiency to ensure long-term growth.



Human Resources

Investing in employee engagement, training, and community development to foster a skilled and motivated workforce.



Operations

Reducing costs and optimizing asset efficiency to enhance overall performance.



Marketing

Strengthening our market presence and enhancing customer service to deliver the highest level of value.

Through this strategic framework, Yamama Cement is positioning itself at the forefront of innovation, sustainability, and business excellence. Our mission is clear: to deliver sustainable, high-quality products while leveraging our capabilities to meet the evolving needs of the construction industry.





The Company's Journey



1956

Yamama Cement Company was founded under the leadership of His Royal Highness Prince Mohammed bin Saud Al-Kabeer, alongside Their Royal Highnesses Prince Musaad bin Saud and his brothers, Prince Abdullah bin Mohammed bin Saud and his brothers, and Prince Mohammed bin Abdullah bin Abdulaziz bin Turki. The founding members also included Sheikhs Abdulaziz and Mohammed Al-Abdullah Al-Jomaih, Sheikhs Ibrahim Al-Rashed Al-Humaid and his brothers, Sheikh Mohammed Al-Abdullah Al-Oraifi, as well as the National Commercial Bank (NCB) and Riyadh Bank.

1965

- The inauguration of the first production line with a capacity of 300 tons of clinker per day, under the patronage of the late King Faisal bin Abdul Aziz. On the same day, the birth of the first heavy industry in Riyadh was announced.
- Yamama Cement Company's shares were offered for trading as one of the first ten companies to enter the Saudi stock market.

1971

Commissioning of the second production line with a daily clinker production capacity of 800 tons.

1977

Commissioning of the third and fourth production lines, each with a daily clinker production capacity of 1,500 tons.



2015

Signing of the agreement to establish the new Yamama Cement Company plant with the German company ThyssenKrupp Industrial Solutions. The project includes production lines with a total clinker capacity of 20,000 tons per day, utilizing the latest global technologies in the cement industry, with an estimated total cost of SAR 4.7 billion.

2010

- Awarded the OHSAS 18001 Certification for Occupational Health and Safety Management, becoming the first Saudi cement company to receive this certification.
- Awarded the ISO 14001 Certification for Environmental Management Systems, the first Saudi cement company to achieve this certification.
- Implementation of the Yamama ERP System for Enterprise Resource Planning.

2001

Awarded the ISO 9001 Quality Certification, becoming the first cement company in Saudi Arabia to receive it.

2007

Commissioning of the seventh production line with a daily clinker production capacity of 10,000 tons, the first of its kind in the Kingdom in terms of production volume.

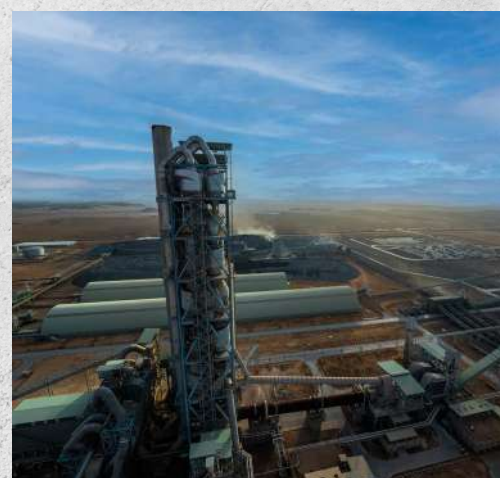
1988

Commissioning of the sixth production line with a daily clinker production capacity of 3,000 tons.



1981

Commissioning of the fifth production line with a daily clinker production capacity of 1,500 tons.



2016

Inauguration of the company's new administrative building.

2022

Commissioning of the new plant with two production lines and a total daily clinker production capacity of 20,000 tons.





Company Profile

Yamama Cement is one of the leading cement manufacturers in the Kingdom of Saudi Arabia, with a rich history spanning over six decades.

Established in 1956 by His Highness Prince Mohammed bin Saud Al-Kabeer, the company has played a pivotal role in supporting the nation's infrastructure and construction growth. As the oldest cement company in the central region and the third of its kind in the Kingdom, Yamama Cement has built a reputation for quality, reliability, and continuous innovation.

The company's name, 'Yamama,' is derived from a historical and culturally significant region in central Saudi Arabia, reflecting its deep-rooted connection to the Kingdom's heritage and progress.

Yamama Cement started production in 1386 AH (1965) with a single production line, capable of producing 300 tons of clinker per day. Over the years, the company has undergone multiple expansions, significantly increasing its capacity to meet the growing demands of the local and regional markets.

Today, Yamama Cement operates with a production capacity of

20,000
tons of cement per day

With an annual clinker production capacity of 6.6 million tons, the company's new plant is located in Al-Halal Al-Shamalia, in the Al-Kharj Governorate of the Riyadh region. The company has also invested heavily in expanding raw material grinding, cement storage, and energy infrastructure, ensuring seamless operations and efficient delivery of high-quality cement.

We remain at the forefront of the industry by adopting state-of-the-art technology and rigorous quality control measures. The company produces Ordinary Portland Cement (OPC), the most widely used cement type, suitable for general construction. It also produces Sulphate-Resistant Cement (SRC), specially formulated for structures exposed to harsh environments, such as seawater and chemically aggressive conditions. Additionally, the company offers Finishing Cement, an Ordinary Portland Cement that hardens into a solid mass when combined with water, specifically used for plastering, finishing, and light cement works.

The company prides itself on its skilled workforce, employing 706 people. We invest in training, safety, and career development, ensuring that employees play a key role in its ongoing success.

For nearly 70 years, Yamama Cement Company has contributed to the Kingdom's economic and infrastructure development, supporting major construction projects, urban expansion, and national growth initiatives. The company's long-term vision remains focused on delivering high-quality cement products while embracing innovation, operational excellence, and environmental responsibility.

As Saudi Arabia continues to expand its infrastructure and industrial base, Yamama Cement is well-positioned to meet the demands of tomorrow, ensuring that the nation's foundations remain strong and resilient.

Certifications & Awards

At Yamama Cement, we uphold the highest standards of quality, safety, and environmental responsibility.

Our adherence to internationally recognized certifications and management systems ensures that our operations meet best practices in cement production, sustainability, and workplace safety.

By implementing rigorous quality control measures, investing in advanced technology, and following globally recognized environmental and safety standards, we continuously strive to enhance efficiency, reduce environmental impact, and deliver superior products to our customers.

Our certifications reflect our dedication to excellence, regulatory compliance, and continuous improvement, reinforcing our role as a trusted leader in the cement industry. These include:

ISO 14001
Environmental Management

ISO 45001
Occupational Health
& Safety

ISO 9001
Quality

ISO 27001
Information Security





Our Stakeholders

At Yamama Cement, stakeholders play a crucial role in shaping our ESG strategy. By actively engaging with those who influence or are affected by our business, we can be sure that our sustainability initiatives are aligned with real-world expectations and industry standards.

Our stakeholders include:

Internal Stakeholders:

- Employees
- Senior Management
- Board of Directors
- Shareholders

External Stakeholders:

- Customers
- Suppliers and Vendors
- Governmental Entities
- Regulators and Policy Makers
- Investors and Financial Institutions
- Local Communities
- Academia and Research Institutions
- Non-Governmental Organizations (NGOs)

Each group brings valuable insights that help us to identify emerging ESG risks and opportunities, ensure responsible business practices across our operations and supply chain, foster transparency and accountability in our ESG commitments, and drive long-term value creation for both business and society.

By maintaining an open dialogue and collaborative approach, we strengthen trust, enhance ESG performance, and position Yamama Cement Company as a leader in responsible and sustainable cement production.



Our Materiality Assessment

To ensure that our ESG strategy is aligned with business priorities, stakeholder expectations, and global best practices, we conducted a comprehensive materiality assessment. This structured process has helped us to identify the most significant ESG topics that impact our business and where we can drive the greatest positive change.

Our materiality assessment was conducted following GRI standards, ensuring a robust, data-driven approach. The assessment was carried out in four key steps:

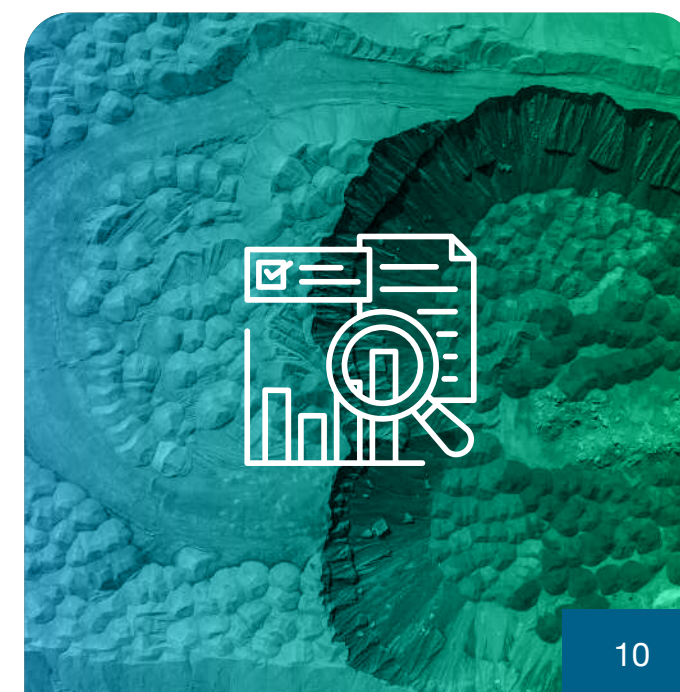
1 To define our sustainability context we conducted a detailed review of our business operations, value chain, and industry trends, ensuring alignment with Saudi Vision 2030, the Saudi Green Initiative, and global ESG frameworks.

2 Engagement with a wide range of internal and external stakeholders to identify the most important sustainability topics. The internal stakeholders included shareholders, the Board of Directors, senior executive management, and employees. External stakeholders comprised customers, suppliers and agents, government entities, regulatory bodies and policymakers, investors and financial institutions, local communities, academic and research institutions, non-governmental organizations, as well as industry experts.

3 To evaluate and prioritize based on impact, Each topic was ranked based on business impact and stakeholder importance using quantitative assessments and leadership input to ensure strategic alignment.

4 The final priorities were endorsed by senior leadership, ensuring ESG considerations are embedded into the company's strategy, stakeholder engagement, and performance tracking.

Our materiality assessment is not just an exercise, it is a blueprint for action. Based on these findings, we will integrate ESG priorities into our corporate sustainability strategy, ensuring alignment with business objectives. We will develop a sustainability framework that reflects our key material topics, and enhance stakeholder engagement by maintaining transparent communication on ESG performance. We will also monitor and update our materiality assessment regularly to adapt to evolving risks, regulations, and industry shifts.





Sustainability Highlights 2023

Environment



We have taken tangible steps to enhance energy efficiency and reduce environmental impact by making strategic investments in waste heat recovery, improving operational performance, and shifting towards cleaner and more sustainable energy sources.



Environmental impact assessments (EIA) and efficient effluent treatment have contributed to ensuring compliance with Saudi environmental regulations.



Efforts to reduce and recycle waste included implementing operations in accordance with international best practices, increasing the use of sustainable raw materials, and reusing both hazardous and non-hazardous waste.



The company has implemented environmental protection technologies and sustainable land use planning to combat pollution, aiming to preserve ecosystems and contribute to the conservation of natural habitats.

Social



No serious injuries or fatalities have been recorded in the workplace, reflecting the company's strong commitment to ensuring employee safety.



Continuous safety audits, risk assessments, and emergency drills were conducted to uphold best practices.



Implementing a Chemical Management Policy for the safe handling, storage, and disposal of hazardous substances.



Regular Environmental Impact Assessments (EIA) and continuous real-time safety tracking are conducted to identify and mitigate risks.



Employee engagement in safety programs strengthens workplace well-being and fosters a culture of accountability.

Governance



The company has implemented a robust governance framework that promotes transparency, accountability, and ethical decision-making.



Strict compliance with Saudi regulatory frameworks and international best practices ensures responsible business conduct.



Business ethics have been impeded into corporate culture through leadership accountability and sustainability governance.



Enhancing Data privacy and cybersecurity measures to protect operational and customer's personal data and information.



Supply chain sustainability is prioritized, focusing on alternative materials, transportation efficiency, and supplier engagement.



02 Environment



We recognize the critical role we play in reducing emissions, optimizing energy use, managing water resources, minimizing waste, and protecting biodiversity. Through continuous innovation and responsible business practices, we are taking meaningful steps to reduce our environmental impact while maintaining operational efficiency.

Highlights

Concrete steps have been taken to enhance energy efficiency and reduce environmental impact by making strategic investments in waste heat recovery, improving operational performance, and shifting towards cleaner and more sustainable energy sources.

Environmental impact assessments (EIA) and the efficient management of dangerous waste have ensured compliance with the approved environmental regulations and legislation in the Kingdom.

Waste reduction and recycling efforts include processes aligned with global best practices, increased sustainable raw material usage, and reusing hazardous and non-hazardous waste.

The company has implemented environmentally friendly technologies and sustainable land-use planning, and pollution control measures to protect ecosystems and support natural habitat conservation.

Material Topics

- Climate Change and GHG Emissions
- Energy Efficiency
- Water Management
- Waste and Pollution Management
- Biodiversity and Land Use
- Circular Economy

Saudi Vision 2030 Pillars

A Thriving Economy:

Enhancing industrial sustainability, fostering innovation in cement production, and supporting resource efficiency to drive economic competitiveness.

A Vibrant Society:

Strengthening environmental stewardship, improving water and waste management, and ensuring cleaner energy practices for a healthier and more sustainable Saudi Arabia.

An Ambitious Nation:

Aligning with national environmental compliance standards (NCEC) and fostering corporate responsibility in industrial sustainability.

UN SDGs



Through investments in energy efficiency and renewable energy exploration.



By enhancing low-carbon cement production and sustainable operational practices.



With waste reduction, circular economy efforts, and sustainable resource management.



Through GHG reduction strategies and alternative fuel adoption.



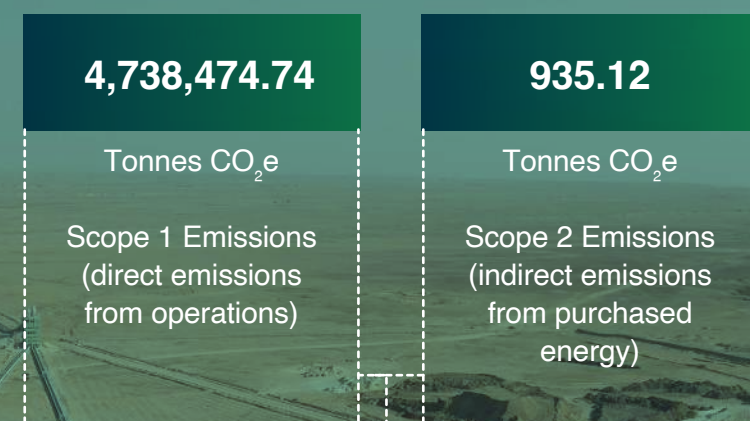
By protecting biodiversity, managing land use responsibly, and reducing pollution risks.





Climate Change and GHG Emissions

The cement industry's impact upon – and responsibility in addressing – climate change is significant. To reflect our commitment to reducing our emissions, in 2023 we started to measure our Scope 1, and 2 of our carbon footprint so that we can continuously work to minimize our impact while maintaining operational efficiency.



Emissions Intensity Ratio: **0.72 tonnes** CO₂e per ton of cement produced

Our progress and initiatives

Low-carbon production

We continue to optimize our operations to ensure lower emissions without compromising product quality.

Sustainable raw materials

By integrating cleaner fuels and localized raw materials, we are reducing carbon emissions associated with traditional cement production.

Supply chain collaboration

We are considering to work closely with suppliers to implement lower-carbon transportation and material sourcing strategies.

To further our commitment to climate action, we aim to strengthen GHG monitoring and reporting for greater transparency. We will expand the use of alternative fuels and raw materials to reduce our Scope 1 emissions even further. And we will enhance supplier engagement programs to achieve our strategies.

Energy Efficiency

Efficient energy use is a key pillar of our sustainability strategy. By investing in energy-efficient technologies and renewable energy sources, we can reduce operational costs while minimizing our environmental impact.

Our energy efficiency measures have been central to our decarbonization efforts. Key performance indicators for 2023 include:

Total energy consumption

Continuous monitoring to optimize energy usage across production facilities.

Renewable energy integration

Exploring options to enhance clean energy adoption within operations.

Energy efficiency measures

Ongoing initiatives to reduce energy waste and improve process optimization.

As part of our long-term sustainability strategy, we are committed to increasing energy efficiency investments to optimize production processes, exploring alternative energy sources to reduce reliance on conventional fuels, and enhancing digital monitoring systems for real-time energy performance tracking.

Energy efficiency is a fundamental driver of sustainability. By continuously improving our energy performance and embracing innovation, we can ensure a more resilient and environmentally responsible future.

Energy consumption trends at Yamama Cement Company reflect shifts in operational demands and efficiency measures. From 2022 to 2023, total gas consumption increased slightly from 5,008 MWh to 5,104 MWh, indicating a modest rise in gas usage. Meanwhile, total electricity consumption remained consistent at 611,064 MWh in both years, following a significant increase from 356,697 MWh in 2021 to 2022, this corresponds to the commencement of commercial operations.

Energy	Unit	2021	2022	2023
Total gas consumption within the power plant	Million Standard Cubic Feet per Day (MMSCFD)	3,408	5,008	5,104
Total electricity consumption within the organization	Megawatt Hour	356,697	606,170	611,064
Total energy consumption within the plant	Million Standard Cubic Feet per Day (MMSCFD)	14,553	22,659	22,574

Circular Economy

As part of our approach to better waste management, we are committed to maximizing resource recovery by adopting circular economy principles in our operations, making sure waste is not simply discarded but reintegrated into productive use whenever possible. By focusing on reuse, recycling, and responsible waste management, we ensure that materials remain in use for as long as possible, reducing environmental impact and improving efficiency.

A key focus of our sustainability efforts is waste diversion, where both hazardous and non-hazardous waste are processed for reuse and recycling. In 2023, Yamama Cement successfully:

The transformation of hazardous waste is carried out by preparing it for reuse in manufacturing processes and applying the principles of industrial symbiosis, thereby supporting various other local industries.

The disposal of non-hazardous waste is carried out responsibly in accordance with the regulations of the National Centre for Waste Management.

Through these efforts, we are reducing landfill dependency and ensuring that valuable materials are repurposed within the production process, supporting a more resource-efficient and environmentally responsible operation.





Water Management

Water is a vital resource in cement production, and Yamama Cement Company is committed to managing water consumption efficiently and minimizing our environmental impact. As part of our sustainability efforts, we continuously monitor water usage, effluent management, and regulatory compliance to ensure responsible water stewardship.

In 2023, Yamama Cement tracked total water consumption across all operational areas, ensuring efficient use of resources while maintaining compliance with environmental regulations. Water consumption is also monitored on a per-employee basis, helping us optimize operational efficiency and identify areas for improvement.

To improve water efficiency, we have implemented environmental impact assessments (EIA) and continuous monitoring processes. These measures help us better understand water usage patterns, detect inefficiencies, and introduce improvements that reduce overall consumption.

Effluent management and regulatory compliance

We are committed to reducing the environmental impact of our effluent discharge. Our effluent treatment and disposal processes align with National Center for Environmental Compliance (NCEC) regulations, ensuring strict adherence to Saudi Arabia's environmental standards.

Our company conducts ongoing environmental impact assessments to evaluate potential risks associated with water discharge. These assessments help identify opportunities to enhance wastewater treatment practices, minimize contamination risks, and optimize resource recovery.

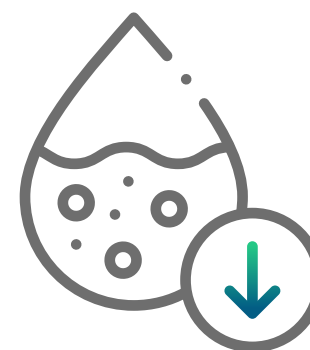
Continuous efforts as part of the sustainability strategy

As part of our long-term sustainability strategy, we continue to:

Monitor and measure water consumption to identify areas for improvement.

Ensure compliance with NCEC regulations and maintain industry best practices.

Implement environmental impact assessments to enhance responsible water management.



The volume of water consumption in industrial operations for the year 2023 decreased by

1.93%

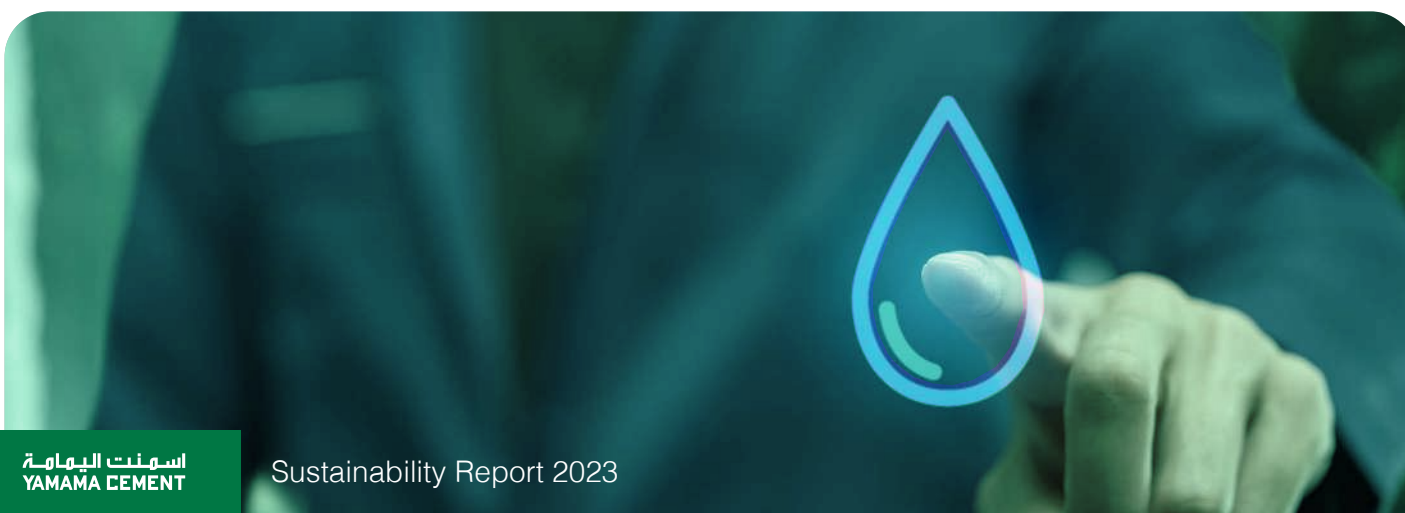
due to improvements implemented at water desalination and treatment plants specific to industrial processes.

Below are the water consumption data for the years 2022 and 2023:

Category	Unit	2022	2023
Total water withdrawn from groundwater wells	Cubic meters	855,444	782,377
Water used in industrial operations	Cubic meters	233,561	229,041
Water used in industrial operations (reverse osmosis reject water)	Cubic meters	270,600	250,800
Water used for quarry irrigation and dust control (from backwash filters)	Cubic meters	237,482	193,614
Water used in health facilities (for human consumption)	Cubic meters	113,801	108,922
Total water consumption in water-stressed areas	Cubic meters	855,444	782,377
Change in water storage (if significant water-related impact)	Cubic meters	15,000	15,000

- The total volume of water withdrawn from groundwater wells decreased by 8.5%.
- The reduction in groundwater withdrawal in 2023 is attributed to planned well shutdowns for maintenance purposes.
- Data was collected based on direct measurements from extraction and treatment units within the facility.
- Calculation methods are based on local and industry standards and are subject to periodic review by relevant authorities.

Through the adoption of a proactive approach to water conservation and wastewater management, Yamama Cement Company reaffirms its commitment to the sustainable use of resources, compliance with environmental regulations, and achieving the highest levels of environmental responsibility.





Waste and Pollution Management

Effective waste management is a core part of our environmental strategy. We ensure that waste generation, recycling, and disposal are handled responsibly while maintaining compliance with environmental regulations and industry best practices. By continuously monitoring and implementing targeted initiatives, we are taking steps to minimize our environmental impact and improve resource efficiency.

We have been actively monitoring our waste streams, including hazardous and non-hazardous waste, to improve disposal practices and enhance recycling efforts. Our commitment to responsible waste management is reflected in the following key performance indicators:



ISO 14001 Environmental Management System coverage:

The current scope includes the plant's operational processes, ensuring compliance with internationally recognized environmental standards, including waste management and recycling.

We work to reduce environmental impact alongside improving operational efficiency by implementing effective strategies to monitor, reduce, and recycle waste. The company also explores new methods to enhance the reuse of waste within our supply chain, contributing to the achievement of our long-term sustainability goals.

We will continue our commitment to expanding the scope of ISO 14001 certification to include more operational processes, strengthen waste management programs, and develop recycling initiatives to support building a more sustainable future with greater resource efficiency.



Sustainable raw material usage:

Raw materials are utilized in an optimal manner to ensure the conservation and sustainability of resources.

Biodiversity and Land Use

Biodiversity and the way land is used are critical components of environmental sustainability. As a company operating in the cement industry, we understand that our activities have direct and indirect interactions with natural ecosystems, and we are taking a proactive approach to conservation and habitat protection.

Our environmental impact involves construction, resource extraction, and industrial production, which can affect local biodiversity through land use changes, pollution control, and habitat preservation. The primary environmental considerations related to our business include:

- Changes in land use and natural habitats may occur as a result of extraction activities (such as drilling and removal of topsoil), in addition to the construction and operation of production facilities. This can potentially lead to the loss of natural habitats and impact local wildlife..

- Air emissions that have the potential to impact surrounding ecosystems.

- Changes in groundwater levels and soil composition, influencing local plant and animal life.

Yamama Cement Company adheres to strict regulatory requirements set by the National Centre for Environmental Compliance (NCEC). We are committed to maintaining compliance with biodiversity conservation policies and actively applying best practices in environmental monitoring and impact assessments.

To ensure responsible biodiversity management, we conduct Environmental Impact Assessments (EIA) before initiating new projects. These assessments help us identify potential ecological risks, implement mitigation strategies, and monitor ongoing environmental performance.

To reduce our impact on biodiversity and enhance environmental sustainability, Yamama Cement has implemented the following measures:

Environmental monitoring and compliance

We continuously measure and track our ecological impact through EIA studies and monitoring programs.

Pollution control and waste management

We ensure strict compliance with air, water, and soil pollution controls to minimize disruptions to local ecosystems.

Sustainable land use planning

Before initiating new projects, we conduct land assessments to avoid significant damage to natural habitats.

We also maintain detailed environmental records and tracking processes to ensure transparency and ongoing compliance with sustainability standards.

As part of our sustainability strategy, Yamama Cement will continue to improve biodiversity management efforts, enhancing our environmental monitoring systems and adopting innovative approaches to protect natural habitats. Through ongoing assessments and compliance with global best practices, we are committed to reducing our impact and contributing to a more sustainable future.



03 Social



The success of our business is built on the well-being of our employees and the communities in which we operate. As a leader in the cement industry, we are committed to ensuring a safe and healthy work environment, reducing operational risks, and enhancing the quality of life for our workforce and local communities.

Highlights

Achieved zero serious injuries and zero workplace fatalities, demonstrating a strong commitment to workplace safety.

The company has continuously conducted safety audits, risk assessments, and emergency response training to uphold best practices.

Implementation of a Chemical Management Policy to ensure safe handling, storage, and disposal of hazardous substances.

Regular Environmental Impact Assessments (EIA) and continuous safety monitoring have been conducted to identify and mitigate risks.

Employee engagement in safety programs strengthens workplace well-being and fosters a culture of accountability.

Material Topics

- Health, Safety, and Wellbeing
- Human Capital Management
- Human Rights
- Social Responsibility
- Customer Relations

Saudi Vision 2030 Pillars

A Thriving Economy:

By prioritizing workplace safety and well-being, Yamama Cement enhances employee productivity and long-term operational sustainability.

An Ambitious Nation:

The company adheres to national safety regulations, reinforcing corporate accountability.

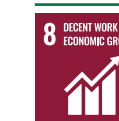
A Vibrant Society:

Ensuring the well-being of employees contributes to a healthy workforce and a more resilient industrial sector.

UN SDGs



Promoting workplace safety, chemical hazard management, and preventive health measures.



Ensuring safe working conditions and fostering a positive work environment.



Implementing responsible chemical management and risk assessment strategies to minimize workplace hazards.



Human Capital Management

Investing in people is central to our long-term success. Our commitment to training, career development, and employee retention ensures that we continue to attract and retain top talent, while fostering a motivated, highly skilled workforce.

By integrating ESG principles into our human capital strategy, we provide employees with opportunities for growth, stability, and a purpose-driven career path.

Our training and development policy ensures that employees receive continuous learning opportunities to enhance their expertise and career progression. In 2023:

- Total training hours delivered: 17,870 hours
- Average hours of training per employee: 835 hours

Training and Development	Unit	2023
Average hours of training per		
Male Employees	Hours	31
Female employees	Hours	34
Middle level	Hours	35
Senior management	Hours	40
Average training hours per employee	Hours	31

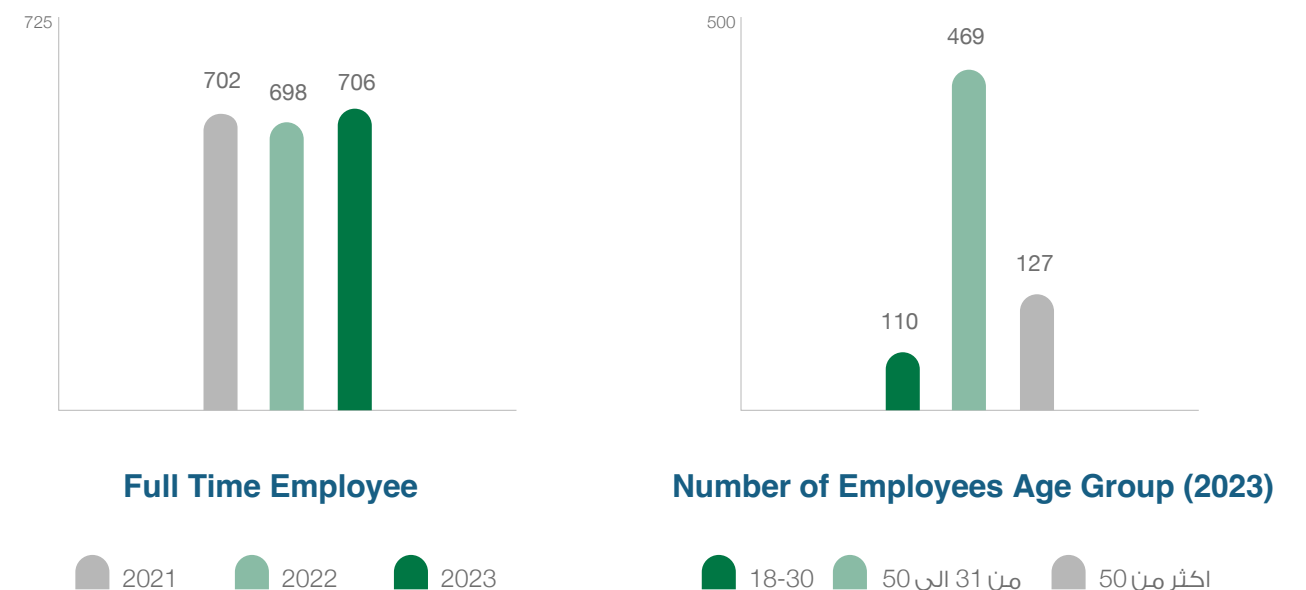
Through structured learning programs, Yamama Cement is ensuring that employees remain at the forefront of industry advancements, with specialized training in safety, operations, environmental compliance, and leadership development.

In 2023, the average training hours reached 34 hours for female employees compared to 31 hours for male employees, underscoring our commitment to equality in professional development.

Workforce overview

Yamama Cement Company's workforce plays a crucial role in driving the company's success and sustainability efforts. The following charts provide an overview of full-time employees over the past three years, reflecting workforce trends, age distribution, and gender representation.

While there was a decrease from 702 employees in 2021 to 698 in 2022, the number increased slightly to 706 in 2023, indicating a stabilisation in workforce levels. In terms of age distribution in 2023, the majority of employees (469) were between 31-50 years old, followed by 127 employees above 50 years old, and 110 employees in the 18-30 age group.



Yamama Cement Company is committed to supporting national workforce development by prioritizing the recruitment and retention of local talent. The company's nationalization efforts align with government initiatives to enhance employment opportunities for Saudi nationals. Over the past three years, Yamama Cement Company has maintained a steady nationalization rate, increasing from 67% in 2021 to 70% in 2022, which was sustained in 2023, reflecting its continued focus on workforce localization.

Nationalization	Unit	2021	2022	2023
Nationalization rate	%	67	70	70

The Saudization rate in 2023 reached approximately 70%, reaffirming our commitment to supporting national talent.



Yamama Cement continues to attract and retain talent while managing workforce turnover effectively. In 2023, the company hired 54 new employees, a slight decrease from 60 in 2022, with the majority being male hires (49), while 5 female employees were recruited.

Employee turnover saw a significant improvement, dropping from **6.9%** in 2022 to **4.95%** in 2023

Indicating enhanced employee retention efforts. In terms of turnover by age group, the highest turnover in 2023 was among employees aged 30-50 years with 21 departures, followed by those under 30 with 16 departures, and employees above 50 years old with 11 departures. These figures reflect Yamama Cement's ongoing commitment to maintaining workforce stability while addressing demographic shifts within the company.

New Hires and Turnover	Unit	2021	2022	2023
Total number and rate of new employee hires during the reporting period, by age group, gender and region.				
New employee hires		53	60	54
Male	Number	50	53	49
Female		3	7	5
Total number and rate of employee turnover during the reporting period, by age group, gender and region.				
Employee Turnover	%	5	6.9	4.95
Male		42	76	45
Female		5	4	3
Below 30	Number	12	17	16
30-50		25	26	21
Over 50		10	37	11

Employee engagement

We believe that an engaged workforce is key to driving innovation, operational excellence, and long-term business success. By continuously listening to our employees and acting on their feedback, we aim to cultivate a culture of collaboration, growth, and shared success.

Our latest Employee Engagement Survey, conducted in the first half of 2023, highlights strong levels of employee satisfaction and commitment across the organization. The survey, led by the Human Resources Department, assessed multiple aspects of employee experience.

Key highlights from the survey include:

- **98%** satisfaction rate regarding the efficiency of human resources services and the ease of digital systems, reflecting strong support for employee well-being and enhancing their experience.
- **97%** satisfaction rate with housing services, reflecting the provision of a suitable living environment that supports employee stability and comfort.
- **95%** satisfaction rate with transportation services, reflecting the effectiveness of the logistical support provided to employees and the ease of their mobility.

- **99%** satisfaction rate with the sports club services, reflecting the company's commitment to promoting employees' health and physical fitness.

To further strengthen our employee experience, we are enhancing professional development programs to support career growth, improving leadership engagement through open communication and feedback channels, and expanding well-being initiatives to promote a healthy and balanced work environment.

Employee retention and workforce stability

Beyond training, we focus on retaining talent and creating a supportive work environment. In 2023, our return-to-work and retention rates for employees were high, underscoring our commitment to workplace policies that support employees' professional and personal well-being. Currently, we have 706 full-time employees and strong retention rates, with staff returning after leave remaining with the company, demonstrating a high level of job satisfaction and promising professional alignment provided by Yamama Cement Company to its workforce.





Health, Safety, and Wellbeing

At Yamama Cement, ensuring the health, safety, and well-being of our employees and contractors is a top priority. As a leading industrial company, we recognize the potential risks associated with cement production and are committed to mitigating hazards, fostering a strong safety culture, and maintaining compliance with national and international safety standards.

Our Health & Safety (H&S) framework is guided by strict policies, proactive risk management, and continuous monitoring, ensuring a safe and secure workplace for all employees, contractors, and site visitors.

We are fully committed to adhering to the national regulations and continuously improving our safety protocols. Our approach includes:

- Stringent safety policies to prevent workplace accidents and mitigate potential risks.
- Comprehensive environmental impact assessments (EIA) to evaluate and address safety concerns.
- Advanced systems to monitor compliance, incidents, and safety improvements.

Our plant safety KPIs for 2023 demonstrate strong performance in preventing workplace injuries and ensuring operational safety:

Serious Injuries recorded = 0

– No serious injuries were recorded.

Fatality Rate (F.R) = 0

– No workplace fatalities occurred, reinforcing our strict safety compliance measures

Severity Rate (S.R) = 0

– The level of residual risks and their impact were reduced through the implementation of effective risk control measures and rapid response protocols.

By implementing robust health & safety strategies, Yamama Cement is creating a safer work environment while enhancing operational efficiency. Moving forward, we will continue investing in safety innovations, reinforcing compliance frameworks, and maintaining our zero-serious incident record.



Key H&S initiatives in 2023

Fatality prevention and incident monitoring

We're actively monitoring employee and contractor fatalities, ensuring prompt investigations and corrective actions to prevent future incidents. Our safety audits and real-time tracking systems allow for proactive risk management.

Chemical safety and hazardous material management

The company has implemented a Chemical Management Policy to regulate the safe handling, storage, and disposal of hazardous substances. Employees receive specialized training on chemical safety, ensuring reinforcing that the company adheres to best practices and complies with relevant national regulations.

Workplace safety and risk assessments

Regular safety audits, training sessions, and emergency preparedness drills are conducted across all operational sites. We also maintain detailed safety registers to track compliance and identify areas for continuous



Stakeholder engagement and reporting

The Occupational Health and Safety management systems ensure that all safety measures align with industry best practices. We regularly engage with regulatory bodies, employees, and industry stakeholders to refine our H&S policies and drive continuous improvements.

H&S is fundamental to our sustainability strategy. By implementing robust safety measures, continuous monitoring, and employee engagement programs, we are creating a safer workplace and reinforcing a culture of responsibility and well-being. Moving forward, we will continue to enhance safety measures, strengthen compliance frameworks, and foster a proactive safety-first mindset across our operations.





Social Responsibility

As one of Saudi Arabia's leading industrial companies, we recognize that our operations not only have an impact on the economy and the environment, but also on society. That is why we are committed to ensuring responsible business practices, fostering positive community relationships, and mitigating any social risks.

Cement manufacturing is a resource-intensive industry that affects local communities. We take our role seriously in minimizing negative impacts while maximizing positive contributions. We have taken a structured approach to managing social responsibility, with clear actions and commitments.

We conduct regular EIAs and continuous monitoring to measure and mitigate our impact on air quality, soil conditions, and community well-being. We strictly adhere to NCEC environmental standards to ensure responsible operations that align with Saudi Arabia's sustainability vision.

Ongoing stakeholder engagement means we actively engage with local communities, regulatory bodies, and industry partners to identify concerns and implement solutions that promote social well-being. Our environmental management systems also ensure that we track and report on our social and environmental performance.



Human Rights

Respecting human rights is fundamental to our corporate responsibility. We are focused on making sure we promote fair labor practices, prevent human rights violations, and foster a workplace that upholds dignity, equality, and ethical treatment.

By aligning with national labor laws and international human rights frameworks, we work proactively to mitigate risks and create a safe, fair, and inclusive working environment.

Operating in the cement manufacturing sector, Yamama Cement acknowledges that human rights risks can arise in various forms, including labor rights, health and safety, supply chain ethics, and environmental justice. Key risks include: labor rights violations – ensuring fair wages, ethical working hours, and safe conditions for employees and contractors; health and safety concerns – protecting workers from occupational hazards through rigorous safety measures; and child and forced labor prevention – ensuring full compliance with Saudi labor laws and international human rights agreements.



We have implemented a structured approach to human rights governance, ensuring that risks are identified, monitored, and mitigated. Our approach includes:

Regulatory compliance.

We adhere to national regulations and labor laws to prevent human rights violations.

Labor policies and ethical employment standards.

We maintain strict non-discrimination policies, ensuring fair wages, safe working conditions, and equal opportunities for all employees.

Tracking and reporting mechanisms.

We actively monitor human rights compliance, with tracking processes integrated into our environmental registers and factory-wide management systems.

Looking ahead, we will enhance monitoring mechanisms to ensure compliance with labor and ethical business practices. We will strengthen employee engagement by fostering a culture of respect, transparency, and inclusivity. We will expand human rights due diligence efforts to further mitigate risks in both direct operations and supply chains.



Customer Relations

Our customers are at the heart of everything we do. As a leading cement producer, we recognize that product quality, safety, and reliable service are fundamental to maintaining strong relationships with our clients. Ensuring that customers receive high-quality cement products that meet strict safety and regulatory standards is key to sustaining long-term business success.

Cement is a critical material for infrastructure and construction projects, where even minor inconsistencies in product quality can have significant safety and structural implications. Customer relations at Yamama Cement Company focus on ensuring the highest product standards, regulatory compliance, and responsive service.

We must maintain consistency in cement composition to meet regulatory requirements and prevent defects in construction projects. We must adhere to all Saudi quality control and safety standards to avoid recalls or regulatory complaints. And we must address concerns, respond to inquiries, and ensure reliable product availability for major construction and infrastructure projects.

To uphold our commitment to quality and trust, Yamama Cement has implemented strong policies and monitoring systems to track product safety, respond to customer concerns, and maintain a high standard of service. Our approach includes:

Product quality and safety assurance

Ensuring that all cement products meet strict regulatory and internal quality control measures.

Customer support and engagement

Providing a dedicated support system for clients, ensuring timely response to inquiries and concerns.

Regulatory compliance and reporting

Monitoring product recalls, customer complaints, and regulatory requirements to maintain full compliance with industry standards.

Customer satisfaction is a key pillar of our long-term success. By prioritizing product reliability, customer service, and safety standards, we ensure that our clients receive the best quality cement products, backed by transparent and responsible business practices.





04 Governance



Governance and driving ESG along our supply chain is crucial if we are to create long-term sustainability, mitigate risks, and foster trust among stakeholders. We are committed to upholding the highest standards of corporate governance and business ethics, ensuring transparency, accountability, and regulatory compliance across our operations and beyond.

Highlights

The company has implemented a robust governance framework that promotes transparency, accountability, and ethical decision-making.

Strict compliance with Saudi regulatory frameworks and international best practices to ensure responsible business conduct.

Business ethics have been embedded into corporate culture through leadership accountability and sustainability governance.

Strengthening data privacy and cybersecurity measures are reinforced to protect operational and customer information.

Prioritizing supply chain sustainability, focusing on alternative materials, transportation efficiency, and supplier engagement.

Material Topics

- Corporate Governance and Business Ethics
- Data Privacy and Security
- Supply Chain Management
- Responsible Marketing and Labelling

Saudi Vision 2030 Pillars

A Thriving Economy

Through strong corporate governance, fair competition, and ethical business practices to enhance investor confidence and economic resilience.

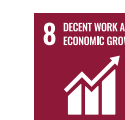
A Vibrant Society

commitment to business ethics, data security, and stakeholder engagement fosters trust and social responsibility.

An Ambitious Nation

focus on compliance, sustainability governance, and digital transformation aligns with Saudi Arabia's ambition to build a world-class, future-ready economy.

UN SDGs



By ensuring fair business practices, ethical employment standards, and anti-corruption policies, we promote sustainable economic growth.



The company's commitment to governance, digital security, and supply chain transparency supports sustainable industrialization.



By enhancing supply chain sustainability and responsible marketing, we contribute to sustainable production practices.



Corporate Governance and Business Ethics

Effective corporate governance is the foundation of Yamama Cement's commitment to long-term sustainability, ethical business practices, and regulatory compliance. Having strong governance helps us to deliver operational efficiency, mitigate risks, and foster trust among investors, employees, customers, and the wider community.

Our governance framework is designed to uphold transparency, accountability, and ethical decision-making at all levels within our organization. The company discloses key governance practices, including how responsibilities for sustainability-related risks and opportunities are reflected in the mandates, role descriptions, and policies that govern its leadership and operational teams. This ensures that sustainability considerations are embedded within decision-making processes.

We follow rigorous reporting structures to communicate governance performance and compliance with Saudi regulatory requirements and international best practices. Information is regularly shared with internal and external stakeholders, reinforcing the company's commitment to accountability and continuous improvement.

The Board of Directors at Yamama oversees the company's strategic direction and governance, ensuring accountability and sustainable growth. The composition of the Board reflects a balance of independent and non-independent members, with no executive members, reinforcing strong oversight. The following table provides an overview of the Board's structure.



Board of Directors	Unit	2023
Total number of executive members	Number	0
Total number of independent members	Number	2
Total number of non-executive members	Number	5
Total number of board members	Number	7

Combatting anti-competitive practices and corruption

Integrity is at the heart of our operations. We maintain strict policies to prevent anti-competitive behavior, unethical market practices, and corruption, ensuring fair and transparent dealings with all stakeholders.

We align our operations with national and international laws governing fair competition and anti-corruption. This includes strict compliance with Saudi anti-trust regulations, ensuring open and fair market participation.

To uphold ethical conduct, we have established confidential reporting channels that allow employees and stakeholders to report unethical behavior or potential violations without fear of retaliation.

Employees undergo regular training on anti-corruption policies, compliance obligations, and ethical decision-making, ensuring that every team member understands their role in maintaining business integrity.

We also conduct periodic risk assessments and internal audits to identify and address potential vulnerabilities in governance, financial management, and compliance.



Embedding business ethics into the corporate culture

Yamama Cement Company's governance model is not just about compliance; it is about fostering an ethical business culture that aligns with Saudi Arabia's Vision 2030 sustainability and governance goals.

Our governance policies reflect a firm commitment to:

Fair and responsible business conduct

ensuring that all business operations, transactions, partnerships, and contracts align with ethical business principles.

Sustainability governance

integrating ESG factors into strategic decision-making.

Leadership accountability

ensuring that corporate leaders uphold best-in-class governance standards, setting the tone for ethical conduct across the organization.

As we continue to expand and modernize our operations, governance remains central to our corporate strategy. Future initiatives will focus on strengthening disclosures related to sustainability risks and governance practices, strengthening compliance mechanisms by expanding compliance training and risk management systems, and deepening stakeholder engagement. This will help to increase dialogue with investors, regulators, and industry bodies to align with evolving governance expectations.



Supply Chain Management

At Yamama Cement Company, we believe that a strong supply chain is directly linked to our ability to produce high-quality cement efficiently and sustainably. Managing procurement, logistics, and supplier relationships effectively is critical to ensuring the consistent availability of raw materials, optimizing operational costs, and reducing the impact we have on the environment.

We work closely with a diverse network of suppliers to ensure timely and cost-effective sourcing of materials. Our supply chain management approach is designed to enhance supplier engagement, to help comply with quality, safety, and sustainability standards, reinforcing long-term partnerships that drive mutual benefits. It is also about optimizing procurement processes to improve inventory management and material forecasting and therefore minimizing disruptions. Our investment in efficient transportation networks helps reduce lead times, optimize costs, and minimize fuel consumption.

Sustainability is a core focus in our supply chain operations. We are actively working to reduce our Scope 3 emissions, the indirect emissions linked to material sourcing and transportation, by:

Exploring alternative raw materials.

We are evaluating ways to integrate recycled materials and alternative fuels into our supply chain, reducing our reliance on virgin raw materials.

Improving transportation efficiency.

By optimizing delivery routes and vehicle utilization, we are cutting down on emissions associated with the movement of raw materials and cement products.

Using Supplier Sustainability Assessments.

We are increasing our focus on sourcing from environmentally responsible suppliers, ensuring that our partners align with our sustainability commitments.

To maintain our competitive edge and sustainability leadership, Yamama Cement is committed to deepening supplier engagement to encourage higher sustainability standards and improved supply chain resilience, increasing the use of alternative materials and low-carbon transport solutions to drive emissions reductions, and expanding digital supply chain capabilities to enhance procurement efficiency, improve traceability, and mitigate risks.



Data Privacy and Security

In today's digital landscape, data privacy and security are fundamental to maintaining trust with stakeholders, ensuring regulatory compliance, and protecting sensitive business and customer information. We know how important it is to safeguard data and have implemented a structured approach to managing risks related to information security and data privacy.

We are committed to adhering to KSA's regulations and international best practices in data governance. Our policies focus on minimizing risks associated with data breaches, unauthorized access, and misuse of personal or operational information.

We have taken proactive steps to safeguard data assets and operational information, reducing the risk of security breaches. Our approach includes ongoing risk assessments to identify vulnerabilities in data management and mitigate potential threats, strict access controls whereby only authorized personnel have access to critical data, and data tracking systems to oversee data usage, ensuring compliance with internal policies and national regulations.

To further strengthen data privacy and security, we aim to enhance digital monitoring systems, increase employee training on cybersecurity best practices, and integrate more advanced security protocols into our operations.





05 Appendices





GRI Standards Content Index

Statement of use	Yamama Cement Company has reported the information cited in this GRI content index for the period from January 1 to December 31, 2023, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	
2-1 Organizational details	6-8
2-2 Entities included in the organization's sustainability reporting	9
2-3 Reporting period, frequency and contact point	3
2-4 Restatements of information	There has been no restatement of information, as this represents the company's inaugural Sustainability Report.
2-5 External assurance	This report has not undergone external assurance.
2-6 Activities, value chain and other business relationships	9
2-7 Employees	21-22
2-8 Workers who are not employees	18
2-9 Governance structure and composition	18
2-10 Nomination and selection of the highest governance body	18
2-11 Chair of the highest governance body	Not disclosed.
2-12 Role of the highest governance body in overseeing the management of impacts	7
2-13 Delegation of responsibility for managing impacts	21
2-14 Role of the highest governance body in sustainability reporting	18
2-15 Conflicts of interest	10
2-16 Communication of critical concerns	
2-17 Collective knowledge of the highest governance body	10
2-18 Evaluation of the performance of the highest governance body	10
2-19 Remuneration policies	10
2-20 Process to determine remuneration	18
2-21 Annual total compensation ratio	18
2-22 Statement on sustainable development strategy	18
2-23 Policy commitments	18
2-24 Embedding policy commitments	14
2-25 Processes to remediate negative impacts	15
2-26 Mechanisms for seeking advice and raising concerns	15
2-27 Compliance with laws and regulations	15

DISCLOSURE	LOCATION
2-28 Membership associations	16
2-29 Approach to stakeholder engagement	13
2-30 Collective bargaining agreements	Collective bargaining is prohibited in KSA
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	10
3-2 List of material topics	10
3-3 Management of material topics	10
GRI 202: Market Presence 2016	
202-2 Proportion of senior management hired from the local community	18
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	18
205-2 Communication and training about anti-corruption policies and procedures	18
205-3 Confirmed incidents of corruption and actions taken	18
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	14
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	15
303-3 Water withdrawal	15
303-5 Water consumption	15
GRI 304: Biodiversity 2016	
304-2 Significant impacts of activities, products and services on biodiversity	16
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	13
305-2 Energy indirect (Scope 2) GHG emissions	13
305-4 GHG emissions intensity	13
305-5 Reduction of GHG emissions	13
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	16
306-2 Management of significant waste-related impacts	16
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	19
308-2 Negative environmental impacts in the supply chain and actions taken	19



DISCLOSURE

LOCATION

GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	22
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	22
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	23
403-3 Occupational health services	23
403-6 Promotion of worker health	23
403-9 Work-related injuries	23
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	21
404-2 Programs for upgrading employee skills and transition assistance programs	21
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	22
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	24
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	24
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	19



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