

# Social Responsibility Policy

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## **Preamble:**

The Social Responsibility Policy at Yamama Cement aims to create a positive and sustainable social impact to enhance its pioneering role in serving the local community through the social responsibility programs it provides, in line with best practices in the field of social responsibility business that are compatible with the corporate governance regulations issued by the Capital Market Authority.

The Board of Directors seeks to enable the company to contribute effectively and positively to its community environment within its strategy and in line with the Kingdom's Vision 2030 AD, and in order to build strong relationships with the local community to achieve its mission, achieve its goals and aspirations, and achieve sustainable growth for its business in the long term, which brings real opportunities to the local community in areas of company's operations in the Riyadh region in particular and the Kingdom in general.

## **Concept of Social Responsibility (CSR)**

CSR is the conscience of a company, citizenship, social performance or sustainable responsible business, and is a form of corporate self-regulation embedded in a company's business model where the CSR policy acts as an embedded self-regulatory mechanism where companies monitor and ensure their active compliance with the spirit of the law, ethical standards and international standards, while acting responsibly and with ethical motives to enhance its competitive position in its field of activity, and thus the company achieves sustainable development for society in general and for the company's employees in particular.

## **Objective**

- Aligning the company's objectives with the objectives pursued by society.
- Achieving sustainable development for society in general and company employees in particular.
- Consolidating noble values to contribute to building and developing society and future generations.
- Adopting local and international standards and best practices in the field of implementing social responsibility.
- Disclosing the social responsibility objectives, plans, programs and initiatives adopted by the company through periodic and annual reports.

- Encourage positive impact through its activities on the environment, consumers, employees, communities, stakeholders and all other members of the general community.

## Scope

The company's executive management is responsible for implementing this policy, which monitors compliance with it and submits periodic reports to the Board of Directors.

## Article (1): Basic Principles

1. The company fulfills and adheres to its promises towards the community in which it operates and prepares development programs and finds sustainable solutions that address the needs and issues of the local community.
2. Providing social responsibility programs with added value and economic and social gains that benefit the company and society.
3. Implementing and developing long-term and sustainable social responsibility programs that prevent dependence on others as much as possible.
4. Measure and monitor the results of the programs provided as much as possible and know the areas that need development in order to make continuous improvements.
5. The company contributes - according to its capabilities - to the establishment, participation, or partial or full support for the establishment or operation of social, charitable, health, or professional centers. The company has the right to register the centers it has established in its name.

## Article (2): Focus Areas and Support Tracks

We work to develop the local community and focus our efforts in the field of social responsibility through innovative and sustainable initiatives and projects that are consistent with the company's ambitions, resources, and societal needs. These paths include:

1. **Environmental and Safety Protection:** Maintaining the company's environmental and safety level in accordance with the requirements and standards of the General Authority for Meteorology and Environmental Protection and supporting environmental programs.
2. **Education:** Cooperating with universities and academic institutions in the Riyadh region, providing cooperative training opportunities, supporting

education programs, and research and field studies aimed at achieving added value for the company and society.

3. **Charitable, Private and Professional Associations:** Providing direct and indirect support for association programs in the company's area of operations in accordance with applicable regulations.
4. **Health:** Providing support to Ministry of Health programs in the company's area of operations.

### **Article (3): Our Responsibility towards the Concerned Parties**

1. Providing all individuals and concerned parties expected to be affected by our activities with correct, clear and timely information that does not conflict with recognized professional laws and rules.
2. The company is keen to provide all concerned parties with the opportunity to express their opinion on the company's decisions, work programs and practices when possible.
3. Cooperating, enhancing the level of communication and improving the relationship with all stakeholders and concerned parties.

### **Article (4): Our Responsibility towards Employees**

1. Working to design and implement a package of benefits and incentives for employees to enhance job loyalty and maintain professional and national competencies.
2. Providing a fair and safe work environment that enables them to perform their job duties and contribute to improving the level of health and well-being of employees and their families.
3. Promoting the freedom and expression of controlled ideas and opinions in accordance with recognized behavioral and professional rules, enabling employees to freely participate in decision-making and encouraging them to open dialogues with senior management regarding decisions that concern them.
4. Encouraging development initiatives, ideas and proposals submitted by employees.
5. Preparing training and development programs for all employees without discrimination and encouraging them to join them so that these programs contribute to improving their professional and personal abilities and skills and qualify them for career successes.
6. Equality and non-discrimination or differentiation among employees for any considerations.

7. Encouraging all employees and facilitating their mission in any activities that may contribute to serving and supporting the local community.

#### **Article (5): Our Responsibility towards Society**

1. Work on social responsibility programs and activities and develop projects and initiatives in the community. It should be taken into account that these programs and initiatives are of a developmental nature and social impact, based on measuring the needs of the community. Their implementation is followed up and their impact is measured through performance indicators and results whenever possible.
2. Providing support and assistance (direct and indirect) as much as possible to charitable, social and development institutions, in order to improve the standard of living of members of the community in which it operates.
3. Contributing to supporting and providing job opportunities for members of the surrounding community of all categories without discrimination whenever possible.

#### **Article (6): Our Responsibility towards the Environment**

1. The company is committed to applying all Saudi and international measures and standards to preserve the environment under the supervision and follow-up of the General Authority of Meteorology and Environmental Protection in the Kingdom.
2. The company contributes to the development of clean or environmentally friendly methods and programs by supporting efforts that aim for this, such as energy conservation programs for environmental purposes, recycling programs, etc. It also works to ensure regular and safe periodic maintenance of its production lines with complete efficiency.

#### **Article (7): Our Responsibility towards Customers**

1. Providing products and services with high quality and reasonable prices, while ensuring transparency and accuracy in advertising them, providing clear instructions regarding the product, and committing to continuous product development.
2. The right to submit complaints, have them heard and have them addressed through the relevant departments and ensure appropriate treatment.
3. Educating and helping to acquire the information, knowledge, and skills necessary to make informed, reliable choices.

4. Respecting the customer's privacy by preserving his data and taking measures to ensure that it is not used by others.
5. Improving the level of service by developing means through which the customer can obtain the service in a distinctive way.

#### **Article (8): Our Responsibility towards Suppliers and Contractors**

1. The company gives priority to purchasing and working with local suppliers and contractors in support of the policy of the Local Content and Government Procurement Authority to contribute to building a strong and sustainable national economy.
2. Communicating with all the company's suppliers and contractors for the purpose of improving the level of services and final products.
3. Encouraging the company's suppliers and contractors to work according to social responsibility standards.
4. Commitment to the rules of fair and honest competition, and a commitment not to harm any competitor illegally.
5. Prohibiting all practices and forms of corruption and bribery with the aim of obtaining illegal preferential advantages when submitting offers or delivering products or projects, as we seek to educate and train our employees on mechanisms to combat and reduce corruption.

#### **Article (9): Final Provisions**

1. This policy shall be effective from the date of its approval by the General Assembly of Shareholders.
2. This policy shall be reviewed - when necessary - by the Board of Directors, which studies and reviews the proposed amendments and recommends them to the General Assembly of Shareholders for approval.
3. Everything that is not stipulated in this policy will be subject to the relevant rules and regulations issued by the competent authorities.

#### **List of Modifications**

| Page | Paragraph | Old Text | Modification Date | Requesting Party |
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