

A Turning Point in Corporate Social Responsibility and Sustainability

Annual Report
Year 2021

Savola World Foundation

Non-Profit Organization

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

www.savolaworld.com





Table of Contents



■ Chairman and Board of Trustees Members of Savola World.....	1
■ The Executive Management and the Foundation's Team	3
■ Chairman's Statement	5
■ Vice Chairman's Message	7

First: Savola World Foundation Introduction

■ The Establishment Stage.....	11
■ Savola World Foundation Activities Overview	11
■ Savola World Foundation Objectives	11
■ The Foundation's Financial Resources and the Fiscal year 2021.....	12
■ Vision.....	13
■ Mission.....	13
■ Our Values	14
■ Savola World Foundation Strategy.....	14
■ The Focus Areas and long-term Programs Portfolio of Savola World	15
■ Savola World Foundation Partners	16
■ Savola World Foundation Organization Structure	17

Second: Summary of Major Achievements in Year 2021	18
---	-----------

Third: Savola World Foundation Initiatives in Year 2021

■ The Collaboration between Savola World Foundation and the National Transformation Program	21
■ The Registration of Savola Group Companies in Forsa Platform to support Small and Medium Enterprises	21

Savola World Foundation Programs

■ "Negaderha" Program	21
■ "Makeen" Program	29
■ "Ata'a" Program	37
■ "Discover Your Path" Program.....	40

Fourth: Corporate Governance Report

■ The Composition of the Board of Trustees	43
■ Board Key Functions and Responsibilities	43
■ Board Meetings during the Year 2021.....	44
■ Board of Trustees Remuneration	45
■ Assessment of the Board of Trustees and Members Performance	45
■ Main Decisions taken by the Board of Trustees during the Year 2021	45
■ The Most Prominent Tasks and Responsibilities of the Executive Management	46
■ Adopting Savola Group (The Founder) Policy of Social Responsibility.....	46
■ Financial Statements	47
■ Conclusion.....	47



Chairman and Board of Trustees Members of Savola World



**Mr. Abdulrahman Mohammed
Ramzi Addas**

Chairman

Current Position

Board member in Savola Group and in a multiple other companies and committees.

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's 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 Khaled Fatani

Vice Chairman

Current Position

CEO of Savola Group. Vice Chairman and a board member of the Group's subsidiaries and the companies the Group operates and invests in.

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.

Qualifications:

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

Experience:

He has over 28 years of banking, financial and investments experience, in business sectors and the financial services sector.



Eng. Abdullah Mohammed Noor Rehami
Member (Financial Supervisor)

Current Position

Retired – Government Official.

Previous Positions:

Managing Director/CEO, Savola Group and President, General Authority of Civil Aviation, and the former Assistant Director General, SIDF.

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.



Mr. Fahad Abdullah AlKassim
Member

Current Position

Board and Chairman of Remuneration and Nomination 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, in retail and wholesale.



Eng. Anees Ahmed Mومina
Member

Current Position

He is currently serving on a number of boards in multiple companies and banks.

Previous Positions:

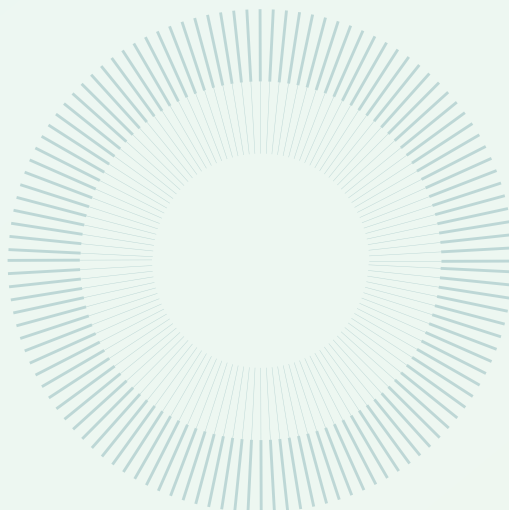
The former CEO of Savola Group and SEDCO Holding Group. He has also worked with the Samba Financial Group and other multiple companies.

Qualifications:

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

Experience:

More than 35 years of experience in the private sector and the financial services industry.



The Executive Management and the Foundation's Team



Dr. Bandar Sami Arab

The Executive Director
of Savola World Foundation

Qualifications:

- He completed his Executive Doctorate from the Arab Academy for Science and Technology in Alexandria in 2011.
- He obtained an Executive Master's degree from the same academy in 2000.
- He holds a BA in Political Science from King Abdulaziz University in 1997.

Experience:

- He has more than 20 years of experience in the charitable, non-profit and private sector, and participated with several work teams during his career in establishing, governing and managing departments, programs and events.
- He attended several senior executive courses.



Mufareh Mohamad Asiri

Projects Manager
Savola World Foundation

Qualifications:

- He holds a bachelor's degree in Industrial Chemistry from King Fahd University of Petroleum and Minerals. He holds an accredited certificate from UK in the field of e-learning and blended learning.
- Holds an accredited certificate from the Community College of King Abdulaziz University as a social responsibility specialist.

Experience:

- An expert specializing in social responsibility, and has experience in projects related to the employment of persons with disabilities, including implementing inclusive accessibility projects, designing inclusive work environments.
- Certified trainer in corporate social responsibility from the International Academy of Social Responsibility
- Recipient of the Social Responsibility Award from the Arab Achievers Foundation in Cairo in 2019.
- Associate member of many relevant local committees.



Nouf Fouad Halwani

Projects Manager
Savola World Foundation

Qualifications:

- She holds a BA in English from King Abdulaziz University with first class honours.
- She has a Certificate in Leadership Development from the INSEAD Institute Executive Education on Developing Emerging Leaders.
- She attended many professional courses in areas related to business management and sustainability.

Experience:

- She is a Communications & Sustainability professional, with a wide experience in developing sustainability strategy & programs.
- She has a specialized experience in Sustainability Reporting, in accordance with the global and national standards.
- She has a demonstrated history as a communications professional, and she has worked in developing the Sustainability Brand Guidelines & Identity.
- She is experienced in strategy development and the execution of social awareness campaigns, additionally, in managing social media platforms.
- Throughout her work experience, she worked on developing several training materials.



Abdulrahman Yasir Basyouni

Board of Trustees - Secretary

Qualifications:

- He holds a degree in Commercial Law (LLB) from the University of Westminster, London, UK.
- He attained several training programs in leadership, governance, legal affairs, board affairs, social responsibility, and risk management.

Experience:

- His experience extends to the areas of law, governance, board affairs, and compliance with extensive knowledge of the laws and regulations of the Ministry of Commerce and Investment, the Capital Market Authority and Tadawul, and the Ministry of Human Resources and Social Development, in addition to international best practices, and his skills include developing, establishing, and effectively managing departments related to his areas of expertise.



Mr. Saad Khabiri

Senior Manager, Finance and Investor Relations,
Savola Group
Financial Controller, Savola World Foundation

Qualifications:

- B.S. in Business Administration, Glion Institute of Higher Education, Switzerland.
- Certified Developing Emerging Leader, INSEAD.

Experience:

- Over 10 years of experience of financial management, tax & zakat, internal audit, business analysis, process automation and improvement, policy & procedures development, regulatory compliance, risk management, corporate communications and design, investor relations, developing complex reporting.

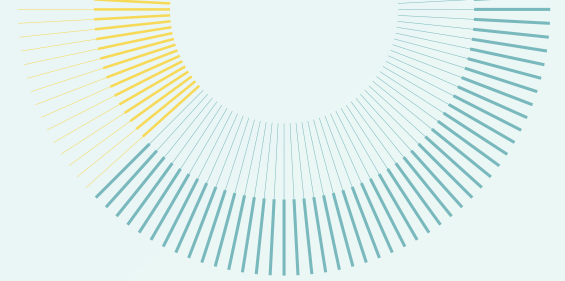
Chairman's Statement

The strategic resolution of the Savola Group, pioneer in the field of social responsibility and sustainability, to establish a non-profit foundation comes to complete the process of the selected social group's programs since the establishment of the Social Responsibility Department which was under communications and PR department at that time. This institutional development has many benefits, the first of which is the strengthening of the charitable role, which the group considers as not limited to charitable giving only but extends to giving back to the economy in which the group operates and has grown by creating a sustainable social impact. The second benefit of becoming a civil foundation is the sincere desire to lead change in the focus areas that the group is interested therein, as it begins to pay attention to employing people with disabilities and creating a work environment for them through Makeen Program and takes special care to preserving graces and reducing food waste through a program Negaderha. It adds to its charge as a foundation two programs that are chosen after strategic studies the community's needs and development trends, to decide to focus on the field of youth development in addition to empowering small enterprises

In addition to the foregoing, the third benefit of establishing a non-profit foundation is the sincere desire of the group to give independence to decisions related to social work. Giving predominance to the interest of society and the return on it for the foundation, is considered as priority independently of any marketing or profit impact of the group commercial activities, which leads to achieving the goals of social impact more effective and efficient.

In the fourth position of the benefits which takes the priority when making the institutional decision is the group desire to continue steadily and evolutionally in support of the community away from its policy of dividing the annual budget to its sectors and departments according to their marketing needs or market trends and industries in which it operates from inflation, deflation and the like. An annual fixed amount allocated to the foundation gives it this benefit.





The presence of an independent team that manages the foundation and its activities has many advantages, as the team specialization and skills are based on institutional social work, and the team focus shall be on creating new social programs and communicating with different sectors on constant basis and devoting to building relationships in the sectors in which the institution operates, in addition to the relationship in the industry of non-profit social work and charitable work. This fact becomes evident from the foundation membership in the Council of Foundations, and the foundation participation in the decision-making forums for the non-profit sector in partnership with the Ministry of Human Resources and Social Development and the National Council for the Development of the Non-profit Sector. Therefore, that allows those in charge of the foundation to work on seizing the best possible social development programs.

The civil society institutions, as it is well known, operate as a third sector complementary to the public and private sectors. Rather, it acts as a social motive and a leader for change through the qualities that it enjoys unlike the other two sectors, which give it greater freedom to communicate with them and reach all segments of the society and positively influence and bring about social change. The foundation and its team begin to bring about this movement through its communication and cooperation with the National Transformation Program, which will soon result in a number of influential social initiatives.

Finally, cooperation with charitable societies and other civil institutions has become easier, as the unity of goals and organizing laws help to deal and achieve joint and complementary societal effects as it is not based on mutual interests. That results in the first cooperation that takes place with the Prince Mohammed bin Salman Foundation (Misk) represented by Discover Your Path Program.

On the other hand, the Savola Group - the founder of the Savola World Foundation, and the owner and partner in several investments - shall benefit from the foundation in directing social responsibility efforts first in owned companies to achieve the optimum impact for the society. Furthermore, it shall be the subject of cooperation with investment companies in cooperation and solidarity to work for what is in the public interest, considering the foundation experience and specialization in non-profit social work, which means that the impact of the establishment of the institution shall not be limited to Savola Group, as the impact extends to the investments in which the group participates.

As what has been done in the past since the establishment of the social responsibility in Savola Group, we are keen in the foundation to continue and develop our international relationship with the institutions related to our programs, in some of which we have distinguished leadership at the local and international levels, for example, the old Makeen Program membership with the International Labor Organization in the field of encouraging companies to include persons with disabilities in work environments, as well as its recent membership in the global initiative TheValuble500, which aims to empower persons with disabilities in the business sector through supportive systems, creating inclusive work environments, providing technologies, supporting tools, and making adaptive convenience facility arrangement. The "Negaderha" Program for managing food waste - also cooperates with several local and international organizations in order to achieve its goals effectively and to facilitate communication with the legislatures in the Kingdom of Saudi Arabia to obtain the best local, regional and global practices and techniques in the field of waste management and food preservation, where the "Negaderha" Program works with the United Nations Program. The program also works with the Saudi Food Bank (Etaam) and has signed a memorandum of understanding with SAGO (Saudi Grains Organization), as it is the body officially authorized to follow up the food waste file at the national level. At the national level, the "Negaderha" Program is working with the National Transformation Program on several national initiatives related to food waste management in Saudi Arabia, which will be announced upon their launching.

The aspirations of the foundation from the founder, Savola Group, and members of the Board of Trustees are ambitious, and the aspirations of the partners in the government sector and the non-profit sector are also compatible and big, as well, especially in light of the unlimited support from the government to the sector and the government aspirations that the sector effectively contribute to the realization of 2030 Vision.

Abdulrahman Addas

Chairman of the Board of Trustees
Savola World Foundation




Vice Chairman's Message

With time progress and successive mutations in the concept of management science, which at one of its stages integrates corporate social responsibility into its business model, then gradually expanded to become an integral part of the business cycle, where the relationship becomes intertwined between social responsibility, financial performance, and corporate governance. Now the corporate social responsibility (CSR) policy is considered as a mediator and a mechanism for self-regulation through which it is possible to harmonize, monitor and ensure that companies comply with regulations and laws (which are mandatory) and with ethical and international standards voluntarily and not obligatory in order to achieve the concept of good corporate citizenship.

Many people and organizations believe that the role of the CSR in the local community is to carry out charitable work, which includes, for example: directing cash and resources to activities that stimulate job creation and income generation in the local community, such as training for preparing to employment, providing housing at a reasonable cost, developing and expanding small business enterprises, economic recovery, investment in youth education or promotion of health conditions for youth in the local community. There is also a widespread belief that the only way for companies to carry out these activities is by donating to organizations concerned with developing the local community, in partnership with associations and non-profit organizations, and sponsoring events.

From our point of view, the role of foundations in the society is one of the roles that must be measured, not by the number or the amount of money spent in them, but by their impact on society. To go further, the natural development of companies is to establish non-profit organizations owned by them to make the optimal investment to the resources allocated to this aspect. The international and local examples are multiple, that what we have adopted in Savola Group through the establishment of Savola World Foundation.





As for the remaining roles, which are not less important than the social role, but in some cases are considered as introduction to the social role because they affect the society significantly. One of their roles is the employment of community members in their economic and commercial activities, which is considered as one of the most important sources of economic development for societies. Companies employ individuals directly through the appointment of permanent employees or employees under contracts, and they provide these employees with the skills necessary for development, professional progress, and effective performance in their field, which is an important economic and social role for development, as the implicit social contract between the employee and his company changes the concept of (effort versus money) and becomes (effective productivity versus employability). With a simplified explanation, the company does not need the employee's effort as a machine, but it needs productivity as a human element that his nature is to be able to develop and grow, and that is what the work needs. As for the concept of employability, it refers to the presence of a set of skills, knowledge, understanding and personality traits that enable an individual to keep his or her job and get a new job if necessary. Furthermore, the social role of the company is providing comfort, prosperity, and well-being for employees to enable them to perform their work and balance social, family and work life.


It is the nature of any company that needs to provide resources and procurements for its usual business, but there is also a social role in this process, as the provision of resources from companies located in local communities leads to stimulating the economic development of the local community, and that extends to the requirements for accreditation of suppliers where some international practices indicate requirements related to the supplier commitment to preserve the environment and adopt ethical practices and other requirements that may not be related to the field of work, but have a social, developmental or environmental impact.

And the last example I will tackle is the financial investment. It is common for companies to invest to achieve profits only, but the fact is that companies investing money on a short or long-term basis brings back many developmental, social, and economic benefits to local communities. The more investment and companies expand, the more job opportunities and suppliers work increase and, accordingly, social contributions increase.

I conclude my speech by noting that the establishment of Savola World Foundation has, as a social organization, a major role within the group, its companies and its investments in stimulating the adoption of the Environmental, Social, and Governance (ESG) approach (assessment of environmental, social and corporate governance practices in which the company contributes to social goals) furthermore, the foundation shall have an important role in creating and leading social mobility outside the organization and influence and participate in the events of development at the national level.

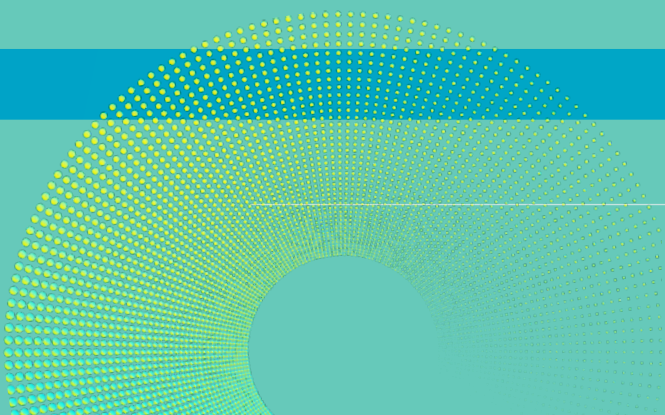
Waleed Khaled Fatani

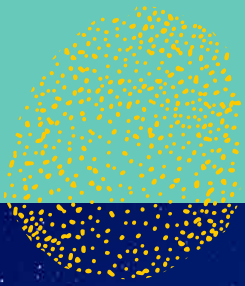
Vice Chairman of the Board of Trustees
Savola World Foundation



1

Savola World Foundation Introduction





The Establishment Stage

"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.

Savola World Foundation Activities 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 form partnerships with, both government and private sector entities that share common goals, as well as enable them to contribute to 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, to maximize the impact of its programs and initiatives on the targeted segments of society.

Savola World Foundation Objectives

-  Contribute to community service
-  Develop awareness and educational programs for the community
-  Train and qualify the youth to enable them to join the labor market
-  Conduct research and field studies
-  Launch effective initiatives and programs in the field of social responsibility
-  Apply the best international practices in the field of social responsibility and sustainability
-  Increase the level of volunteering culture among our stakeholders' employees
-  Share and exchange expertise of our programs, initiatives, with parties interested in this fields

The Foundation's Financial Resources and the Fiscal Year 2021

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 is according to its articles of association, consist of:



In 2021, 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 and Mission of Savola World

Vision

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

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



Our Values

The Foundation adopts Savola Group Values and Ethics:

Internal Values: Modesty, Resolution, Mastery and Following Example

External Values: Solidarity, Keeness, Leniency and Trust

Savola World Foundation Strategy

The strategic approach to sustainability contributes to adding value to companies, communities and environments through a consistent approach and looking at sustainability as a way of doing business. Savola World's strategic direction is based on the international sustainable development goals, national development plans and programs and the objectives of the vision of the Kingdom of Saudi Arabia 2030



The Focus Areas and long-term Programs Portfolio of Savola World

The Savola World Foundation's programs are concerned with several areas directly related to sustainable development goals, Saudi Arabia's 2030 vision and national social development goals. The Foundation's long-term program portfolio is divided under four main axes, and under each axis falls a program or group of programs, and under each program is an initiative or a package of related initiatives as shown in the table below:

Programs Structure



Savola World Foundation Partners



To maximize the impact of its programs and initiatives, Savola World builds partnerships with entities in the public and private sectors at both the local and international levels, which enables us to build programs and initiatives and implement them effectively, which in turn contributes to addressing the goals of sustainability and social development in the light of the vision of Saudi Arabia 2030 and the United Nations Sustainable Development Goals.

The Foundation will continue its endeavor to build strategic and sustainable partnerships to accelerate the implementation of the targeted strategy, and to make a positive change with the social impact that the Foundation and its strategic partners aspire to.

Below is a list of our most prominent partners in success:



وزارة البيئة والمياه والزراعة
Ministry of Environment Water & Agriculture

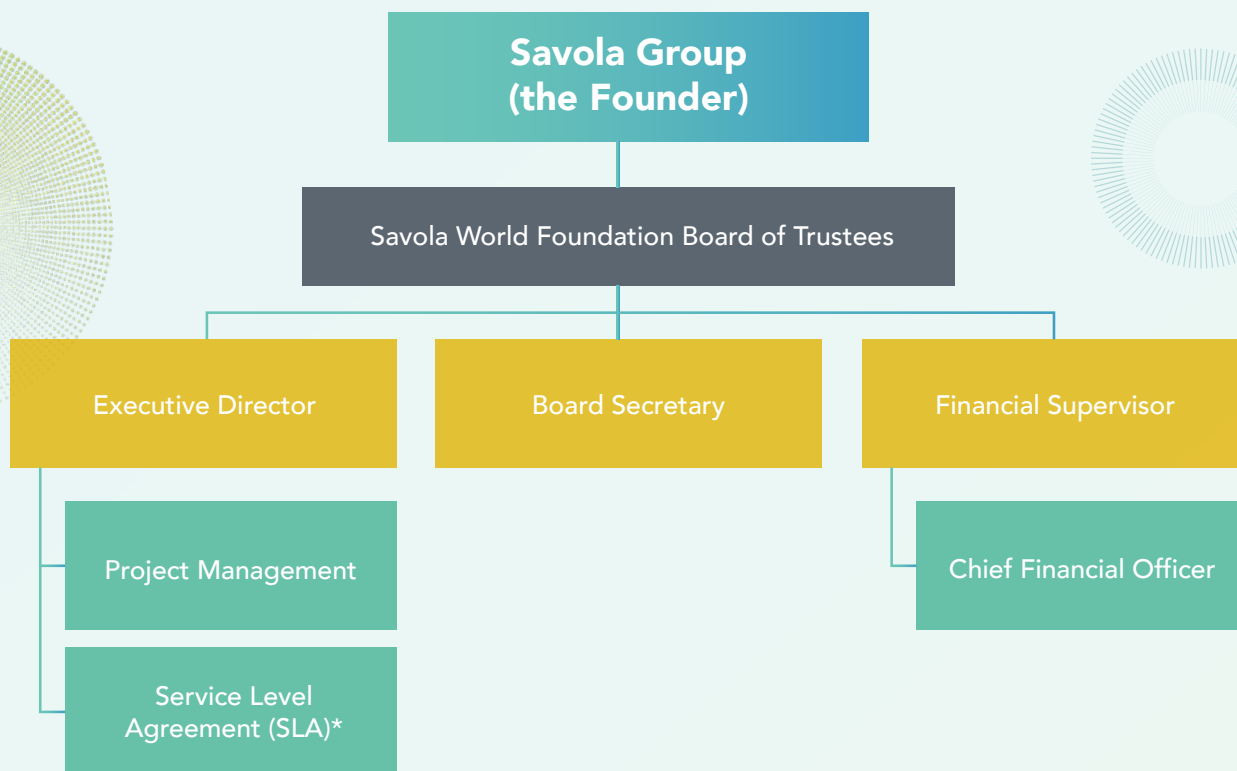


المؤسسة العامة للحبوب
Saudi Grains Organization (SAGO)
المملكة العربية السعودية



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.

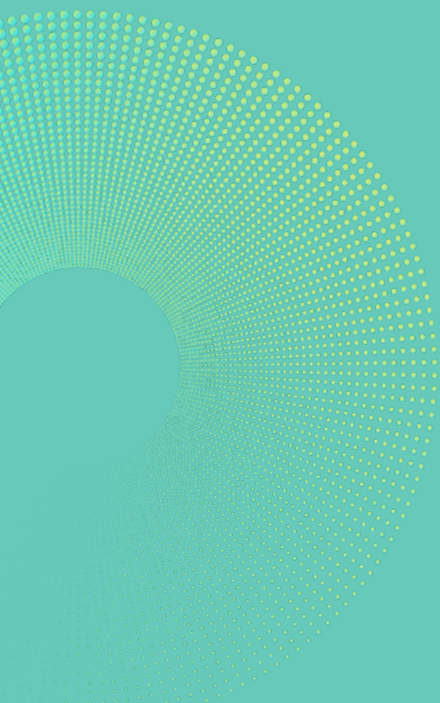
2 Summary of Major Achievements in Year 2021

- Establishment of the Social Responsibility Committee and the Environment Committee in the Savola Group.
- Joining Savola Group to the global initiative The Valuable 500.
- Collaboration between Savola World Foundation and the National Transformation Program (NTP).
- Launching Discover Your Path program in partnership with Mohammed bin Salman (Misk) Foundation.
- Launching Negaderha Social Program campaign for the month of Ramadan بدعي_وقدري_وغيري (Innovate, Measure and Change).
- Launching Negaderha communications camping, in the season of Eid al-Adha.
- Production of 7 episodes of Qadoor series for children to raise awareness of reducing food waste.
- Participation in the initiative launched by the Authority for the Care of Persons with Disabilities (Purple Saturday).
- Registration of Savola Group companies in the Forsa platform to support small and medium enterprises.
- Participation in the Global Entrepreneurship Week.
- Participation in the International Volunteer Day.
- Launching Makeen's campaign to raise awareness of the business sector and society.
- Organizing the celebration of the International Day of Persons with Disabilities.
- Launching Mowaamah platform via intranet to educate Savola Group employees about various disability issues.
- Distributing the annual Ramadan basket for 25 charitable societies in several regions in the Kingdom of Saudi Arabia of the company's products (Edible oils and sugar), and the number of beneficiaries reached 6000 people.



3

**Savola World
Foundation
Initiatives
in Year 2021**





The Collaboration between Savola World Foundation and the National Transformation Program

To enhance cooperation with relevant official authorities to achieve common goals to maximize social and economic impact, coordination has been made to meet with the team in the National Transformation Program, in order to study ways of cooperation to create sustainable initiatives related to the food waste issue in the Kingdom of Saudi Arabia and to empower persons with disabilities in the Saudi labor market.



The foundation has submitted 9 proposals for cooperation programs/initiatives to the National Transformation Program.

The foundation has participated in the workshop "Partnership with the non-profit sector in the initiatives of the National Transformation Program", which included all the owners of the initiatives from different sectors and relevant ministries. According to what was discussed during the workshop, it was agreed on all the opportunities offered by the Savola World Foundation, and aspects of cooperation were identified in the following areas:

- Contribute to measuring the loss and waste index in a sustainable way
- Contribute with government agencies to conduct awareness campaigns that contribute to maximizing the expected impact of the "Reducing Food Loss and Waste" initiative
- Contribute to the employment of persons with disabilities through the Makeen portal to be a national platform for the employment of persons with disabilities in the Kingdom of Saudi Arabia. The year 2022 will witness the launch plan and the fruits of this cooperation, God willing.

The Registration of Savola Group Companies in Forsa Platform to support Small and Medium Enterprises

In line with focus direction of Savola World Foundation to support the business sector, especially small and medium enterprises through the group companies, Afia International Company, United Sugar Company, and Al Kabeer Group have registered on the Forsa platform. It is worth noting that Forsa is one of the initiatives of the Human Resources Development Fund, which represents a link between procurement opportunities in major entities and small and medium enterprises, so that small and medium enterprises can view and participate in the opportunities allocated to them in accordance with the procurement systems of the participating agencies.

Savola World Foundation Programs

Negaderha Program



Negaderha is a food waste management and reduction program developed to address food waste as an issue of national importance. The program targets two main segments, households, and hotels, restaurants, and cafes (HORECA) sector. The program aims to expand the scope of the target segments and establish strategic partnerships with the relevant authorities in various sectors.



Key Highlights of Negaderha in 2021

Communication Campaigns for the Household Sector

Ramadan Communication Campaign



Lightbulb Campaign Idea

- "Negaderha Program" launched a community awareness campaign with the aim of reducing food waste, which mainly targeted the household's sector in the Kingdom of Saudi Arabia.
- The campaign was launched on the social media page of Savola World, during the holy month of Ramadan 1442/2021, under the name (Innovate, Scale and Change) **أبدعي وقدري وغيّري** focusing on the theme of planning and estimate portions of food.
- The campaign emphasized that creativity in cooking is not incompatible with estimating and planning the appropriate quantities of food, which gradually leads to a positive change in the consumer buying, eating, and cooking habits prevailing in our societies.
- The goal of the campaign was to provide practical ideas and tools that help women and housewives plan meals and menus and estimate the appropriate quantities for cooking, which in turn saves time, effort, and money, as well as reducing food waste in every meal during the holy month of Ramadan.

Clock Duration

- The promotional campaign started from April 10 and lasted until May 3, 2021
- The competition started from April 13 and ended on May 3, 2021 (21 days)

Target Audience

- Main Category
Households and homes sector
Women and female heads of household (20 - 60 years)
- Subcategory
Men (29-50 years old)

Main Deliverables:



Microsite



Booklet (recipes)



Major posts on social media



The main campaign video



Competition Stories on Instagram



Engagement stories on Instagram



Collaborate with social media influencers

Campaign's Key Performance Indicators:

The campaign has achieved a stunning success, and it outperformed 453% in terms of reach and 168% in terms of microsite visits.

KPIs (Before Campaign)	KPIs Achieved (After Campaign)	Result
Target Reach 3 Million	Achieved Reach 14.5 Million	Achieved Reach % 453%
Target Visits 40,000	Achieved Visits 69,214	Achieved Visits % 168%

Negaderha Eid Al-Adha Season Campaign

Through which Negaderha launched Qadoor's Eid Song. By this song, Qadoor urges his friends to preserve the blessing of food and to share and not waste during the days of the feast and at all times of the year. This initiative targets school-aged children from 6-10 years old, to help them build more effective and sustainable consumption habits.

Duration

- The promotional campaign lasted for 12 days, Hajj and Eid days
- Campaign platforms
- A channel dedicated to the Qadoor initiative was created on the YouTube platform and the song was released through it.

Target Audience

- Main Category
Children category (6-12 years)
- Subcategory
Parents (18-65 years old)



Key Performance Indicators:

	Target	Achieved	Total Achievement
Impressions	400,000	443,000	110%
Views	130,000	153,723	118%



Production of Qadoor Episodes Series for Children:

By the end of 2021, the team has finalized working on the production of 7 episodes of the Qadoor episode and a Song. These episode targets children from 6-10 years and help them establish good habits and well understanding of food waste management.

Through this series, Negaderha dealt with many daily situations that children encounter and require them to act or decide on issues related to reducing food waste, such as portion planning when ordering from restaurants or when coordinating for parties and for example how to re-purpose food leftovers and many other life situations.

The educational ideas and messages were designed and delivered in a comic sense and are appropriate for the target age group.

The episodes will be launched by the beginning of 2022.

It is worth noting that Qadoor is a young man who lives on the outskirts of the city in his secret underground hideout. He is primarily concerned with food waste related issues, and he has a map of the kingdom in his secret hideout, which shines whenever his intervention is needed to solve a problem related to food waste. Qadoor travels using his magical dirt, which takes him wherever he wants to go. As soon as he arrives, he takes the initiative to solve the problem of food wastage in that place. Usually he finds his antagonist Hadoor, who promotes for food wastage, but Qadoor stands in the way!



You can visit Qadoor Channel at:

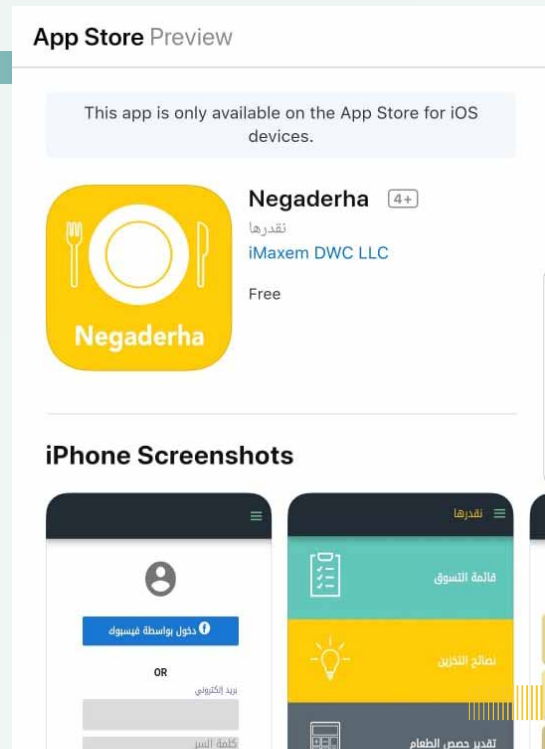


Overview on past efforts of Negaderha Program:

2020:

Launching of Negaderha Mobile Application for Smartphones

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, suggests recipes so that users can turn leftovers into delicious new dishes, and offers a portion planner calculator so that users can calculate portions and quantities needed for each meal and many other useful tools and resources.



Production of a Series of Awareness Videos on Consumer and Food Security

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.

Planning and Working on Negaderha Initiative to Educate Children

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 behaviour towards food, and this initiative will be launched soon.

Participation in the Workshop Related to the G20 Summit

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."

2019:

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



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.

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 Portion Planning Tool

Through its new website, the " Negaderha " portal provided a food portion planning 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 the campaign "The Challenge: Create and Appreciate" 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.

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 Etaam Charity Organization.

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

2017:

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.

Developed the Programs Names, Brand and Visual Identity.

**national strategic
partnerships**

15

non-profit organization

**Recieved an
estimate of:**

2,500

innovative leftover recipes

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.

Issued 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 Etaam 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.

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 and 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 (Etaam)

The Saudi Food Bank (Etaam) collaborates with Savola (the founder) to expand their outreach by targeting the hotels, restaurants, and cafes sector (HORECA). Through its collaboration with Etaam, 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 advice and steps to reduce Food waste that may appear at any stage of the food consumption cycle

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



Training and employing persons with disabilities



Provide support and assistance through "Mentor in the Workplace" initiative



Provide persons with disabilities 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



Spread awareness about the importance of including people with disabilities in the workplace

Key Highlights of "Makeen" in 2021:

The Savola Group Joins the Global Initiative the Valuable 500

The joining of the Savola Group to the global initiative The Valuable 500, which aims to enhance the inclusion of persons with disabilities through the business sector as a major driver of social change strategically by including disability issues in the business agenda of companies to be among their strategic priorities and to produce initiatives supporting this trend in the business sectors of the Savola Group.

The Savola Group is the second company in the Kingdom, among 40 companies in the Middle East, 120 companies in Asia, and among 500 companies worldwide in The Valuable 500 initiative.



Celebrating the International Day of Persons with Disabilities

On December 20, 2021, the Savola Group held a celebration on the International Day of Persons with Disabilities, in which the CEOs of the Savola Group, Panda Retail Company, Savola Foods Company and employees with and without disabilities participated in the event. The disabled organizations (the Saudi Association for Parents People with Disabilities and Ebsar Charitable Association for visual impairment) were invited.

The event focused on the importance of the universal accessibility project in the work environment through the slogan (Savola is inclusive and accessible work environment). The employees tried the wheelchair and the white cane in a work environment where accessibility standards are not available to highlight the vital role of universal accessibility in integrating and including employees with disabilities in the work environment.

Purple Saturday Initiative

It is an initiative launched by the Authority for the Care of Persons with Disabilities in cooperation with private sector companies to allocate a day to present commercial and service offers to persons with disabilities on the last Saturday of July, which corresponded to July 31, 2021. The initiative aims to raise awareness of the needs of persons with disabilities as well as comprehensive inclusion in society for them and stimulating the private sector to provide programs that enhance accessibility and ensure the quality of services provided.



Beneficiaries: 1.4 million people with disabilities in Saudi Arabia



The geographical scope of the initiative: all regions of the Kingdom of Saudi Arabia through the outlets in Panda and Hyper Panda stores



According to the authority's report, the group companies' participation rate in the retail and food sector represented 50% of the total participating companies

The launch of Makeen’s Campaign to Increase Awareness in the Business Sector and Society

The campaign aims, through publishing several short videos, to build confidence and self-development for job seekers with disabilities, to raise awareness in the community to make it inclusive and available to all, to change negative attitudes towards disability among businessmen, to promote equal opportunities for all, and to disseminate best practices and tips to deal with people with disabilities

Campaign Results



This awareness campaign targets employers in the public and private sectors, job seekers with disabilities, organizations of people with disabilities, NGOs, and the community.

Mowaamah Platform Launch:

To spread public awareness of the various disability issues among employees, an internal platform was provided for employees under the name “Mowaamah platform” and it was developed in both Arabic and English, where employees in all Savola Group companies (Savola-HQ, Savola Foods, Panda Retail Company) can view the informational content available like ways of dealing with people Persons with disabilities, accessibility standards, work regulations, accessibility standards for websites, and work regulations for persons with disabilities.



Mowaamah Certificate

To enhance the supportive work environment for people with disabilities and achieve their requirements, introductory sessions were held about Mowaamah certificate in the Savola Group Head Quarters for the employees of the human resources department, the corporate communication and the information technology department. It included the following topics:



Introduction about Mowaamah Certificate



Objectives of Mowaamah Certification System



Reviewing the indicators for each concerned department and the role of each department in making the necessary procedures and development plans

Mentor and Buddy Program Workshop

The Mentor and Buddy program workshop for integrating people with disabilities at the work environment was held on November 15 for the employees of Panda Retail Company from Human Resources Department and Store managers of Panda in Jeddah.

The workshop aims to familiarize the trainees with the concepts of disability and inclusion, the concept of a mentor and buddy and the mechanism of its application, as well as explaining the economic and social feasibility of employing people with disabilities in the business sector, identifying the skills, information necessary for the mentor and buddy and ways of dealing with them.

Our Participation in Workshops:

Organizer	Participation	Date
The Authority for the Care of Persons with Disabilities in cooperation with the Onaizah Association for Humanitarian Services	Participation in three virtual workshops at the Shadow Assistant Forum to support the employment of people with disabilities	Feb-2021
Princess Nourah Bint Abdulrahman University	Participation in a workshop on the plan (the updated program), the transitional rehabilitating program for high school graduates with disabilities, with the aim of exchanging experiences between the college and leaders and identifying educational and training needs in the labor market -Reviewing the cooperation opportunities offered by the College of Education to create effective partnerships that push the educational sector towards achieving the Kingdom's Vision 2030	Feb-2021

Organizer

Participation

Date

Saudi Sustainability Club	<p>The Savola Group presented a lecture on its experience in social responsibility programs with the aim of spreading the culture of social responsibility, sustainability, and best global practices, which the Savola Group applied in this field in society and the business sector</p>	Feb-2021
Prince Mishaal Bin Majed Center for Social and Humanities Research	<ul style="list-style-type: none">-Attending and participating in three virtual and attendance workshops in the field of employment of persons with disabilities, difficulties, and solutions-Participation in specialized research for a shadow assistant job support program-Participation in the survey via an electronic questionnaire-Presenting a working paper entitled "Future Jobs in the Kingdom of Saudi Arabia for Persons with Disabilities According to Vision 2030"	March-2021
ILO-GBDN	<p>Participation in a lecture broadcast by the International Labor Organization remotely entitled (Responsibility in working towards equality and disability inclusion)</p>	June-2021
The Global initiative The Valuable 500	<p>Participation in an event organized by the global initiative The Valuable 500 entitled smart sessions, which aims to review successful experiences, effective strategies and lessons learned in the field of inclusive participation of employees with disabilities in the business environment</p>	July-2021
Regional Network for Social Responsibility	<p>Participated in the Sixth International Forum for Specialists of Institutions of Persons with Disabilities for the year 2021</p>	July-2021
Azem Association for People with Mobility Disabilities in Asir	<ul style="list-style-type: none">- The Savola Group participated through Makeen Program in the tourism program for people with mobility disabilities in the Kingdom, which was attended by a group of officials from the Ministry of Human Resources and Social Development, NGOs and a group of associations specialized in mobility disabilities in the Kingdom <p>The program aims to discuss the concept of inclusive tourism, ease of accessibility in travel and transportation, universal accessibility standards in hotels, tourist and recreational places, and future employment opportunities for people with disabilities in the tourism, hospitality, and entertainment sector</p>	August-2021

Organizer	Participation	Date
Regional Network for Social Responsibility	Participated in the second Arab International Forum for Institutional Volunteering for the year 2021, under the slogan (Volunteering professionals ... a bridge to enhance communication between companies and the non-profit sector)	August-2021
Princess Nourah Bint Abdulrahman University	- The Savola Group, through Makeen Program, participated in a workshop entitled "Building an Index for Empowering Persons with Disabilities in the Saudi Labor Market", a joint initiative between the Human Rights Commission and Al-Waleed Humanitarian Foundation with scientific implementation by the National Observatory for Women at Princess University Noura bint Abdulrahman, where the indicator measures the extent to which individuals with disabilities are included in the labor market in the governmental and private sectors, and targets business owners, people with disabilities and decision makers.	September-2021
Prince Mishaal Bin Majed Center for Social and Humanities Research	Participated in the Alzheimer's Forum and attended specialized workshops on: 1-Psychological counselling for Alzheimer's patients 2-Dealing with Alzheimer's patients 3-The role of the social worker with the Alzheimer's patient and his family	October-2021
ILO-GBDN	Participated in attending a remote lecture entitled Inclusive Employment for People with Disabilities in a New Digital Scene Changed by the Corona Pandemic	October-2021
Ebsar Foundation	Savola Group participated in the Light of Life Forum on the occasion of World Sight Day and International Day of the White Cane through Makeen Program and presented the employment experience to one of the employees of Panda Retail Company with visual impairment and taking the impression of the recruitment officials about his performance and experience in adapting to the work environment as a motivator and supporter to convince business owners about the feasibility of employment of people with disabilities	October-2021

Overview on Past Efforts of Makeen Program:

Since its inception in 2010 by Savola Group (the founder), 1273 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 and Buddy 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.

2020:

- Production of a series of 12 infographic videos on safety tips and measures during the Corona pandemic for people with physical, movement, hearing, visual and intellectual disabilities.
- Participation in several virtual conferences such as the virtual symposium organized by the Global Business and Disability Network of the International Labor Organization (GBDN-ILO) entitled "Business leadership in comprehensive responses to disability during the Corona pandemic" and a virtual symposium on "Attendance, mental health and work performance during the pandemic" and a workshop A hypothetical work entitled "The Work of Persons with Disabilities During the Corona Pandemic".
- Participation in a workshop organized by Prince Mishaal bin Majid bin Abdulaziz Center for Social and Humanitarian Research under the title "The Contribution of the Private Sector in Employing 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 under the title "The Universal Access Program in the Two Holy Mosques" and presented several proposals to facilitate access to the built environment, services, communication, and the empowerment of persons with disabilities.
- Participation in the global initiative "Purple Light" whose slogan was "Economic Participation of Employees with Disabilities in Society" by demonstrating the experience of our partners in employing persons with disabilities through the Makeen Program.
- Obtaining accreditation from the Technical and Vocational Training Corporation for the training portfolio of the Mentor and Buddy Program.
- Participation in the celebration of the International Day of Persons with Disabilities, which falls on the third of December every year, through social media, and the launch of an infographic film on this occasion entitled "Not all disabilities are visible" to spread awareness in society about different types of disabilities.

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 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 Valuable 500

The Savola Group joined the global initiative the Valuable 500 in May 2021, which aims to promote the inclusion of persons with disabilities through the business sector as a major driver of social change.



The Global Alliance on Accessible Technologies and Environments (GAATES)

Savola Group (the founder) obtained the International Accreditation Certificate in Universal Access Standards from GAATES in 2013 and was re-certified in 2018.

Savola Group (the founder) encourages its employees to participate in various volunteer programs by including their participations into the annual employee performance indicators.

Savola World Foundation designed volunteer programs that support this direction and has also contributed to personal and professional growth of the Group's employees in line with the Kingdom's Vision 2030.

The Foundation participated in voluntary work with associations, Small and Medium Enterprises and entrepreneurs in the following fields:



Savola Group cooperates with the Tanmiyt Al-Qura Society

A workshop was held between the Savola Group (Panda and Savola Foods) and the Tanmiyt Al-Qura Society on August 5 through the zoom technique to support them in a project aimed at developing productive families and supporting home production in three areas (pastries, sweets, and pickles).

The society was supported by being guided by the opinions of experts in the fields from Panda and Savola Foods in the following:

- Discussing the contribution to the Elite Program by participating in the workshops
- Business model and operating plan preparation
- Contribute to the definition of quality standards for products
- Facilitating sales outlets through Hyper Panda stores
- Transfer of specialized technical knowledge and practical experience to prepare productive families specialized in areas needed by the Saudi market



Voluntary Participation to Support Small Enterprises

Volunteers from the employees of the Savola Group, in cooperation with the Ahalina Program (the Saudi National Bank Program for Social Responsibility), participated on September 7 in the Professional Volunteer Program (Pro Bono) at the Vibes business incubator, providing advice to entrepreneurs in the field of marketing, information technology and human resources management.



Participation in Global Entrepreneurship Week

On November 17, the Savola Group participated in the Global Entrepreneurship Week, which was organized by the Social Development Bank at Jeddah 30th Business Incubator in Buraidah, by presenting a series of presentations on three important topics:



Supply chains



Modern Trade



Quality and food safety systems in the retail sector



Participation in International Volunteer Day

A voluntary initiative was organized on the International Volunteer Day with the Saudi Food Bank (Etaam Association), which falls on December 5, and employees of the Savola Group companies participated in allocating volunteer hours to serve the community.

Event location: Riyadh and Dammam

Participating entity: Panda Retail Company

Nature of Participation: Filling and packing meals for distribution to beneficiaries

We also participated with Ihsan Association in the global celebration of Volunteer Day, which was held at Dar Al-Hekma University in Jeddah, where the Savola World Foundation presented a training workshop entitled Partnerships and Sustainability in Volunteer Work.

Savola World-Ata'a Program Activities in 2021

Serial Number	Activity	Date	Number of Volunteers	Volunteering Hours
1	Supporting Tanmyat Al-Qura Association with a specialized workshop in the field of logistics and food quality systems in the retail sector through experts from Savola Food Company and Panda Retail Company	5-Aug-21	3	10
2	Professional volunteers (Pro Bono) by providing consultations from 3 experts from Savola Group in the field of human resources, marketing, and information technology to support entrepreneurs and small enterprises in the business incubator vibes	7-Sep-21	4	6
3	Participation in the Global Entrepreneurship Week by preparing and presenting 3 lectures from three experts from Savola Foods and Panda retail company in the field of supply chains, modern trade, and food quality systems in the retail sector in Qassim at Jada 30th Business Incubator - Social Development Bank	17-Nov-21	4	18
4	Organizing a voluntary campaign with partnership with the Eta'am Association (Saudi Food Bank) on the occasion of the International Volunteer Day through Panda employees in the city of Riyadh and Dammam by filling and packaging food baskets	8-Dec-21	30	60
5	The employees of the Savola Group and Panda volunteered in the celebration of the International Day of Persons with Disabilities in the activation of "Try the Chair and the White Cane" event by helping the employees in the experiment, crossing slopes with obstacles and experiencing the challenges of people with visual and movement disabilities	20-Dec-21	23	28
			64	122

Discover Your Path Program

المهارات
Skills

Misk مسك
مؤسسة محمد بن سلمان
Mohammed Bin Salman
Foundation



Under its Human Empowerment Pillar, Savola World Foundation, and in partnership with Mohammed bin Salman (Misk) Foundation launched "Discover Your Path" Program, which enables high school students to explore their professional preferences and therefore be able to select the most appropriate future career paths.

"Discover Your Path" is an interactive educational program that includes an integrated educational journey presented through a specialized platform, targeting high school students and their parents.

The student's portal includes four interconnected educational journeys including: self-discovery, discovering career paths, discovering educational options, and discovering career-decision-making skills.

Key Highlights from the 1st Launch:

Total learning Hours **40,000**

Total Enrolment
(parents, students & teachers) **34,610**

Completion **4,388**



Development Plans for 2022 (2nd Launch of the Program):

For the coming year, we will work on developing the learning experience using different learning strategies that introduce educational material in a better engaging way, including the enhancement of the learning experience, activation of the ambassador program, upgrading the contests and conducting regional schools' competitions and arranging for seminars.

The second launch of the program will take place by end of March- mid of April 2022.

4

Corporate Governance Report





The Composition of the Board of Trustees: SAVOLA WORLD

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 term of the Board of Trustees shall be four years, and considering this, Savola World's Board of Trustees was formed of five members, and they are:

Mr. Abdulrahman Mohammed Ramzi Addas

Chairman

Mr. Waleed Khaled Fatani
Vice chairman

Eng. Abdullah Mohammed Nour 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 supervise policies and procedures for internal control and governance that do not conflict with the Articles of Association and applicable regulations.
- Adopt and publish a written policy that organizes the relationship with the services' beneficiaries.
- Annual review of the effectiveness of internal control procedures in the Foundation.
- 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.
- Supervise the preparation and approval of the budget for the new fiscal year.
- 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.
- 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.
- 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 2021

Board of Trustees Attendance record

In order to enhance its role and responsibilities, the Board of Trustees held (5) meetings during the year 2021. The below table shows a record of the attendance of members of the Board of Trustees at the Board meetings during the year 2021:

No	Member	Meetings During 2021					Total
		02 Feb	16 Jun	24 Aug	14 Sep	13 Dec	
1	Mr. Abdulrahman M. R. Addas Chairman of the Board	✓	✓	✓	✓	✓	5 of 5
2	Mr. Waleed K. Fatani Vice Chairman of the Board	✓	✓	✓	✓	✓	5 of 5
3	Eng. Abdulrahman M. N. Rehaimi Board Member (Financial Supervisor)	✓	✓	✓	✓	✓	5 of 5
4	Mr. Fahad A. Al Kassim Board Member	✓	✓	✓	✓	✓	5 of 5
5	Mr. Anees A. Moumina Board Member	✓	✓	✓	✓	✓	5 of 5
—	Mr. Abdulrahman Basyouni (Board Secretary)	✓	✓	✓	✓	✓	5 of 5

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 handled and managed by Savola Group (the founder) without allocating in financial burdens in that regard on Savola World.

Assessment of the Board of Trustees and Members Performance

A board effectiveness, strengths, and areas of improvement assessment was conducted for the year 2021 considering the duties and responsibilities allocated to the Board. The assessment was held via an independent external consultant (Compass Governance Company) which is a specialized firm in assessing the effectiveness of boards and leadership teams. The assessment included detailed questionnaires that covers all aspects relating to the duties and responsibilities of the Board and the effectiveness of its meetings including assessing the effectiveness of the participation and discussions in meetings to reach informed decisions that will aid the establishment enhance its performance and achieve its goals. The questionnaires' results were analysed, and recommendations were shared with board including strengths and weaknesses, recommendations and a related action plan. The cost of the assessment was covered by Savola Group (the founder). As part of the continues efforts of Savola Group (the founder) to enhance the effectiveness of Savola World Board of Trustees, the consulting firm Compass continues to evaluate the efficiency of the Board meetings during the year 2021. The evaluation was carried by filling out a questionnaire (BME Survey) that included the effectiveness of the participation and discussions in meetings to reach informed decisions that will aid the establishment enhance its performance and achieve its goals. The members complete the questionnaire after each Board meeting, and the results of this evaluation have been presented to the Savola World 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 2021

- Approving the Budget for the Year 2021.
- Approving the social programs and initiatives of the Foundation according to the Foundation's strategy.
- Approving the Financial Level of Authority and Bank Account Level of Authority.
- Appointing KPMG as the external auditor of the Foundation to review and audit the financial statements of the year 2020.
- Approval on appointing Mr. Waleed Fatani as a member in the Board of Trustees in the vacant seat and appoint him as the Vice Chairman.
- Temporarily appoint the Vice Chairman in the position of the Executive Director of the Foundation until a permanent Executive Director is appointed.
- Approval on appointing Dr. Bandar Arab as the Executive Director of the Savola World Foundation and end the temporary appointment of the Vice Chairman as the Executive Director.
- Approval on the CSR Policy of the Founder and recommend it to the Founder.
- Approval on the first Annual Report of the Savola World Foundation for the year 2020.
- Approval on the Corporate Governance Manual of the Savola World Foundation.
- Approval on the Financial Statements of the Foundation for the year 2020.
- Appoint KPMG as the external auditor of the Foundation to review and audit the financial statements of the year 2021.
- Approval on amending the Articles of Association of the Foundation in accordance with the template received by the competent authority and the needs of the Foundation.

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:

- 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.
- Prepare the necessary procedural and organizational regulations 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 from the Savola World Board of Trustees and with the approval of the Savola Group's Board of Directors, which was presented and approved by the General Assembly of Shareholders, where the Savola World Foundation will work to achieve the goals of this policy, which was published on the Savola Group website.

Financial Statements

The Board of Trustees appointed KPMG Al Fozan & Partners to prepare and audit the financial statements for Savola World Foundation for the year 2021. 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 and relevant laws and regulations.

Conclusion

The Board of Trustees of Savola World extends its sincere thanks to the His Majesty the Custodian of the Two Holy Mosques and The Crown Prince for their continuous support and constant motivation for social work and national initiatives. Also, our appreciation goes to our partners who work with the Foundation in the public, private and non-profit sectors. The Board looks forward to achieving more achievements during the year 2022 and make all efforts to achieve a sustainable social impact that is in line with the leadership's ambitions and to achieve sustainable development goals which is consistent with the objectives of the vision of the Kingdom of Saudi Arabia 2030.

Savola World Board of Trustees

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