



**2023**

Annual Report

Savola World Foundation

# **A Year of Achievements & Developmental Impact**

Non-Profit Organization

License no.1007

Operates under the National Center for Non-Profit Sector

[www.savolaworld.com](http://www.savolaworld.com)

# Table of Content:

## Opening Messages:

▶ Chairman's Message .....	1
▶ Executive Director's Message .....	3

## First: Board of Trustees and Executive Team:

▶ Board of Trustees .....	7
▶ Executive Management .....	9

## Second: About The Foundation:

▶ The Establishment .....	13
▶ Foundation's Activities .....	13
▶ Our Objectives .....	14
▶ Our Vision .....	14
▶ Our Mission .....	14
▶ Our Values .....	14
▶ Our Resources .....	15
▶ Our Strategic Approach .....	15
▶ Organizational Structure .....	15
▶ Our Partners .....	16
▶ The Focus Areas and Long-term Programs Portfolio .....	17

## Third: Programs, Initiatives and Achievements in Year 2023:

▶ National Awards and Honors in 2023 .....	21
▶ A Summary of Major Achievements of Savola World Foundation in 2023 .....	21
▶ Environmental Sustainability Pillar	
Negaderha Program	
- About the Program .....	22
- Program's Objectives .....	22
- Program's Partners .....	22
- Program's Achievements .....	23
- Program's Achievements in 2023 .....	24

## ▶ Human Development/Empowerment Pillar:

### First: Makeen Program

- About the Program .....	27
- Program's Objectives .....	27
- Program's Partners .....	27
- Program's Achievements .....	28
- Program's Achievements in 2023 .....	29

### Second: Ata'a Program:

- About the Program .....	31
- Program's Objectives .....	31
- Program's Partners .....	31
- Program's Achievements .....	32
- Program's Achievements in 2023 .....	32

## ▶ Business Development Pillar:

### Yumnak Program

- About the Program .....	35
- Program's Objectives .....	35
- Program's Achievements in 2023 .....	36

### Supportive Projects Pillar:

- Partnerships Program .....	37
- Social Return on Investment Study .....	38

## Fourth: Corporate Governance Report:

▶ The Composition of the Board of Trustees .....	41
▶ Board Members Criteria .....	41
▶ Board Key Functions and Responsibilities .....	41
▶ Board Meetings during the Year 2023 .....	42
▶ Board of Trustees Remuneration .....	42
▶ Assessment of the Board of Trustees and Members Performance .....	42
▶ Main Decisions Taken by the Board of Trustees during the Year 2023 .....	43
▶ The Most Prominent Tasks and Responsibilities of the Executive Management .....	43
▶ Financial Statements .....	44
▶ Conclusion .....	44

# Opening Messages:

## Chairman's Message

### Savola Group, along with all partners and stakeholders.

I am pleased to present to you the annual report of the Savola World Foundation for its fourth year. This report includes an overview of the Foundation, its Corporate Governance Report, and highlights the most significant achievements during the year 2023.

Since its inception, Savola Group has been distinguished by its innovative and forward-thinking approach to social development and sustainability. The "Savola Bridges Initiative" in 2009 marked the Group's initial venture into systematic social work. Over the years, the Group has continually evolved its community service programs and social responsibility contributions with flexibility and maturity. Today, it stands as a national model in the Kingdom of Saudi Arabia, setting a benchmark for social responsibility and sustainability within the business sector.

In March 2023, under the patronage of the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz Al Saud, Savola World was honored to receive the Princess Seetah bint Abdulaziz Award for Excellence in Social Work in the Environmental Sustainability Branch. This recognition specifically highlighted the achievements of its "Negaderha" program, emphasizing Creativity and Innovation in Social Work. Later in December of the same year, Savola World was announced as the recipient of the King Khalid Award for Non-Profit Sector Excellence under the IT Pioneers Track. These prestigious awards underscore the organization's commitment to innovative social responsibility initiatives and its exceptional contributions to the field of environmental sustainability.

Savola World is deeply committed to generating a tangible social and economic impact within the society. The Foundation channels its development efforts through three primary pillars: environmental sustainability, human development and empowerment, and startup development. Savola World" has, by the grace of God, succeeded in creating a positive social and developmental impact during 2023 through the implementation of qualitative and innovative specialized programs and initiatives, resulting in a significant social influence. Notably, the Foundation executed the inaugural edition of the "Yumnak" program. This initiative is specifically designed to cultivate the growth of small and medium enterprises, aligning with one of the objectives outlined in the Kingdom's Vision 2030. The broader Vision aims to elevate the participation of small and medium enterprises in the GDP, targeting an increase from 20% to 35% by 2030, thus supporting entrepreneurship programs as a vital means to achieve this goal. In its first cohort, Yumnak featured a distinguished group of 10 Saudi SMEs operating in the food and retail sector. The program achieved significant success by concluding investment and financing rounds totaling approximately 40 million riyals. Moreover, participants in this batch secured multiple commercial partnership contracts. The field of business development stands as a key pillar in Savola World's strategy, endorsed by the Board of Trustees. The strategic objective is to foster and enhance economic development, empowering small and medium enterprises to flourish, achieve profitability, and ensure sustainability.



Savola World has made significant contributions through its corporate volunteering program, "Ata'a," aligning with Vision 2030 objectives related to volunteering. This includes the ambition to reach one million volunteers by 2030, establishing conducive environments for volunteer work development, and encouraging many volunteers to engage in community service. The Foundation is dedicated to motivating Savola Group employees and affiliated companies to actively participate in both general and professional volunteering opportunities. In collaboration with non-profit institutions, private sector companies, and financial institutions, Savola World provided numerous opportunities during 2023.

Throughout the year, hundreds of volunteer hours were achieved, benefiting over 500 individuals from the local community. These opportunities, facilitated by the "Ata'a" program, have played a crucial role in fostering volunteer work, and contributing to community development.

Savola World led the design and execution of several impactful initiatives throughout the year under the "Negaderha" program. This program is dedicated to raising awareness and providing guidance to reduce food waste, carried out in collaboration with partners such as the General Authority for Food Security and the National Transformation Program Centre. Additionally, the Foundation made significant societal contributions through the "Makeen Program," which focuses on empowering individuals with disabilities.

The Foundation takes pride in its partnerships with the public and private sectors, as well as civil society organizations. As a member of the Council of NGOs, the Foundation serves as an effective partner for several governmental and non-profit agencies, including the Ministry of Environment, Water and Agriculture, the National Transformation Program Centre, the General Authority for Food Security, and the Authority for the Care of Persons with Disabilities.

The Foundation remains committed to its approach of building strategic partnerships with various entities. This strategic collaboration aims to expedite the realization of its target strategy, fostering positive change, creating social value, and generating a more sustainable impact.

In conclusion, I extend my sincere appreciation to Savola Group, its subsidiaries, and all partners for their unwavering efforts in advancing the Foundation's objectives. Their commitment, supported by significant financial and human resources, has greatly enhanced the impact of our programs. Special thanks to the Board of Trustees for their dedicated contributions and the executive team for their hard work in achieving our goals. Gratitude is also extended to the National Centre for the Development of the Non-Profit Sector for invaluable support. Thanks to our partners and the local community for their trust and unwavering support, crucial to the extended impact of the Foundation.

**Fahad Bin Abdullah Al Kassim**  
Chairman of the Board of Trustees





# Opening Messages:

## Executive Director's Message

I am pleased to share with you Savola World Foundation fourth report, which reflects the Foundation's performance and achievements, along with its Corporate Governance Report for the year 2023.

The release of our report for this year coincides with the halfway point in achieving the Kingdom's Vision 2030, seven years since its launch. The national strategic plan of the Kingdom's Vision 2030 has placed significant emphasis on the non-profit sector. Today, we celebrate the historic growth witnessed by the non-profit sector, with the number of its organizations increasing by 424% over the past years. This positions it at the forefront among sectors that experienced significant growth, promising to increase its social, economic, and environmental impacts. The sector has experienced significant advancements due to regulatory and legislative enablers, including the adoption of the executive regulations of the NGO Law, rules governing family funds, and executive instructions for the regulation of fundraising for charitable causes. Additionally, the adoption of regulations by the Council of NGOs and the Council of NGOs further facilitates growth. These enablers are instrumental in realizing the Kingdom's Vision 2030, aiming to elevate the sector's contribution by 5% to the GDP. Through its diverse portfolio of programs and initiatives, Savola World strives to contribute to the attainment of national development goals within the Foundation's main pillars and work domains. The efforts are organized around three main pillars: environmental sustainability, human development and empowerment, and startup development. The following provides a concise overview of the key accomplishments of the Savola World Foundation within each pillar:

### Environmental sustainability:

As part of the initiatives led by the "Negderha Program" to educate families, homes, and the local community sector in the Kingdom on matters related to managing and reducing food waste, a national awareness campaign named "Recycle Food, Don't Waste it" has been launched. This effort is conducted in collaboration with the National Transformation Program, the General Authority for Food Security, and the Ministry of Environment, Water, and Agriculture, with the aim of providing solutions and supportive ideas throughout the year. Since "Negaderha program" is dedicated to enhancing food consumption behavior within the targeted groups, a comprehensive campaign has been crafted. This campaign, featuring intensive messages, tools, and practical ideas, unfolds throughout the year to maximize the social impact of the initiative. Awareness messages have been disseminated to housewives and Saudi families, tailored to various seasons relevant to food and resource management. These seasons and periods include the blessed month of Ramadan, Eid al-Adha, the back-to-school season, as well as the organization of events and parties. The campaign garnered significant engagement from the target groups across various social media platforms and demonstrated remarkable success in terms of performance indicators. It surpassed its monitored goals, reaching 17,525,039 people and accumulating 10,387,732 views. Additionally, the number of views for awareness articles have reached 40,092 views.

In recognition of the "Negaderha" program's active role in the Kingdom and through an invitation from the Food and Agriculture Organization of the United Nations (FAO), "Negaderha" participated by presenting a working paper aiming to showcase best practices in the Middle East and North Africa region concerning the management of food loss and waste.



## Human Development and Empowerment:

Within the Foundation's focus on human development and empowerment, Makeen Program (Empowering Persons with Disabilities) has consistently worked towards creating suitable and healthy work environments for employees with disabilities. In this regard, Makeen presented 12 specialized workshops titled the Mentor and Buddy System, dealing with people with disabilities, total accessibility, and evacuation principles for people with disabilities. These workshops were delivered to various private sector companies and hospitals, benefiting over 200 individuals. Additionally, the program actively supported the Hemam initiative, contributing to the creation of the best, most accessible environments for people with disabilities. As to the "Ata'a" program for volunteering, the Foundation's team focused on enhancing and overseeing volunteer work while fostering an environment that is conducive to the growth of volunteering within the organization. Guidelines for the program were developed, annual volunteer targets were established, and collaborations with universities, non-profit institutions, and private sector companies were initiated to create and implement numerous volunteer opportunities for Savola Group employees. The program engaged 60 employees in general and professional volunteer opportunities with a total of 300 volunteer hours. The positive impact extended to over 500 members of the local community.

## Startups Development Pillar:

This year marks the conclusion of the inaugural edition of the "Yumnak Program," designed to enhance the businesses of small and medium enterprises in the food and retail sectors. The competitive advantage of the Yumnak program lies in its focus on developing existing companies and raising their sales or obtaining investment, by providing guidance and mentoring to companies.

The first edition witnessed remarkable success, with over 100 small and medium enterprises applied from various regions across the Kingdom. Following a competitive selection process, only 10 companies were selected as finalists, advancing to the final stages of the program. A partnership event was organized to foster collaboration and innovation among the qualified SMEs, creating opportunities for partnerships with major companies in the Kingdom's food and retail sectors. The program provided 26 experts and speakers serving as mentors and lecturers. Over 40 workshops and 20 lectures have covered specialized topics such as financial and tax planning, e-marketing, and financial modeling for small and medium enterprises. Investment and financing rounds totaling SAR 39,457,000 were successfully secured, and five commercial partnership contracts were signed by companies in 2023 as an outcome of the program. The second edition of the "Yumnak Program" was launched during the fourth quarter of 2023.





## A year of achievements:

This year marked the culmination of the "Savola World" Foundation's dedicated efforts, as it secured the "Princess Seetah bint Abdulaziz Award for Excellence in Social Work in the Environmental Sustainability Branch." This accolade recognizes the Foundation's "Negaderha" program during the tenth session of the award, themed "Creativity and Innovation in Social Work." The prestigious ceremony was held under the patronage of the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz Al Saud. Furthermore, the Foundation received the King Khalid Award for Excellence in the Non-Profit Sector, particularly in the field of information technology pioneers. The honorable recognition took place in the presence and under the patronage of HRH Prince Faisal bin Khalid, Advisor to the Custodian of the Two Holy Mosques, Chairman of the Board of Trustees of the King Khalid Foundation, and Chairman of the King Khalid Award Authority.

In Addition, the Savola World Foundation was honored as a training partner in the Hemam initiative for creating the best-friendly environments for people with disabilities. This recognition occurred under the patronage of the Governor of Makkah Region, HRH Prince Khalid Al-Faisal. These prestigious national honors underscore the Foundation's commitment to delivering high-quality programs and initiatives that contribute to establishing a comprehensive and sustainable impact on local development. They provide our team with the inspiration to strive even harder to meet the foundation's objectives and raise the bar for all of its development interventions and work. Operating within the dynamic and rapidly growing non-profit sector in the Kingdom, the Foundation recognizes the significance of its developmental role and the consequential impact on society and on the local economy. Savola World is committed to ensuring that its development initiatives and interventions yield social value and a quantifiable, sustained impact on all aspects of its business.

## Acknowledgements

In conclusion, I extend my heartfelt gratitude to Savola Group (the founder) and all its subsidiaries, along with their representatives in the group's social responsibility committee. I am deeply thankful to the members of the Board of Trustees for their invaluable guidance and unwavering confidence in the Foundation's executive team. Special appreciation goes to the National Centre for Non-Profit Sector for its distinguished role in fostering synergies with non-profit partners in the national development process and for providing steadfast support to the Foundation in achieving its objectives.

I also express my gratitude to the Council of Foundations for its pivotal role in empowering and developing NGOs and fostering cooperation, integration, and coordination among them. A sincere thanks to Savola Group's shareholders, the local community, and all our partners across various sectors for their generous trust and unwavering support.

**Bandar Sami Arab**  
**Executive Director**



# First: Board of Trustees and Executive Team:

## Board of Trustees



**Mr. Fahad Abdullah Al Kassim**  
Chairman

**Current Positions:**  
A Board member and Businessman- Managing Partner of Fahad Alkassim CPA

**Previous Positions:**  
CEO of Amwal Financial Consultants, General Manager of Othaim Trading Group, Managing Partner at KPMG International, and Executive Director at Dallah Hospital.

**Qualifications:**  
Bachelor of Science degree in Management (Accounting major) - King Saud University, KSA. Management and Leadership Program - Oxford University, UK.

**Experience:**  
Financial, administrative, and auditing consultancy, executive management in a health institution, and retail and wholesale, and sits on other Boards and Committees.



**Mr. Waleed Khalid Fatani**  
Vice Chairman

**Current Positions:**  
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 sector and in the financial services sector.



**Eng. Abdullah Mohammed Nour Rehaimi**  
Board Member  
(Financial Supervisor)

**Current Positions:**  
Retired – Government Official.

**Previous Positions:**  
Managing Director/CEO, Savola Group, President, General Authority of Civil, and the former Assistant Director General, SIDF.

**Qualifications:**  
Bachelor of Mechanical Engineering, King Fahad University of Petroleum & Minerals, 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. Waled Abdullah Al Ghleri**  
Board Member

**Current Positions:**  
CEO, Board member, and Executive committee member -National Energy Services Company, Advisory Committee Member -SABIC Home of Innovation.

**Previous Positions:**  
Deputy Director for Energy Services Company sector development (Saudi Energy Efficiency Program), Head of Public Equities (Saudi Aramco), Senior Financial Analyst (Saudi Aramco).

**Qualifications:**  
MBA (ESADE Business School) Spain, Bachelor of Finance (Virginia Tech) USA.

**Experience:**  
Business management, Development of strategic plans, Financial Analysis, Organizational Change management, Operational Excellence, in addition to membership in several committees.



**Dr. Bander T. Hamooh**  
Board Member

**Current Positions:**  
Panda Retail Co. CEO.

**Previous Positions:**  
CEO of Al Nahdi Medical Company; General Supervisor of Public Affairs at the Ministry of Health.

**Qualifications:**  
Bachelor's Degree in Pharmaceutical science, King Saud University, Saudi Arabia.

**Experience:**  
More than 30 years' experience in retail, pharmaceutical and food industries, he held several positions in both private and public sectors. He also serves as a Board member in a number of companies.





# First: Board of Trustees and Executive Team:

## Executive Management



Dr. Bandar Sami Arab

**Current Positions:**  
Executive Director

**Previous Positions:**  
He moved to a number of jobs over the course of 20 years in the social responsibility sector and small enterprises in private, non-profit and governmental entities, including (the Emirate of Makkah Al-Mukarramah Region, the Jeddah Chamber, the National Bank, the Sultan bin Abdulaziz Charitable Foundation and the Disabled Children's Association)

**Qualifications:**  
-He completed his Executive Doctorate (DBA) and Executive Master's (MBA) studies from the Arab Academy for Science and Technology in Alexandria. He obtained a bachelor's degree in political science from King Abdulaziz University in 1997.  
-He obtained many executive courses

**Experience:**  
-He has more than 20 years of experience in the charitable and non-profit sector, the private sector, and the government sector, and he participated with several work teams during his career in establishing departments, programs, and activities, and their governance and management.  
-He has experience in establishing partnerships, managing and forming work teams, and working with international and local organizations



Mr. Mufareh Mohamad Asiri

**Current Positions:**  
Projects Manager

**Previous Positions:**  
He has more than 20 years of experience in the Savola Group, during which he held several administrative positions related to industrial quality, training and human resources until he reached the position of project manager in the corporate communication and social responsibility department.

**Qualifications:**  
-He obtained a bachelor's degree in industrial chemistry from King Fahd University of Petroleum and Minerals.  
-He holds several accredited certificates in training and social responsibility from inside and outside the Kingdom

**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.  
-A Certified Trainer in CSR, from the International Academy of Social Responsibility.  
-Recipient of the Social Responsibility Award from the Arab Achievers Foundation in Cairo in 2019. An associate member of many relevant local committees.



Ms. Nouf Fouad Halwani

**Current Positions:**  
Projects Manager

**Previous Positions:**  
-She advanced through the administrative ladder in public relations and corporate communication at Savola Group until she reached the position of Project Manager - Corporate Communication and Social Responsibility Department.  
-Public Relations and Research Officer at the Madinah Institute for Leadership and Entrepreneurship (MILE).

**Qualifications:**  
-She holds a bachelor' degree in English from King Abdulaziz University, and obtained a certificate in leadership development from the INSEAD Institute for Executive Education.  
-She holds many professional courses in areas related to business management, sustainability and communication

**Experience:**  
-She has more than 10 years of experience in areas related to corporate communication, social responsibility and sustainability.  
-Specialized in developing sustainability and social responsibility strategies, programs, and reports.  
-She has experience in developing a strategy, implementing social awareness campaigns, and managing social media sites. She has also developed some training materials.



Mr. Haitham Abdullah Mahboub

**Current Positions:**  
Board of Trustees - Secretary

**Previous Positions:**  
-Corporate Governance Manager at Halwani Brothers Company from 2008 to 2018 as well as a Board Secretary of Halawani Company in Egypt.  
-Shareholder Affairs and Administration Manager at Saudi Industrial Services Company. (SISCO) from 2003 to 2008.

**Qualifications:**  
-Master's degree in Business Administration – Arab Academy for Science, Technology & Maritime in 2007  
-Bachelor's degree in Corporate Communication "Mass Media, PR and Advertisement" from King Abdulaziz University in 2002.  
-Certified from Saudi Stock Exchange (Tadawul) for disclosures according to the listing rules and related regulations and instructions for listed companies.

**Experience:**  
Over 20 years of experience of Corporate Governance, Compliance, Board Affairs, Shareholder & Investor.



Mr. Saad Saud Khabiri

**Current Positions:**  
Financial Controller

**Previous Positions:**  
-He moved through several positions in the Savola Group until, he currently reached the position of Sr. Manager of Finance at the Savola Group.  
-Member of the Audit Committee of the Saudi Injaz Foundation  
-Projects Manager at Hawar Al Rabie Trading Company.

**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.

# 2

## Introduction to Savola World Foundation





### The Establishment

Savola World Foundation is 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" was established on October 28, 2019 by "Savola Group" pursuant to the license No. (1007). The foundation currently operates under the supervision of the National Center for Non-Profit Sector, and it has previously worked under the supervision of the Ministry of Human Resources and Social Development, since its establishment until the end of 31st of December 2022.

The National Center for Non-Profit Sector was established by the Council of Ministers Resolution No. (459) dated 11/8/1440 AH. The National Center for the Non-Profit Sector aims to regulate and activate the role of non-profit sector organizations, expand it in the development fields, integrate government efforts in providing licensing services to these organizations, financial and administrative supervision of the sector, and increase coordination and support. The Center was established in the context of the development of the non-profit sector, which is a strategic goal within the Vision 2030 plan aimed at empowering the non-profit sector and achieving a greater impact for the sector at the social and economic levels.



### Foundation's Activities

"Savola World Foundation" focuses on the goals of social responsibility and sustainability, managed by an executive team supervised by a Board of Trustees. 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. "Savola World Foundation" acts according to a vision and a strategic approach to achieve an effective contribution and a qualitative leap in the field of social responsibility and sustainability.

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



### Our Objectives

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

- Implement and activate Savola Group's (the founder) policy in the field of social responsibility, which aims to contribute to community service through a number of areas, approaches and sectors defined by its policy in this field, in line with relevant laws and regulations.
- Develop and implement awareness and educational programs for the community, in partnership with the public and private sectors, in accordance with Saudi Vision 2030.
- Conduct research and field studies and propose solutions to sustainable community issues.
- Train and qualify the youth to enable them to join the labor market.
- Launch effective initiatives and programs in the field of social responsibility and sustainability to ensure a balance between the stakeholders' goals and those which the society aspires to achieve.
- Apply the best international practices in the field of social responsibility and sustainability.
- Increase the level of volunteering culture among our stakeholders' employees and stimulate their participation in volunteering work, in line with Saudi Vision 2030.
- Share and exchange expertise of our programs, initiatives, and success stories in the field of social responsibility and sustainability with parties interested in this field.

### ◀ Our Vision ▶

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

### Our 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, Keenness, Leniency and Trust

### Our Resources

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:

- Funds allocated by the founder
- Donations, endowments, wills, and Zakat
- Donations received subject to the Ministry's approval
- Revenues from activities with financial return
- Returns on investment of the Foundation's fixed and movable tangible assets

In the year 2023, the entire financial resources of the Savola World Foundation were provided by the Savola Group (the founder), as the Savola Group allocates an annual budget for social responsibility and sustainability programs, and the Savola World Foundation develops the necessary programs and initiatives and presents them to the Board of Trustees to take its views and then approve them and begin implementing them and presenting periodic reports to the board on the progress of its work. In addition, the Foundation had received an amount of 150,000 one hundred and fifty thousand riyals from the Princess Seetah bint Abdulaziz Award for Excellence in Social Work in the Environmental Sustainability Branch for its program "Negaderha", during the tenth session of the award, under the title "Creativity and Innovation in Social Work".

### Our Strategic Approach

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.

### Organizational Structure



\* **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 the 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.

### Our Partners

To maximize the impact of its programs and initiatives, Savola World builds partnerships with entities in the public, private and non-profit 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. With regards to the international partnerships, Savola Group – the founder- has established partnerships and MoUs with these international partners, and the Foundation is benefiting from these global experiences and knowledge in developing and implementing the programs for Savola Group – the founder-. Below is a list of our most prominent partners in success







The Focus Areas and long-term Programs Portfolio

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 pillars, and under each pillar exist one program or multiple programs, under which there is one initiative or a package of related initiatives, as indicated below:

Enterprise Program Structure

Environmental Sustainability	Human Empowerment	Business Development	Supportive Projects
Negarderha Program	Makeen Program	Yumnak Program	Partnership Programs
Household Engagement	Mentor & Buddy Initiative		
HORECA Engagement	Mowaamah Certificate		
Qadoor Initiative	Ata’a Program		
	Employee General Volunteering		
	Pro-Bono Volunteering		

Initiative Program Pillar





# 3

Programs, Initiatives and  
Achievements in Year 2023





## Third: Programs, Initiatives and Achievements in Year 2023

### The National Awards and Honors in 2023

In this year, the efforts of the Savola World Foundation were crowned, as the Foundation won the King Khalid Foundation Award for Excellence in Non-Profit Organizations in the Information Technology Standard for the year 2023. His Royal Highness Prince Faisal bin Khalid bin Abdulaziz, Advisor to the Custodian of the Two Holy Mosques, Chairman of the Board of Trustees of the King Khalid Foundation, and Chairman of the Award Authority, honored the entities that achieved the highest standards in several fields among the participants in the King Khalid Award for the year 2023 for the Sustainability and Excellence of Non-Profit Organization Awards, at the King Khaled Foundation's headquarters in Riyadh. The Foundation also won the Princess Seetah bint Abdulaziz Award for Excellence in Social Work in the Environmental Sustainability Branch for its program "Negaderha", during the tenth session of the award, under the title "Creativity and Innovation in Social Work," in an honoring ceremony under the generous patronage of the Custodian of the Two Holy Mosques King Salman bin Abdulaziz Al-Saud. The Savola World Foundation was also honored as a training partner in the Hemam Initiative for the best friendly environments for people with disabilities, under the patronage of the Governor of the Makkah Al-Mukarramah Region, His Royal Highness Prince Khaled Al-Faisal. These prestigious national awards reflect the Foundation's keenness to provide quality programs and initiatives that contribute to creating a comprehensive and sustainable local developmental impact. They also motivate our work team to exert more effort to achieve the Foundation's goals and raise the quality of its work and developmental interventions. Today, the Foundation works in one of the most growing sectors in the Kingdom, which is the non-profit sector, and is aware of the importance of its developmental role and its effective impact in developing society and serving the national economy. Therefore, Savola World Foundation is keen to ensure the creation of social value and a sustainable and measurable impact from all its development activities and interventions.

## A Summary of Major Achievements of Savola World Foundation for Year 2023



#### King Khalid Foundation Award

Savola World Foundation received the King Khalid Foundation Award for Excellence in Non-Profit Organizations in the Information Technology Standard for the year 2023.



#### Princess Seetah Bint Abdulaziz Award

The Foundation won the Princess Seetah Bint Abdulaziz Award for Excellence in Social Work in the Environmental Sustainability Branch for its program "Negaderha".



- ▶ Develop and launch the "Recycle Food, don't waste it" campaign for community awareness.
- ▶ Participating by a working paper in the regional conference of the Food and Agriculture Organization of the United Nations



- ▶ Total number of volunteering hours: 300.
- ▶ Total number of beneficiaries: 500.
- ▶ Launching the internal promotional campaign for the Ata'a program.
- ▶ Developing the Ata'a Program Guidelines.



- ▶ Sharing Savola's experience in the Arab Regional Conference on the integration of persons with disabilities into the labour market
- ▶ Participation of the Savola World Foundation as a training partner in the Hemam Initiative for the best friendly environments for people with disabilities
- ▶ Training 221 trainees via providing 12 training workshops



- ▶ Closing investment and financing rounds worth 39,457,000 Saudi riyals.
- ▶ Conducting 40 workshops and 20 lectures on specialized topics.
- ▶ Signing 5 commercial partnership contracts for companies.

## 1) Environmental Sustainability Pillar

### Negaderha Program:



Negaderha

Negaderha is a Food Waste Management and Reduction Program in Saudi Arabia. It was developed to address food wastage as a national issue. The program targets two main segments: Household and the HORECA sector (hotels, restaurants, and cafes). Based on Saudi Loss & Waste Index, first edition of 2019 the total food waste & loss ratio is 33.1% in the kingdom, equivalent to 4.066 Million tons. The Kingdom of Saudi Arabia aims at reducing this by 10% by 2030.

#### Program's Objectives:

- ▶ Contribute to reducing the ratio of food waste and loss in the Kingdom by 2030, to ensure achieving development and food security at the national level.
- ▶ Raising awareness among the target groups of social, environmental and economic consequences of food waste.
- ▶ Provide target groups with best global practices, knowledge and tools in waste management, in order to lead to sustainable behavioral change and optimal use of food resources.

#### Program's Partners:

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



#### The United Nations Environment Program (UNEP)

Savola Group (the founder) has formed a partnership with the United Nations Environment Program (UNEP) to leverage their global scope of work and technical expertise. Through this engagement, we seek to garner the buy-in of regulators and enablers and scale these efforts on a national level through the delivery of specific related modules and the launch of a food waste prevention program in the KSA.



#### Waste and Resources Action Program (WRAP)

The Savola Group (the founder) has partnered with the Waste and Resources Action 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 Negaderha program.



#### The General Food Security Authority

During the launch of the Index of Food Waste & Loss in the Kingdom, Savola Group (the founder) has signed an MoU with the General Food Security Authority-GFSA, known previously as the Saudi Grains Organization -SAGO. – Key terms of the MOU included the development of innovative concepts and applications to raise the social awareness, activating the cooperation between the various sectors to exchange the visions in order to create strategic sustainable programs.



#### Saudi Food Bank

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 has produced a technical manual to assist to bring behavioral change, raise awareness and empower business owners and employees in the hotel, restaurant and café sector (HORECA). Several initiatives have resulted through this engagement.



## Programs' Achievements:

2017

- Conducted the National Filed Quantification Food Waste Research.
- Signed with the United Nations Environmental Program (UNEP) and with WRAP.
- Developed the program's name and brand guidelines.
- Launched the program and conducted the on-ground activation and communication campaign.
- Launched Negaderha digital portal.
- Developed and published the technical guide for food waste management in HORECA sector.
- Signed with the Saudi Food Bank and the distribution of +1M food containers.
- Developed & conducted the digital community awareness communication campaign (Be Creative & Appreciate).

2018

- Launched the National Alliance with food preservation NGOs in the Kingdom.
- Developed & Published 60 videos for food leftover recipes.
- Developed & launched Food Portion Planner.
- Developed & conducted the digital community awareness communication campaign (Be Creative & Appreciate- The Challenge).
- Developed and launched food leftovers cookbook.

2019

- Signed with The General Food Security Authority- previously known as the Saudi Grains Organization (SAGO).
- Launched Negaderha's Video Awareness Tips & Ideas.

2020

- Launched Negaderha Application for smart phones.
- Conducted a digital community awareness communication campaign about national food security in Covid 19.
- Presented in G20 Workshops.

2021

- Developed & conducted two digital community awareness communication campaigns (Be Creative, Appreciate and Make a Change) and (Appreciate it, Do not Waste it).
- Developed Qadoor Initiative.

2022

- Signed with the National Transformation Program (NTP).
- Participated in the development of the sustainable National Food Waste & Loss Index.
- Launched Qadoor Initiative.
- Developed & conducted two digital community awareness communication campaigns (Iftar without Waste) and (We Appreciate Food to Last).



## Program's Achievements in 2023:

### 1- Developed and Launched Community Awareness Campaigns

Negaderha program engages consumers in reducing waste by launching community awareness campaigns based on the most effective international experiences. The campaigns are usually executed in certain seasons when food waste might become more frequent such as the holy month of Ramadan or during Eids and festivals and holidays. In 2022, Negaderha has launched two community awareness communication campaigns (Iftar without Waste) and (Appreciate Food to Last), through different social media platforms.

#### Initiative's Objectives:

- ▶ Raising the awareness of the household sector of the negative social, environmental and economic impacts of food waste.
- ▶ Educate target groups with ideas, solutions and techniques related to food waste management at homes.
- ▶ Increase the knowledge of the household sector and their application of some of the solutions and techniques, which results in optimal use of food resources.
- ▶ Creating competitiveness within the target group, through campaigns and competitions, which results in promoting positive behaviour and leading to a sustainable behavioural change.
- ▶ The contribution of the household sector in reducing the volumes of food waste and loss in the Kingdom by 2030, in order to ensure the achievement of development and food security at a national level.



### "Recycle Food, Don't Waste it" Campaign 2023:

In 2023, "Negaderha" program launched a national awareness campaign in partnership with the National Transformation Program (NTP), Ministry of Environment, Water & Agriculture and the General Food Security Authority (GFSA). The campaign was entitled: "Recycle Food, Don't Waste it." Since "Negaderha" aims to improve consumers' behaviours towards food management and consumption, the campaign included intensive messages and practical tools and tips that aligned with different occasions, associated with food consumption throughout the year. These seasons and occasions included: Ramadan, Eid Al-Adha, Back to School, Summer, Keshta (Picnics) in addition to Personal Events.

The contents were delivered in multiple formats to include interactive stories, videos, stories and educational articles. "Negaderha" developed and executed this campaign in cooperation with "Atyab Tabkha," which is as an influential platform, specialized in recipes and related tips and ideas. This platform is considered one of the most- watched and popular platforms in the Kingdom of Saudi Arabia. The campaign was promoted on both Savola World and "Atyab Tabkha" social media platforms. This campaign achieved a wide interaction with the target groups throughout the year; and it has achieved great success in terms of performance measurement indicators, as it surpassed its goals by reaching to 17,525,039 people, 10,387,732 views and article views at 40,092 times. The following illustrates the campaign's performance comparative to the committed KPIs:





Content Type	Month 2023	Distribution Platforms	Committed KPIs	Achieved KPIs	Achievement (%)
<b>Ramadan</b> 2x Carousel Posts 4x Interactive Stories 4x Videos	<b>May</b>	Savola World social media platforms Atyab Tabkha Instagram, Facebook & Tiktok	Reach: 600 K Views: 2 M	Reach: 1.55 M Views: 2.06 M	Reach: 258% Views: 103%
<b>Eid Al-Adha</b> 1x Carousel Post 1x Interactive Story 1x Article	<b>June</b>	Savola World social media platforms Atyab Tabkha Instagram, Facebook, Tiktok & website	Reach: 200 K Pageviews: 1 K	Reach: 674 K Pageviews: 5 K	Reach: 337% Pageviews: 500%
<b>Summer</b> 1x Story 1x Carousel Post 1x Video	<b>August</b>	Savola World social media platforms Atyab Tabkha Instagram, Facebook & Tiktok	Reach: 2.2 M Views: 1.5 M	Reach: 2.2 M Views: 2.4 M	Reach:100% Views: 116%
<b>Back to School</b> 2x Videos 1x Article 1x Carousel Post	<b>September</b>	Savola World social media platforms Atyab Tabkha Instagram, Facebook, Tiktok & website	Views: 3.0 M Pageviews: 6 K Reach: 2.1 M	Views: 5.9 M Pageviews: 12 K Reach: 5.6 M	Views: 197% Pageviews: 200% Reach: 267%
<b>Keshta/ (Picnics)</b> 2x Interactive Stories 1x Article	<b>October</b>	Savola World social media platforms Atyab Tabkha Instagram, Facebook, Tiktok & website	Reach: 4.2 M Pageviews: 6 K	Reach: 5.3M Pageviews: 9 K	Reach:126% Pageviews:147%
<b>Personal Events</b> 1x Article 1x Interactive Story	<b>November</b>	Savola World social media platforms Atyab Tabkha Instagram, Facebook, Tiktok & website	Reach: 2.1 M Pageviews: 6 K	Reach: 2.2 M Pageviews: 14 K	Reach: 106% Pageviews: 236%

“Negaderha” program has participated in a number of community awareness campaigns in 2023 with (Le Tadoom)- the National Program to Reduce Food Loss & Waste. This collaboration is a result of the MoU between Savola World Foundation, the National Transformation Program Center and the General Food Security Authority (GFSA). The campaigns included awareness messages on managing food waste and preserving blessings. The first campaign was launched on the “ International Day for Awareness of Food Loss and Waste,” and the second campaign was launched during the Hajj season under the theme of (Hajj without waste).

2- Awarded with the Princess Seetah bint Abdul Aziz Award in Social Work - Environmental Sustainability Pillar:

Savola World Foundation won The Princess Seetah bint Abdul Aziz Award for Excellence in Social Work for “Negaderha Program,” under the Environmental Sustainability pillar. “Negaderha” won during the 10th Round of the Award, which came under the theme of: Creativity and Innovation in Social Work. The names of the 12 winners in the award for different branches were announced during a press conference held by the General Secretary of the Award, in Riyadh city, on Sunday 2nd of February 2023.

The honoring ceremony was under the portage of the Custodian of the Two Holy Mosques, King Salman bin Abdulaziz Al Saud. And the ceremony witnessed the presence of His Royal Highness Prince Faisal bin Bandar bin Abdulaziz Al Saud - Governor of Riyadh Region. The award was handed to Savola World by His Highness Prince Turki bin Abdullah bin Mohammed bin Saud Al Kabeer and H.E. Eng. Ahmad bin Sulaiman AlRajhi, Chairman of the Board of Trustees of the Princess Seetah Award and the Minister of Human Resources and Social Development. The award was received on behalf of the Savola World Foundation by Mr. Fahad bin Abdullah Al Kassim- the Chairman of the Board of Trustees of Savola World Foundation. The honouring ceremony was attended by many Royal Highnesses from Saudi princess and princesses, Ministers, representatives from the winning organizations and a number of distinguished personalities in the field of social work, in addition to a number of heads of government entities and private sectors companies.



3- Participated in FAO’s Regional Conference:

“Negaderha” program was invited by The Food and Agriculture Organization of the United Nations (FAO) to participate during its conference for Food Waste and Loss Reduction in MENA Region. During the conference, “Negaderha” presented its comprehensive experience in food waste reduction, in the light of its intensive interaction with the household sector in Saudi Arabia. “Negaderha” has also highlighted the key enablers in food waste management, which may include the power of research, innovation and technology. The conference was attended by regional government entities and private sector companies, banks and non-profit organizations.

The workshop has also witnessed the launch of the "Guidelines for Action on Food Loss & Waste Reduction in the Near East and North Africa," in addition to the launch of the Food Waste & Loss (FWL) Reduction website, which serves as a regional technical platform for FWL measurement, experience exchange, awareness-raising and engaging with a broad spectrum of stakeholders.



## 2) Human Development/Empowerment Pillar



### First: Makeen Program

#### About the Program:

**Vision:** To become distinguished and maintain leadership in the field of social responsibility by focusing on persons with disabilities to enable them to develop themselves to become competent and actively participate in society to achieve excellence and global leadership

**Mission:** To assist persons with disabilities in obtaining suitable jobs that are in line with their qualifications and enable them to be trained so that they can be productive, self-confident individuals who influence their lives and society.

#### Program's Objectives

- ▶ Training and employing persons with disabilities.
- ▶ Providing persons with disabilities with suitable and healthy work environments by adopting the best work methods.
- ▶ Spreading awareness about the importance of including persons with disabilities in the work system.
- ▶ Providing support and assistance by applying the mentor and Buddy system in the work environment.
- ▶ Exchanging experiences with organizations and companies interested in applying universal accessibility standards and participating in conferences related to issues of persons with disabilities.



#### Program's Partners

To effectively achieve its goals, "Makeen" collaborates with several organizations, as following:

#### 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 in Geneva in 2017. This engagement aimed at adhering to the ten principles of the Global Business and Disability Memorandum to 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

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 Authority for the Care of Persons with Disabilities

Makeen signed with the Authority for the Care of Persons with Disabilities, which is a government entity, that aims to empower persons with disabilities, ensure that they have their rights, enhance their role in society and working to develop services that the different sectors provide to them.



#### The Global Alliance on Accessible Technologies and Environments (GAATES)

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



## Program's Achievements:

+ 1273 people with disabilities were employed.

+611 people were trained

2017

- Savola Group obtained a membership with ILO-GBDN (the International Labor Organization - Global Business and Disability Network).
- Achieved Mowaamah Certificate for supportive work environments for persons with disabilities.
- Launched Makeen Employment Portal.

2018

- Produced 16 community awareness videos.

2019

- Honored the Saudi national football team for people with disabilities, which won the World Cup 4 times in a row.
- Developed the official website of the Savola Group with W3C digital accessibility standards.

2020

- Launched the internal Mowaamah platform to increase employees' awareness of disability issues and its various systems.
- Produced 12 videos on safety measures for PWDs during COVID 19.
- Achieved accreditation from the Technical and Vocational Training Corporation for the training content of the Mentor & Buddy Programs.

2021

- Savola Group joined The Valuable 500.
- Launched a campaign to increase awareness in the business sector and the community.
- Participated in the Purple Saturday initiative- an initiative launched by the Authority for the Care of Persons with Disabilities.

2022

- Savola Group achieved Mowaamah Gold Certificate.
- Launched the Workplace Adjustment Process at Savola Group.
- Savola Group Participated in the International Down Syndrome Celebration.



2023

- Sharing Savola's experience in the Arab Regional Conference on the integration of persons with disabilities in the labor market
- Participation of the Savola World Foundation as a training partner in the Hemam Initiative for the best friendly environments for people with disabilities
- Training 221 trainees via providing 12 training workshops



## Program's Achievements in 2023

### 1-Training, empowerment and awareness raising:

The efforts of the Makeen Program to empower persons with disabilities continued diligently to provide appropriate and healthy work environments for employees with disabilities. In this regard, "Makeen" presented 12 specialized workshops titled the mentor and buddy system, dealing with people with disabilities, total accessibility, evacuation principles for people with disabilities, and other topics for many agencies and companies in the private, public, and non-profit sectors, and the number of beneficiaries reached more than 200 people. Makeen also supported as a training partner in the Hemam initiative for the best friendly environments for people with disabilities.



Training Title	Venue	Date	Number of Trainees
The art of deal with people with disabilities	Hilton Hotel	5-Apr-23	25
Environmental and technical preparation for people with disabilities (Total Accessibility)	Hilton Hotel	6-Apr-23	25
Mentor and Buddy Program	Nesma Training Center	15-May-23	15
Mentor and Buddy Program	Dr. Samir Abbas Hospital	30-May-23	23
Evacuation principles for people with disabilities	Savola Group	31-May-23	20
The art of deal with people with hearing disabilities	Savola Group	1-Jun-23	20
The art of deal with people with disabilities	Dr. Samir Abbas Hospital	4-Jun-23	22
Mowaamah Certificate Workshop for Panda Company	Savola Tower	15-Jun-23	11
The art of deal with people with disabilities	Distilled coffee company	2-Nov-23	12
Mentor and Buddy Program	Al-Saqqaf Trading Company	23-Nov-23	20
The art of deal with people with disabilities	TMS Company	5-Dec-23	8
Savola Group's best practices for inclusion people with disabilities	King Abdulaziz University	6-Dec-23	20
Total number of trainees			221

## Sharing Savola's experience in the Arab Regional Conference on the integration of persons with disabilities into the labor market

At the Arab Regional Conference on the Integration of Persons with Disabilities in the Labor Market, which was organized by the International Labor Organization (ILO) on June 21, 2023, the Makeen Program presented a remote lecture entitled "Savola Group's best practices for inclusion people with disabilities". The conference was attended by more than 100 entities from various countries in the world.

### Seminars in which the Makeen Program participated with the International Labor Organization (ILO-GBDN).

Dates	Webinar
27-Sep-23	Climbing the career ladder: grooming talent with disabilities
18-Oct-23	The power of small: disability employment in Small and Medium-Sized Enterprises
23-Oct-23	How to raise disability awareness (and act upon it) - ILO GBDN B2B roundtable

### 2- Savola Group Companies obtained the Mowaamah Certificate

As an extension of the efforts of the Savola Group and its companies to create a work environment that is inclusive and well-suited with people with disabilities, and after the Savola Group obtained a Gold Category Mowaamah Certificate, the Makeen Program has provided its expertise and full support to the Savola Group companies in Mowaamah Certification Project. As a result, the United Sugar Company obtained a Gold Category Mowaamah Certificate, and Panda Retail Company obtained a Bronze Category Mowaamah Certificate.

The Mowaamah certificate is a certificate granted by the Ministry of Human Resources and Social Development. The group's companies obtained the certificate in recognition of their efforts and excellence in providing a comprehensive, compatible, and supportive work environment for their employees with disabilities, as well as taking all measures to make their culture and vision based on inclusion and diversity available to all people with disabilities. This comes from its belief in the importance of empowering them as effective elements in society.

Obtaining a Mowaamah certificate constitutes a clear indication and confirmation of Savola Group's keenness and continuous endeavor to develop the work environment to be inclusive and compatible for all employees to achieve the best work environment. This comes from its belief in the principle of equal opportunities and activating the economic contribution of employees with disabilities in the business sector. The group's efforts and aspirations fall within the framework of its endeavor to contribute to achieving Saudi Vision 2030, which stipulates empowering people with disabilities to obtain education, integration, and work opportunities.

The "Mowaamah" program is considered an advance license granted by the Ministry of Human Resources and Social Development for work environments that are distinguished by their adaptation and support to their employees with disabilities. "Mowaamah" also aims to support and empower people with disabilities as a workforce in the private sector, by providing the best methods and practices for establishments that will provide assistance and solutions on how to prepare work environments that are appropriate for them and to increase job opportunities for people with disabilities. Obtaining a "Mowaamah" certificate is required for the facility to meet eight standards: commitment, knowledge, employment, human resources management, products and services, communication, facilities, and information and communications technology.

### 3- The Celebrating of the International Day of Persons with Disabilities

The Makeen Program conducted an internal and external social awareness campaign on social media and within the company, coinciding with the International Day of Persons with Disabilities on December 4, 2023. The campaign included awareness content that explained the efforts of the Savola Group in empowering and employing persons with disabilities.

The Makeen Program also presented a workshop on December 6, 2023, on the occasion of the International Day of Persons with Disabilities, about Savola Group best practices of inclusion persons with disabilities at King Abdulaziz University in Jeddah as part of the university's celebration of this occasion.

### 4- The Participation in the Purple Saturday initiative



The Savola Group companies participated in the Purple Saturday initiative for the third year in a row, which was launched by the Authority for the Care of Persons with Disabilities in 2021, to stimulate the business sector to provide offers, benefits and discounts to people with disabilities, as companies offered discounts on their products to people with disabilities and their families on the last Saturday of July. Every year, this initiative comes within the goals of the vision to raise the quality of life of people with disabilities in all aspects of life. Therefore, Purple Saturday came to be a gateway to empowering the private sector as it is an essential partner in empowerment and inclusion.

### Second: Ata'a Program



#### About the Program:

Savola Group encourages its employees to participate in various volunteer programs. Savola World Foundation has designed volunteer programs that support this approach and has also contributed to activities that enhance the personal and professional growth of the group's employees and align this volunteer program with the Kingdom's Vision 2030.



#### Program's Objectives:

- ▶ Educate and spread awareness to encourage voluntary work and instill the spirit of initiative and social responsibility among employees and members of society.
- ▶ Provide the appropriate environment to develop and motivate employees to contribute to the voluntary community.
- ▶ Cooperate with the relevant authorities to contribute to the design of initiatives with a sustainable impact and in the development of supportive systems for volunteer work.
- ▶ Gain confidence to the volunteer through the design and implementation of volunteer opportunities for a sense of achievement and added value.
- ▶ Investing in the professional skills of employees to serve the community, the non-profit sector, social and public-benefit institutions.

#### Program's Partners



## Achievements of the Ata'a Program

### Achievements of the Program in Year 2023

During the year, the foundation's team worked to develop and govern volunteer work and provide an appropriate and stimulating environment for the development of volunteerism in the organization. Work was done to develop the program's guidelines, and annual targets for volunteering were set, and cooperation was activated on a broader scale with universities, non-profit sector institutions, and private sector companies in creating and implementing many volunteer opportunities for Savola Group employees. The number of participants in public and professional volunteer opportunities reached 60 employees, with an average of 300 volunteer hours, and the number of beneficiaries exceeded 500 members of the local community.

#### Program Achievements

Year	Volunteer Hours	Number of Volunteers	Number of Beneficiaries
2023	300	60	500
2022	121	24	518
2021	122	64	560
2020	The program has been suspended due to the corona pandemic		
2019	787	44	756
Total	1330	192	2334





**Below is a breakdown of volunteer activities in 2023:**

Type of volunteering	Activity	Date	Volunteer Hours	Volunteer Number	Benefeciaries Number
1st Professional	Participation in a workshop on selecting the criteria for evaluating the Hemam Award	8-Feb-23	5	1	14
2nd Professional	Knowledge sessions for Microsoft Club members at King Abdulaziz University	20-Mar-23	15	3	40
3rd Professional	Presenting training courses to Hilton employees	6-5-April-23	24	3	30
4th Professional	Presenting a training course (Mentor and Buddy Program) for (Al Salem Johnson Control Company, Al-Bir Society, Sharbatly (Foundation for Community Service, and Dr. Samir Abbas Hospital	15-May-23	8	3	15
5th Professional	Presenting training courses for Dr. Samir Abbas Hospital about Mentor and Buddy program and the art of dealing with people with disabilities	30-May-23 4-Jun-23	16	3	45
6th Professional	Participating in the Human initiative jury	23-Jul-23	4	3	16
1st General	Packaging, wrapping and distributing Ramadan baskets to beneficiaries at Nama Association Store	28,29,30-Mar-23	31	27	200
7th Professional	Savola Foods Company presented training courses for human resources employees in the Ministry of Hajj and Umrah, which, included the following topics: performance management, institutional development, enhancing employee engagement, attracting talent, employment and salaries	From 9-Jul-23 to 9-Aug-23	130	8	6
8th Professional	Knowledge sessions for Microsoft Club members at King Abdulaziz University and Jeddah University	10-9-Oct-23	45	12	30
9th Professional	Presenting entrepreneurship consultations for small and medium enterprises in cooperation with Ahalina program	12-Nov-23	9	1	3
10th Professional	Presenting consultations on warehouse management and logistics services to Namaa Association	13-Nov-23	6	2	1
2nd General	Distributing winter clothing for families in need in Al-Jawf with Ahalina Program	13-Dec-23	7	2	100
			<b>300</b>	<b>60</b>	<b>500</b>

**1- Ata'a Program Promotional Campaign**

In accordance with the direction of the Board of Trustees to increase awareness in the group and its subsidiaries about Ata'a program and volunteer work, an internal communication campaign was launched targeting the group's employees, in cooperation with the internal communication team of the Savola Group and its subsidiaries. The promotional campaign for the program began in July and continued until the end of September 2023.

**Objectives:**

- ▶ Create an effective communications campaign for the Savola Group and its subsidiaries using attractive key messages and visuals
- ▶ Achieving the Group companies' targets for volunteer hours
- ▶ Contributing to the Kingdom's Vision 2030 and the National Volunteering Portal.
- ▶ Positive media coverage of Savola's activities and success stories.

**2- The Development of Ata'a Program Guidelines**

These guidelines aim to formalize the commitment of Savola Group companies to employee volunteerism, to assist and support employees who wish to volunteer, and to provide a framework for best practices. This guide has been prepared to build a strong foundation for the Ata'a program and it can be used as a reference for the program.

**The guideline includes the following main topics:**

- ▶ Introduction of Ata'a Program (Savola's employee volunteer program)
- ▶ Volunteer rights
- ▶ Volunteer obligations
- ▶ Categories of volunteer work
- ▶ Ethical code for volunteering
- ▶ Participation regulations

**3- The Participation in the 2nd Annual Volunteer Forum**

The Savola World Foundation participated by a working paper on Ata'a program and its experience in volunteering at the second annual volunteer forum on 7th - December 2023, which was organized by the Ministry of Human Resources and Social Development in Riyadh and was entitled "Modern trends in volunteer work towards effective and sustainable youth development as part of the Ata'a Watan 2023 activities. The forum targets the governmental, non-profit and private sectors, volunteers and volunteer teams, in addition to the general community.



**Objectives of the Second Volunteer Forum 2023:**

- ▶ Promote awareness
- ▶ Adopting the concepts and trends of volunteer work
- ▶ التبنى لمفاهيم العمل التطوعي وتوجهاته
- ▶ Enhancing coordination and integration to increase the efficiency of the volunteer work system
- ▶ Enabling stakeholders to activate and improve volunteer work practices
- ▶ Reviewing inspiring global experiences and discussing the important roles of volunteer work in achieving sustainable development, in conjunction with the rapid achievements made by volunteer work in various fields of volunteering in the Kingdom and achieving the goals of the Kingdom's vision before the year 2030.

**4-The Participation in Workshops**

The Savola World Foundation participated in the workshop titled "Stakeholders in the Initiative to Empower and Organize Volunteer Work to Serve the Guests of God," which was organized by the Ministry of Human Resources and Social Development on 11-12 September 2023, in the city of Jeddah.

**Workshop objectives:**

- ▶ Unifying perceptions regarding national voluntary trends in serving the guests of God.
- ▶ Analyzing the reality of volunteer work in serving the guests of God for the private sector and the non-profit sector.
- ▶ Monitoring aspirations and ambitions to contribute to building strategic directions for volunteer work in serving the guests of God.



### 3) Business Development Pillar



#### Yumnak Program

Yumnak is one of Savola World programs, and it is an intensive, practical hands-on program which provides a set of technical tools to enable companies to achieve their desired expansion scale. Selected participants will benefit from this program through sharing their business plans and products with well-grounded experts in the sector, with the aim of obtaining either partnerships or investments. What distinguishes “Yumnak” from other programs is its focus on developing established companies and increasing their sales or obtaining investments. This is achieved by providing support, direction and guidance to selected companies, which will benefit from the opportunity to meet with a group of experts specialized in the administrative, strategic, planning, financial, marketing, and technical fields to increase growth opportunities and attract investments.

#### Program's Objectives

Promote the work of small and medium-sized enterprises by preparing them for investment opportunities.

Participate in expanding the business network of small and medium enterprises through mentoring sessions and expanding their business scope.

#### Stages of the Program

- 1 Program awareness through a widespread media campaign.
- 2 Receiving applications from qualified companies.
- 3 Filtering and selection process.
- 4 Providing lectures and workshops with experts in fields that serve companies in the growth and investment stage.
- 5 Designing bespoke development, support, and guidance plans for each company.
- 6 Implement the plan for escalation, acceleration, and follow-up.
- 7 Rating and review.
- 8 Presenting sales pitches to potential business partners and industry players.
- 9 Prepare and submit the final presentation to meet potential investors on the final demo day.
- 10 Completion of successful partnerships/investment agreements and drafting of contracts.



#### The Most important Milestones of the Program:

- ▶ Develop a communication plan and visual materials and launch the program on social media platforms.
- ▶ Create a separate page for the program on the Savola World website, make the technical design and launch the application form on a specialized website.
- ▶ Launching the advertising campaign and receiving applications to join the program from July 27 to September 8, 2022.
- ▶ The number of applicants reached 129 companies, and only 10 companies were qualified for the final stage of the program.
- ▶ 40 workshops and 20 lectures were held on specialized topics such as marketing, improving distribution channels, financial and tax planning for small and medium-sized companies, building a dynamic financial model, data rooms, alternative financing, evaluations, and others.
- ▶ The number of mentors and lecturers reached 26 people during the program stages.
- ▶ 29 guidance and counseling sessions were held for qualified SMEs.
- ▶ Several companies in various sectors including food, retail, and logistics services attended the Partnerships Day and met with the qualified companies to learn about the products and services provided to open up opportunities to expand their business scope. The attendance exceeded 104 guests and companies.
- ▶ Investment and financing rounds worth 39,457,000 Saudi riyals were closed, and 5 commercial partnership contracts were signed for companies.
- ▶ The graduation ceremony was held in the presence of the executive and administrative team of Savola Group as well as investors

#### Program's Achievements in 2023

This year witnessed the conclusion of the first edition of the “Yumnak Program”, which aims to develop businesses for small and medium enterprises in the food and retail sector. The competitive advantage of the Yumnak program lies in its focus on developing existing companies and raising their sales or obtaining investment, by providing guidance and mentoring to companies. In its first edition, the program achieved great success, as more than 100 small and medium companies from various cities of the Kingdom applied for the program, and after competition among the qualified companies, only 10 companies were filtered and selected for the final stages of the program. A partnerships event was also organized with the aim of enhancing cooperation and innovation for qualified small and medium-sized companies, and opening partnership opportunities for them with major companies in the food and retail sector in the Kingdom. The number of mentors and lecturers in the program reached 26 experts and speakers, and more than 40 workshops and more than 20 lectures were presented on specialized topics such as financial and tax planning, e-marketing, and financial modeling for small and medium-sized companies. With the grace of God Almighty, investment and financing rounds worth 39,457,000 Saudi riyals were closed, and 5 commercial partnership contracts were signed for companies during the year 2023 as a result of the program so far. The second version of the “Yumnak Program” was also launched during the fourth quarter of 2023.





### Companies that qualify for the final stage of the program



## Savola World Hosting the Foodtech Event

As part of the efforts of the Yumnak Program to raise awareness of entrepreneurship in the sector, the Savola World Foundation hosted the Foodtech event on 2nd October at the Savola Tower, which targeted those interested in the intersection between food and technology.

### Through this event, participants had the opportunity to:

- ▶ Network with industry professionals and gain valuable insights into the latest trends and best practices
- ▶ Explore potential investment opportunities and collaborate with like-minded individuals
- ▶ Learn about the latest innovations that develop the food industry



The event was attended by more than 150 participants, including a group of employees of Savola Group companies. One of the executive directors of Savola Foods Company participated in managing one of the sessions.

## Supportive Projects Pillar

The programs and initiatives that fall under the supportive projects pillar vary on an annual basis, and can be defined as the group of projects that serve the objectives of the Foundation in general, and these projects may be within the Foundation's long-term programs such as the Partnerships Program or they may support some of the projects and initiatives, such as studying the social return on investment and measuring the impact of the Foundation's activities or issuing the Foundation's annual report and other projects. The following an update of the activities of this pillar during 2023:

### 1) Partnerships Program:

Savola World Foundation works according to a strategic vision aimed at achieving an effective contribution and a qualitative leap in the field of sustainability at the level of the non-profit sector in the Kingdom. partnerships building is one of the most effective enablers for development programs to accelerate the pace of work and maximize the social impact. The Foundation has also developed its Partnership Policy and Guidelines, which outlines the principles and approach of partnership in the Foundation, key categories of partners, its partnership framework and criteria, due diligence and assessment, co-branding guidelines, and other technical and operational aspects of the program. Savola World seeks to find strategic partners for its programs and initiatives from public, private and non-profit sector, that operate in the same focus areas and have common goal's, similar to the foundation's. Through its partnership program, Savola World aims to contribute to addressing sustainability and social development goals in light of Saudi Arabia's Vision 2030 and the United Nations Sustainable Development Goals, enabling it to create a comprehensive and sustainable societal impact at a national level.

### 2) Social Return on Investment Study

Social Return on Investment (SROI) is a methodology for predicting the expected impact or assessing the actual impact of a community initiative. The social return on investment is determined by developing the theory of change, setting financial values for inputs, outputs and outcomes, predicting the contribution of the initiative to impact and calculating the return by comparing the value of the inputs with the value of the impact.

Savola World started to assess its SROI since 2019, and starting from 2022, the Foundation has started to develop SROI studies (forecastive and evaluative) for its various initiatives and programs. The main purposes of SROI measurement studies are to enable the team to plan strategically and assist the executive team and program leaders to build in-depth understanding of the of their programs and initiatives and to make decisions based on evidence regarding expansion, reducing, re-planning or even ending a program \initiative. This tool additionally enables the Foundation's Board of Trustees and its executive management to focus the investment in the areas that have greater social return and impact and to direct resources (time, money and effort) in a more efficient manner.

The conducted SROI studies revealed that the Savola World social interventions have made measurable value over the years for the strategic partners and society, and that the foundation's programs and initiatives generated a positive return on investment and achieved high social value for every Riyal spent on them.





# 4

## Corporate Governance Report





## Fourth: Corporate Governance Report

### The Composition of the Board of Trustees:

The Foundation is managed by a Board of Trustees consisting of five members\*and the foundation’s Articles of Association in relation to the Board stipulate that the duration of one term of the Board of Trustees shall be four years, and in light of this, below is the Savola World’s Board of Trustees was which is formed of five members:

Name	Title
Mr. Fahad Abdullah AlKassim	Chairman
Mr. Waleed Khaled Fatani	Vice chairman
Eng. Abdullah Mohammed Nour Rehaimi	Board member (Financial Supervisor)
Mr. Waled Abdullah AlGhreri	Board member
Dr. Bander Talaat Hamooh	Board member

\*Note: The current Board office term will end by 16/5/1446H.

### The Board members must meet the following criteria:

in accordance to the Foundation’s Articles of Association, a member of the Board of Trustees must be a Saudi national, 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 crimes, 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.
- ▶ Provide 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.
- ▶ 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 2023

In order to enhance its role and responsibilities, the Board of Trustees held (4) meetings during the year 2023. The below table shows a record of the attendance of members of the Board of Trustees at the Board meetings during the year:

No	Member	Title	Meetings During 2023				Total
			6 Feb	9 May	18 Spt.	6 Nov.	
1	Mr. Fahad A. AlKassim	Chairman	✓	✓	✓	✓	4 of 4
2	Mr. Waleed K. Fatani	Vice Chairman	✓	✓	✓	✓	4 of 4
3	Eng. Abdulrahman M. N. Rehaimi	Board Member (Financial Supervisor)	✓	✓	✓	✓	4 of 4
4	Mr. Waled A. AlGhreri	Board Member	✓	✓	✓	✓	4 of 4
5	Dr. Bander T. Hamooh	Board Member	✓	✓	✓	✓	4 of 4
-	Mr. Abdulrahman Basyouni	Board Secretary	✓	✓	NA	NA	2 of 2
-	Mr. Haitham Mahboub	Board Secretary	NA	NA	✓	✓	2 of 2

\* Mr. Haitham Abdullah Mahboub was appointed by the Board of Trustee as Board Secretary as of 1st September 2023 after the resignation of Mr. Abdulrahman Basyouni previous Board Secretary

### 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 is 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 any financial burdens in that regard on Savola World.

### Performance Assessment of the Board of Trustees Members

As per Savola Group’s (the “Founder of Savola World Foundation) good governance practices, a board effectiveness assessment was conducted in-house for the year 2023 with 100% participation. The assessment included detailed questionnaires to assess the effectiveness of the Board performance during the year 2023 and to identify the strengths and the areas that need improvement of the Board considering its role and responsibilities. The Questionnaires covered the following Topics:

- 1 BoT’s Structure and Composition, Members’ interaction during Meetings, and Materials availability and clarity.
- 2 BoT’s functions and responsibilities based on Savola World’s bylaws, Savola CRS policy, Savola bylaws and relevant regulations.
- 3 Management relationship with BoT and Secretary role and Interaction.
- 4 BoT Chairman of the Board role and interaction, and BoT Performance and interaction with SG’s Board.
- 5 The high quality and comprehensiveness of the reports that periodically submitted to the founder by the Chairman of the Board of Trustees.

Analysis was conducted on the survey forms, which had 100%-member participation. The final results and recommendations in this regard, as well as the strengths and areas that require improvement will be submitted to the Board during the the first quarter of 2024.

## Main Decisions taken by the Board of Trustees during the year 2023

Decision Summary
Approving the Budget for the Year 2023
Approving the initial plan of social programs and initiatives of the Foundation according to the Foundation's strategy.
Approval on the Financial Statements of the Foundation for the year 2022 and the appointment of an external auditor.
Following up on the Foundation's programs and initiatives during the year 2023

## The Most Prominent Tasks and Responsibilities of the Executive Management

The Executive Management of the Foundation is responsible for; managing the daily operations, following up on departments, preparing the necessary plans to achieve the Foundation's goals and working to organize and develop them, and undertaking 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 monitoring and following up on 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 following up on 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 plan 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 ensure 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.
- ▶ Perform follow-ups on 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.

## Financial Statements

The Board of Trustees appointed KPMG Professional Services to prepare and audit the financial statements for Savola World Foundation for the year 2023.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 2024 and making 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 Foundation working under the supervision  
of the National Center for Non-Profit Sector)

