



Annual Report 2024
Savola World Foundation

Pioneering Steps

**Towards Sustainable
Development &
Prosperous Society**

Non-Profit Organization, under the License of the
National Center for Non-Profit Sector No.1007

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Opening Messages

Chairman's Message

Savola Group Shareholders and Board of Directors

It gives me a great pleasure to present to you the fifth annual report of the "Savola World Foundation," which provides an overview of the Foundation's performance, the corporate governance report and the key highlights of the achievements accomplished during 2024.

Since its establishment, "Savola Group"- the founder-, has been recognized for its unique vision in the field of social development and sustainability, as well as its continuous efforts to develop programs that serve the community and enhance its contributions to social responsibility. This vision has positioned the Group as a national role model for the private sector in KSA.

With the launch of Saudi Vision 2030, which emphasizes empowering the non-profit sector and enhancing its role in societal development, "Savola" made a strategic decision in 2019 to separate its social responsibility and sustainability activities from the HQ operations into a standalone non-profit foundation, called "Savola World Foundation." The foundation operates under the supervision of the National Center for Non-Profit Sector.

"Savola World" focuses its efforts on key focus areas in CSR & sustainability. It aims to build strategic partnerships across various sectors to implement programs that contribute to development and provide sustainable, innovative solutions that address the needs and challenges of the local community.

During 2024, "Savola", represented by the "Savola World," received the CSR Award from the Ministry of Human Resources and Social Development, during the CSR Global Forum- 2024. This recognition reflects the Group's commitment to driving developmental progress and creating a positive impact within its sustainability focus areas.

"Savola World" is dedicated to encouraging private sector companies to adopt social responsibility within their business strategies and operations. In line with this, "Savola" signed the "Sustainability Pledge," as part of the "Sustainability Champions Program," that was launched by the Ministry of Economy and Planning. This initiative was announced during the World Economic Forum held in April 2024. Through this program, the Group has been recognized amongst the top 20 leading companies in sustainability in KSA. This initiative aligns with the Kingdom's comprehensive approach to address environmental challenges and accelerate the transition toward a green economy in line with Saudi Vision 2030. Through this program, the distinguished companies, known as "Champions," support other businesses in enhancing their sustainability practices, reinforcing their leadership in integrating sustainability across various aspects of their operations.

In 2024, the "Savola World Foundation" signed an MOU with the "Social Development Bank," to join the bank's social responsibility portfolio, aimed at supporting entrepreneurs and startups in the food sector in KSA. This initiative will facilitate access to financing for entrepreneurial startups businesses in the sector across all regions of Saudi Arabia, enhance the capabilities of program beneficiaries through training and development, create sustainable jobs for citizens and positively impact the national economy.



The foundation is committed to provide innovative social solutions that accelerate the pace of community development. It places significant emphasis on developing and empowering its executive management team and on conducting studies to monitor and measure the social impact and social return on investment for all its programs and initiatives. "Savola World" aligns its developmental efforts with three key focus areas in harmony with national and global sustainable development goals. These areas include environmental sustainability, human development and empowerment, and SMEs development. In 2024, the foundation implemented a range of specialized, innovative programs and initiatives with tangible social impact.

"Savola World" is keen about building beneficial partnerships, which is considered a key factor for implementing developmental programs, accelerating progress and maximizing social impact. In this regard, 2024 witnessed forming a handful of strategic partnerships with government entities, private sector, non-profit organizations and international institutions, as well. These partnerships reflect the foundation's dedication to fulfil its mission and maximize the reach, value and impact of its initiatives and development efforts.

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. I also express my deep gratitude for the esteemed members in the "Savola World" Board of Trustees for their valuable and effective contributions to advancing the mission of the foundation and ensuring the success of its endeavors.

Special thanks go also to the foundation's executive team and the supporting team from "Savola Group"-the founder-, for their dedication and relentless efforts in realizing the vision and goals. I would also like to extend my profound appreciation to the National Center for Non-Profit Sector for its unwavering support in empowering and fostering the sector's growth across the Kingdom. Furthermore, I express my gratitude to all the foundation partners across various sectors for their valuable collaboration, as well as to the members of our local communities for their trust and continuous support.

We aim to achieve our development vision and making meaningful impact in the field of sustainability within the non-profit sector, for our beloved homeland, the Kingdom of Saudi Arabia.

Fahad Bin Abdullah Al Kassim
Chairman of the Board of Trustees

Opening Messages

Executive Director's Message

As Vision 2030 approaches its tenth year since the launch, the release of our annual report aligns with Vision and its continued efforts toward achieving comprehensive social development. The Vision serves as a national roadmap that places significant emphasis on developing the non-profit sector and enhancing its role in sustainable development. Recognizing the pivotal contribution of this sector, Saudi Arabia has prioritized its growth within the Vision, acknowledging its importance in achieving comprehensive national development, fostering societal progress and supporting economic growth.

This year, we celebrate the continued historic growth of the non-profit sector, which has witnessed a remarkable increase in the number of nonprofit organizations in recent years. This growth reflects the sector's expanding social, economic and environmental impact. The regulatory and legislative enablers, championed by the National Center for Non-Profit Sector, have played a critical role in driving these transformative milestones through the adoption of various frameworks and regulations.

"Savola World Foundation" is committed to contribute to the national development goals, through its diverse structure of programs and initiatives. In the foundation, we focus our efforts on key main pillars: environmental sustainability, human empowerment and SMEs development. Below I would like to highlight the foundation's key achievements in 2024:

Environmental Sustainability Pillar:

"Negaderha" is our food waste management and reduction program in Saudi Arabia. The program was developed to address food wastage as a national issue. "Negaderha" provides the target groups with best global practices, knowledge and tools in waste management, to lead to sustainable behavioral change and optimal use of food resources. In 2024, "Negaderha" planned and executed five community awareness campaigns tailored to key seasons known for high food consumption and wastage, including: Ramadan, Eid Al-Adha/ Hajj season, summer, the back-to-school season and the social gatherings. These campaigns achieved remarkable success, reaching over 5 million individuals through both virtual and on-ground activities. Additionally, the campaigns achieved 50 K microsites visits, 41 K booklet downloads, and all videos and communication materials garnered approximately 8 million views. The program has successfully partnered with many organizations throughout the year, which provided logistical and financial support, covering 35% of the initiative's operational costs. These partnerships enhanced the campaigns' overall value, reach and social impact. In 2024, "Nagdherha" entered into a (strategic partnership) with the Saudi Food Bank (Ita'am), in "Hajj Without Waste" initiative for Hajj 1445H/2024. This national initiative resulted in a significant food preservation and waste reduction of 1,418,101 food units, valued at approximately 15,638,543 ٢.

Human Development and Empowerment Pillar:

"Makeen" program continued its efforts to empower people with disabilities by fostering suitable and healthy work environments that tailor to their specific needs. These efforts included organizing several awareness lectures and workshops targeting both the public and private sectors, aiming to promote best practices for creating inclusive and accessible workplaces. Approximately 800 trainees benefited from these workshops. In 2024, "Makeen" further developed its "Buddy & Mentor" program into a comprehensive digital learning platform, that offers specialized training courses on workplace inclusion for people with disabilities. With regards to "Ata'a" program, the foundation focused on enhancing the development and governance of volunteer work to ensure an inspiring and motivating environment that cultivates a culture of volunteering within "Savola Group." The collaboration efforts with the foundation's partners were expanded to implement numerous distinctive volunteering opportunities for group's employees, contributing to the program's positive social impact. During the year, approximately 200 "Savola" employees participated in professional and general volunteering opportunities provided by the program, reaching to 16,811 beneficiaries across the Kingdom.



SMEs Development Pillar:

This year marked the successful completion of the second cohort of "Yumnak" program, which saw significant interest from the SME's industry, with 329 participating companies exceeding the planned registration target by 31.6%. Following a careful selection process, 10 companies were qualified as finalists, advancing to the final stages of the program. Throughout the program, over 30 experts and speakers shared their expertise through 38 mentorship sessions and 20 intensive training sessions. The program achieved significant success. The key outcomes of the program that, 31,928,967 ٢ of investments and financing raised and 17 strategic business partnerships contracts secured. In 2024, an MOU was signed with the "Social Development Bank" to develop a financing product within the Social Responsibility Portfolio. This reflects "Savola World's" commitment to fostering innovation and supporting the growth of SMEs in vital sectors, contributing to a sustainable economic and social impact. "Savola World" is proud to be the first non-profit organization to join the CSR Portfolio.

Impact Investing:

"Savola World" has embarked on a journey to integrate impact investment concept into its operations. To build a deeper understanding of its practices, opportunities and challenges, the foundation arranged for an internal workshop in March 2024, in partnership with training provider "Impact Builders." The workshop saw participation from the foundation's executive team, along with executives and employees from "Savola" and its subsidiaries. The workshop focused on enhancing understanding of the concept of impact investment, its strategies, and exploring related challenges, in addition to identifying key focus areas for developing innovative ideas and creating new social impact investment opportunities. Therefore, in October 2024, "Savola World" established a (strategic partnership) with "Bab Rizq Jameel," through "Start Smart-24" competition. The competition aimed to reinforce impact investing by promoting for the innovative solutions in three main tracks: startups track, social enterprises track and environmental track. Through this collaboration, "Savola World" presented the prizes for environmental track winners. Additionally, the foundation participated in the judging committees, affirming its commitment to supporting and promoting innovation in environmental sustainability initiatives and fostering innovative thinking and impact investment.

Acknowledgement:

In closing, I extend my sincere gratitude to "Savola Group" (the Founder), its shareholders, its subsidiaries, and its representatives on the group's CSR Committee. I also express my appreciation to the esteemed members of the Board of Trustees in "Savola World Foundation" for their valuable guidance and continued confidence in the organization's executive team. I am also grateful to "the National Center for Non-Profit Sector" for their distinguished efforts in promoting the collaborations between the non-profit entities and supporting the national development process.

I would also like to acknowledge the prominent role of the "Council of Foundations" in empowering and developing the non-profit sector and promoting the cooperation and integration of these entities. On a final note, I extend my thanks to the members of the local community and all our partners across various sectors for their generous support, which has had a significant impact on realizing the foundation's objectives and programs.

Bandar Sami Arab
Executive Director

1 Board of Trustees and Executive Team



Summary of Board of Trustees CVs:



Mr. Fahad A. AlKassim
Chairman of the Board

Current Positions:

Savola Group Board member; Businessman; Chairman of Osool Integrated Property Co. and Liwan for Real Estate Development Co.; and Board Member of several listed, unlisted and family-owned companies. Partner in Century 21 & Partner for Real Estate Appraisal Co. and Fahad Abdullah Al Kassim & Partners Chartered Accountants & Consultants.

Previous Positions:

- CEO of Amwal Financial Consultants.
- General Manager of Othaim Trading Group.
- Managing Partner at KPMG International.
- 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 K. 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.
- He worked as the Group Treasurer of Abdul Lateef Jamil and Capital Markets & Investment Advisor to the President.
- The General Manager of Deutsche Bank KSA.
- 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.



**H.E. Eng. Abdullah
M. N. Rehaimi**
Board Member

Current Positions:

Retired – Government Official.

Previous Positions:

- Managing Director/CEO, Savola Group.
- President, General Authority of Civil.
- the former Assistant Director General, SIDA.

Qualifications:

- Bachelor of Mechanical Engineering, King Fahad University of Petroleum & Minerals, Saudi Arabia.
- Chase Manhattan Bank Credit Program (JP Morgan Chase).
- Various leadership programs.

Experience:

Extensive skills in leadership, management, finance, strategic planning, and restructuring.



Mr. Waled A. Ghreri
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.

Summary of Executive Management CVs:



Bandar Sami Arab
Executive Director

Current Positions:
Executive Director.

Previous Positions:

- Executive Director of Initiatives and Partnerships in the Emirate of Makkah Al Mukarramah and the Executive Director of the first Jeddah Season festival.
- Executive Director of Economic and Development Affairs, Executive Director of the Jeddah Center for Endowments and Social Responsibility, and Executive Director of the Small and Medium Enterprises Center at Jeddah Chamber of Commerce.
- Assistant CEO - Senior Director of Social Programs Al-Ahli Bank.
- Director of Business development at Prince Sultan Charitable Foundation.
- GM Disabled Children Association Jeddah.

Qualifications:

- DBA and MBA - Arab Academy for Science and Technology in Alexandria.
- Bachelor's in Political Science from King Abdulaziz University.

Experience:

25 years of experience in the charitable, non-profit, private and government sectors, participated in several work teams in establishing departments, programs and events, governing and implementing them. An expert in strategic planning, managed and led many workshops for the government and non-profit sectors as an independent consultant to draw strategies, solve problems and measure work performance.



Nouf Fouad Halwani
Senior Projects Manager

Current Positions:
Senior 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 & Research Officer at the Madinah Institute for Leadership and Entrepreneurship (MILE).

Qualifications:

- Bachelor's degree in English Linguistics & Literature from King Abdulaziz University.
- Certificate in leadership development from the INSEAD Institute for Executive Education.

Experience:

She has 15 years of experience in areas related to corporate communications & PR, CSR & sustainability strategy and programs, Social Return on Investment (SROI) and Social Impact studies, Sustainability Reporting & ESG Reporting.



Mufareh Mohamad Asiri
Projects Manager

Current Positions:
Projects Manager.

Previous Positions:

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:

- Bachelor's degree in industrial chemistry from King Fahd University of Petroleum and Minerals.
- 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.

The Support Team from Savola Group:



Haitham Abdullah Mahboub
Director, Corporate Governance -Savola Group-
Board of Trustees – Board Secretary
-Savola World-

Current Positions:

- Director, Corporate Governance- Savola Group.
- Board of Trustees – Board Secretary- Savola World.

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.



Saad Saud Khabiri
Executive Director, Corporate
Finance & IR -Savola Group-
Financial Controller -Savola World-

Current Positions:

- Executive Director, Corporate Finance & IR – Savola Group.
- Financial Controller- Savola World.

Previous Positions:

- He moved through several positions in 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 About The 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 1437 /02/18H and its executive by-laws issued by Ministerial Resolution No. (73739) dated 1437/06/11H. 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 2019 ,28 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 1440/8/11 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

The foundation aims to achieve the following, - and without seeking any financial profit:



Develop social responsibility concept amongst individuals and institutions



Contribute to measuring the developmental impact of social responsibility programs



Encourage the private sector to adopt social responsibility



Build bridges between the three sectors to enhance social responsibility

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 Executive Director, under the supervision of the Board of Trustees, where the Executive Director 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



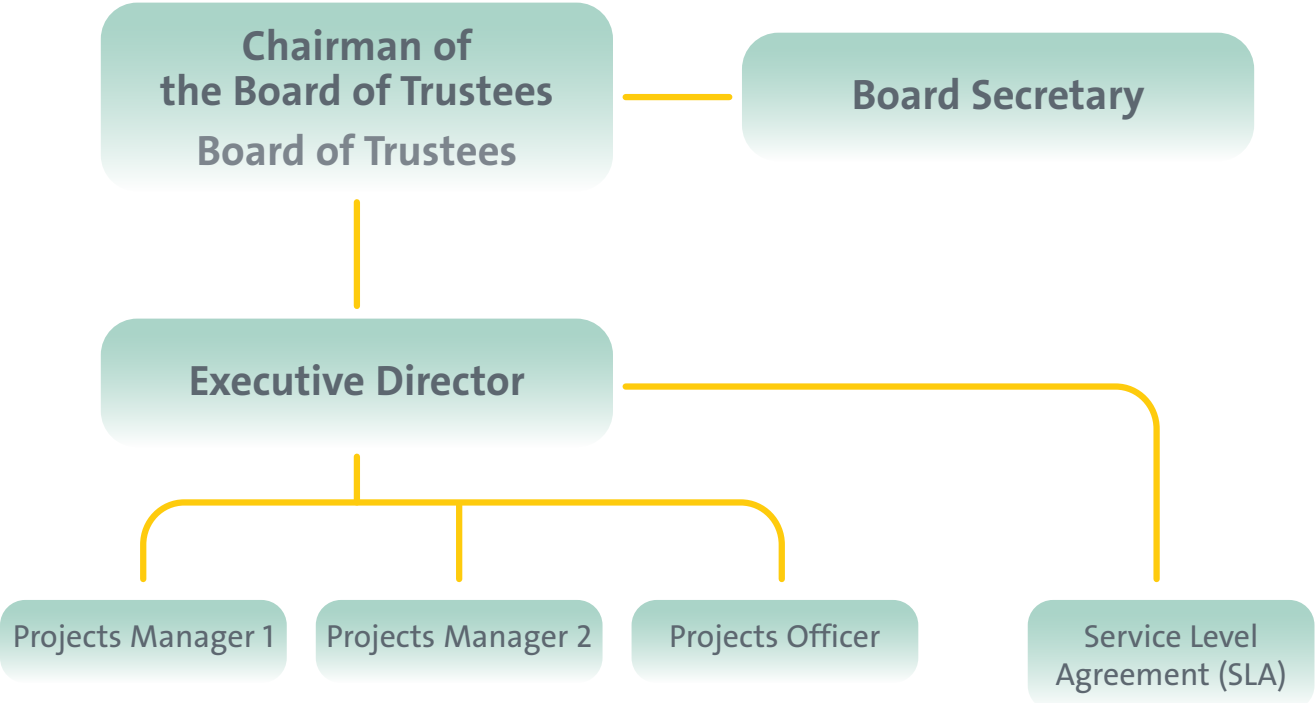
Returns on investment of the Foundation's fixed and movable tangible assets

In the year 2024, 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.

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

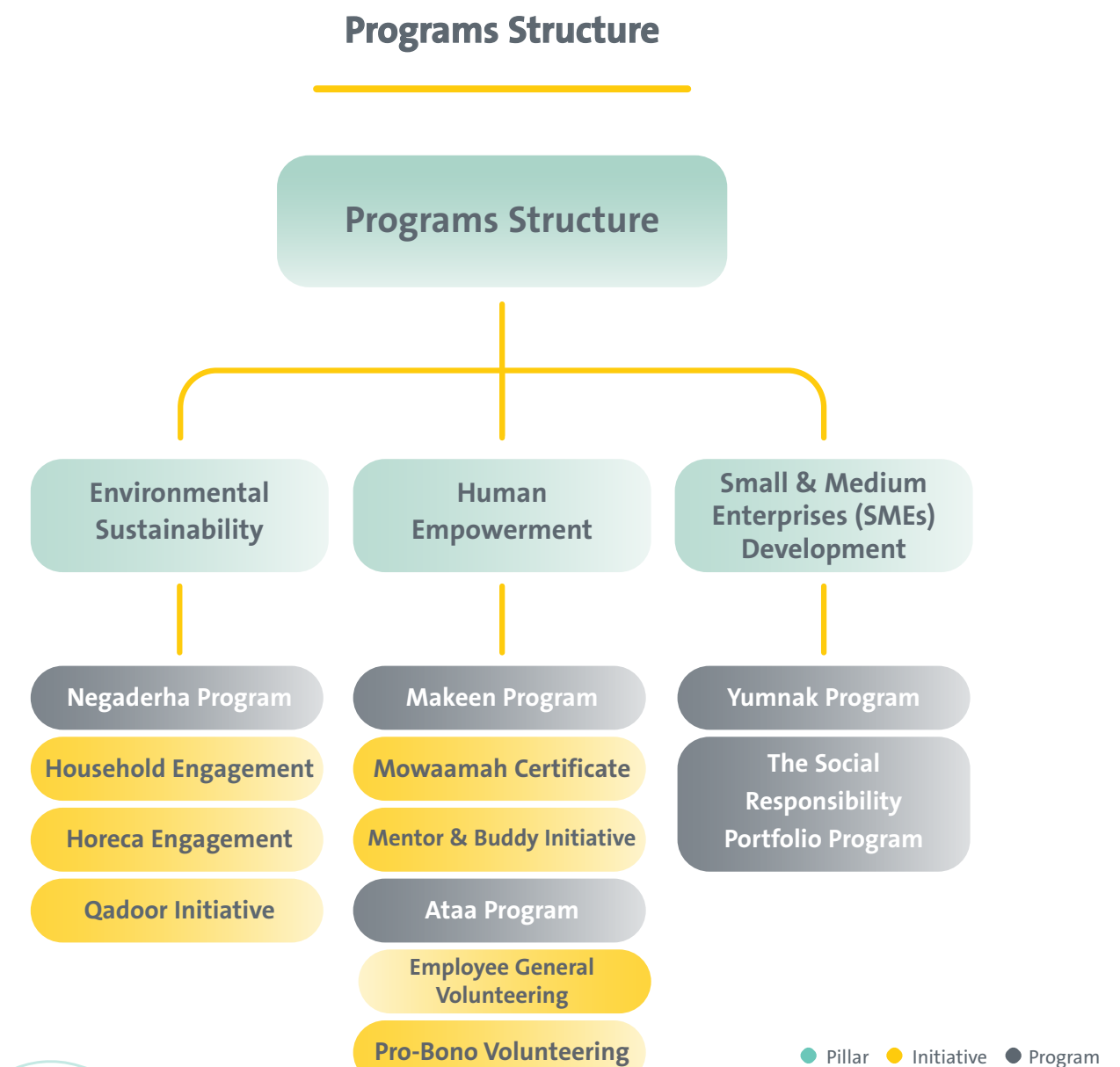
To maximize the impact of its programs and initiatives, Savola World builds partnerships with entities in the public, private and non-profit sectors at both the local and international levels, which enables us to build programs and initiatives and implement them effectively, which in turn contributes 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:



3 Programs and Achievements in Year 2024



First/ A Summary of Major Achievements of Savola World Foundation in 2024

1 Achievements on Foundation Level

- Signed an MOU with the Social Development Bank, for a Portfolio to Support Entrepreneurs and Startups in Food Sector.
- Signed a Strategic Partnership Agreement with Bab Rizq Jameel, and presented the prizes to winners in the environmental track in Start Smart Competition-2024.
- Signed the Sustainability Pledge as part of the "Sustainability Champions Program" launched by the Ministry of Economy and Planning, during the World Economic Forum.
- Received the Corporate Social Responsibility Award from the Ministry of Human Resources and Social Development during the Corporate Social Responsibility Global Forum 2024.



Dr. Bandar Arab's Participation in a Discussion Panel during the Global CSR Forum-2024



Mr. Hassan Jameel Honors "Savola World" for its Contribution to "Start Smart 24" Competition



2 Achievements on Programs Level

SAVOLA
WORLD

Negaderha

- Developed & launched all-year **5** community awareness campaigns, which achieved a social reach **+5 M**, **50 K** microsite visits, **411** booklet downloads & **8 M** views.
- Achieve **5** Partnerships in the community awareness initiatives.
- The Completion of the Negaderha "HORECA Food Waste & Loss" Study.
- Launch "Hajj without Waste 1445 H" Initiative in association with Ita'am, which saved **1,418,101** food units that worth a financial value of **15,638,543** ٠.
- The inclusion of "Negaderha" Program on the website of the **Food & Agriculture Organization of the United Nations (FAO)**, as one of the most effective projects in food waste management in the Near East and North Africa (NENA) region.

SAVOLA
WORLD

Makeen

- Developing the **Mentor and Buddy Program** to become an integrated **e-learning platform** that provides specialized training courses in the field of including people with disabilities in the workplace.
- Savola Group signs a memorandum of understanding with Wasm Association for Multiple Sclerosis.
- Training **765** trainees via providing **30** training courses and workshops.
- Sharing Savola's experience on best practices in empowering people with disabilities in the labor market at the Erteqa Forum that was arranged by Erteqa Association for people with disabilities.

SAVOLA
WORLD

Yumnak

- Closing investment and financing rounds worth **31,928,967** ٠.
- Holding **58** intensive training and guidance sessions.
- Signing **17** commercial partnership contracts for companies.

SAVOLA
WORLD

Ata'a

- Participation in the dialogue sessions of the "Alemni (3)" initiative for volunteering.
- Total number of **volunteer hours: 411** hours.
- Total number of **beneficiaries: 16,811** people.
- Total number of **volunteers: 184** volunteers.

Second/Update about the Programs in 2024

1 Environmental Sustainability Pillar



Negaderha

Negaderha Program

Introduction:

According to the UN's Food and Agriculture Organization, 1,3 billion tons of edible food is wasted globally every year (FAO.org, 2016). This staggering amount not only puts food security at risk, but also spells out dire economic, social and environmental consequences. 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.

About the Program:

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).

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.

Partners:



Negaderha

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 since Launch:

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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).

2023

- Developed and Executed the all-year community awareness campaign, entitled "Recycle Food, Don't Waste it," with a total social reach up to 17 M people.
- Awarded with the Princess Seetah bint Abdul Aziz Award in Social Work - Environmental Sustainability Pillar.
- Participated in FAO's Regional Conference.

Program's Achievements in 2024:

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Developed and Launched Community Awareness Campaigns:

About the initiative:

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 Eid 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.

Community Awareness Campaigns in 2024:



Building on the success of its impactful community awareness campaigns, In 2024, Negaderha launched a year-round communication campaign that covered five key occasions: Ramadan, Eid Adha, Summer, Back to School, and the social gatherings season.

The campaigns featured a variety of creative content and assets, including over 85 deliverables such as carousels, influencer collaborations, videos, key visuals, interactive stories, microsites, competitions, and educational booklets. All the digital campaigns were run on the social media platforms of Savola World and the partners', as well.

Throughout the year, the "Negaderha" program successfully secured partnerships with five organizations: Panda Retail Company, Grace Reservation Institution, the United Nations Environment Program (UNEP), Recipe of Change Campaign, and AlTanmiah Food Company. These partners not only provided financial and reputational support, contributing to the campaigns' success, but also collectively enhanced the social value, impact, and visibility of all the campaigns.



The Main KV of Ramadan Campaign "Appreciate Food & Save It"



Below is a performance summary of all campaigns implemented in 2024:

Campaign Tagline	Season	Month 2024	Type	Planned KPIs	Achieved KPIs	Achievement (%)
Appreciate Food & Save It	Ramadan	March April	Hybrid (online-offline) Included on-ground activation in Panda stores, across the Kingdom	Reach 2.4M Visits 20K Booklet Downloads 10K	Reach 3M Visits 29,032K Booklet Downloads 21,595K	Reach 125% Visits 145% Booklet Downloads 216%
We Celebrate & Appreciate Food	Hajj & Eid Al-Adha	May June	Online on Social Media Platforms	Reach 224K Visits 2K Booklet Downloads 1K	Reach 395K Visits 2,515K Booklet Downloads 3,895K	Reach 177% Visits 126% Booklet Downloads 390%
Cool Food & Save It	Summer	July	Online on Social Media Platforms	Reach 130K Visits 15K Engagement 18K	Reach 175K Visits 171,365K Engagement 172,584K	Reach 135% Visits 1,142% Engagement 958%
Returning Back & Appreciative A New School Year without Food Waste	Back to School	September	Hybrid (online-offline) Included an on-ground activation, Masterclass in a Panda store	Reach 1.5M Visits 12K Booklet Downloads 6K	Reach 2,146,529M Visits 18,129K Booklet Downloads 8,400K	Reach 143% Visits 151% Booklet Downloads 140%
Gatherings Enjoyed, with Food Being Saved	Social Gatherings	November	Online on Social Media Platforms	Reach 130K Engagement 18K	Reach 250K Engagement 300K	Reach 192% Engagement 1,666%

It is also worth noting that we are in the process of developing the program's communication, to align with the latest trends and tools in the field of corporate communications, with the aim of enhancing the program's social impact and reach in the coming years.

“Returning Back & Appreciative”

A New School Year without Food Waste:

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For the "Back to School" campaign, Negaderha organized an on-ground masterclass/workshop at a Panda store in Jeddah in September 2024. The masterclass focused on strategic back-to-school meal planning, emphasizing three key areas: portion control, food storage, and creating nutritious meals from leftovers. This approach, incorporating expert insights from Chef Ghofran Alromaihy, provided a holistic, practical, and sustainable solution for preparing wholesome school-time meals that nourish children while minimizing food waste. The masterclass was a great success, with over 200 attendees who engaged enthusiastically with the interesting delivery style and topics covered during the workshop.



The Workshop: “Returning Back & Appreciative”



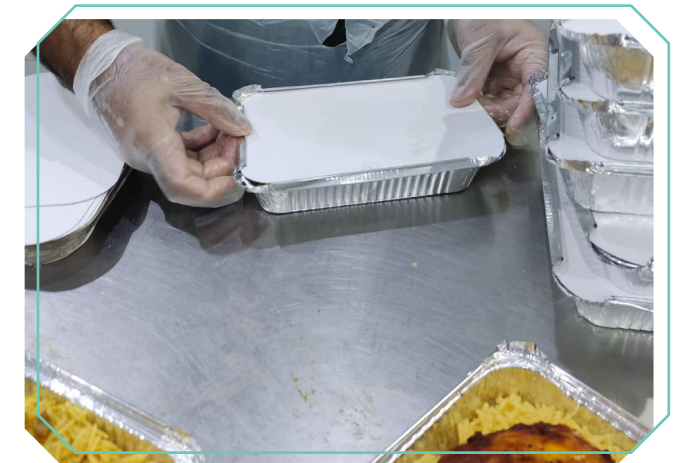
Post event video coverage

The Completion of the Negaderha

“HORECA Food Waste & Loss” Study:

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As part of its ambitious plan to create a greater social impact, Negaderha aims to extend its efforts to the HORECA sector (hotels, restaurants, and cafés) in Saudi Arabia. To achieve this, Negaderha conducted a national study to establish the initial direction for the most effective social interventions to reduce food loss and waste in the HORECA sector. Five key stakeholder categories were involved in this study. Valuable feedback and enriching discussions were gathered from experts through surveys, technical workshops, and phone calls, aiming to collect the necessary information and data to support the study's objectives. The study provided numerous valuable insights, a comprehensive outlook, and key findings, making it the first of its kind in the industry in Saudi Arabia. This comprehensive study will soon be translated into impactful national projects in collaboration with the General Food Security Authority (GFSa).



The Field Study of the HORECA Sector in the Kingdom

Launch “Hajj without Waste 1445 H” Initiative in association with Ita’am:



Savola World Foundation has signed a (strategic partnership agreement) with the Saudi Food Bank Association "Ita'am" for the "Hajj Without Waste" initiative in its third season for the year 1445H/2024. The partnership aimed to convey a positive image to the pilgrims by promoting the culture of food preservation, ensuring the conservation of food resources, and raising intellectual awareness within the Islamic community during the Hajj season. This initiative aligns with Saudi Arabia's Vision 2030, which seeks to enhance and reaffirm the country's longstanding role in welcoming pilgrims. The primary strategic goal is to increase the capacity to host more than 30 million pilgrims and Umrah performers, and to develop appropriate strategies and initiatives to ensure a sustainable and safe Hajj for the pilgrims.

The "Hajj Without Waste" initiative aims to collaborate with Hajj and Umrah companies and catering services to preserve fresh meals and food aids, including meat, fish, vegetables, fruits, dates, baked goods, canned foods, and other food items. These food items were distributed to social security beneficiaries in the Makkah region, as well as to charitable organizations and residential complexes in need of support. The initiative saved 1,418,101 food units, which worth a financial value of 15,638,543 ر.س.



Signing the Strategic Partnership between "Savola World" and "Ita'am" (Saudi Food Bank)



His Royal Highness Prince Saud bin Naif bin Abdulaziz, Prince of the Eastern Province, Honors "Savola World" for the Strategic Partnership with Ita'am in "Hajj without Waste" - in 2024



Field Activities of "Hajj without Waste" Campaign in 2024

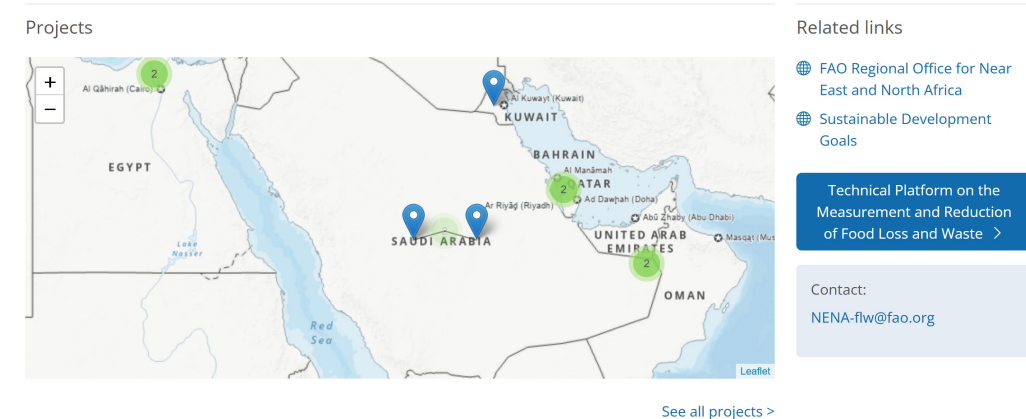
Inclusion of “Negaderha” Program on the FAO website:



The Food & Agriculture Organization of the United Nations (FAO) has included “Negaderha” program on its official website as one of the most effective projects in food waste management in the Near East and North Africa (NENA) region. The FAO launched the Food Loss and Waste Reduction website in January 2024. This site serves as a regional technical platform for measuring food loss and waste, sharing experiences, raising awareness, and engaging with a wide range of stakeholders interested in the sustainability of the agri-food system, strategies and actions to reduce FWL in the NENA region.



Food and Agriculture Organization of the United Nations



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FAO Website| Reducing Food Loss and Waste in the NENA Region

2 Human Development/Empowerment Pillar



Makeen

Makeen Program

Introduction:

Saudi Arabia's Vision 2030 pays great attention to empowering persons with disabilities, setting ambitious goals for them in the fields of education and employment, and striving to provide them with all supporting tools and equal opportunities. The vision also aims to increase their effective and positive participation in various economic, social, and recreational activities and events, in line with the Kingdom's Vision 2030, which emphasizes the importance of integrating people with disabilities into society. The number of people with disabilities in the world is estimated at more than one billion, while their percentage in the Kingdom is 7.1. The Kingdom has provided many services to support this group, including- and not limited to: specialized rehabilitation centers, financial aids, provision of medical devices, customs exemptions on medical devices, and provision of free visas. Through these efforts, the Kingdom aims to ensure that people with disabilities obtain their full rights, enable them to participate effectively in society, and achieve a decent life."

About the program:

At Savola World Foundation, we firmly believe in the importance of including people with disabilities in the business sector and support their rights as a vital segment of society. We view them as a group rich in abilities and potential, deserving of all support and assistance to participate effectively in achieving comprehensive development. Therefore, Makeen program was launched in 2010 to achieve these goals. It has contributed to the direct employment of more than 1,280 employees with disabilities across the Kingdom through the group's companies and private sector companies. Additionally, it has trained over 1,300 trainees in various workshops such as the art of dealing with people with disabilities, the mentor and buddy program, and supportive business environments (Mowaamah certification). We believe that empowering people with disabilities represents a significant added value to our economy and society. By integrating them into the labor market, we contribute to enhancing productivity and achieving sustainable development. Moreover, their active participation in various activities enriches our lives and contributes to building a cohesive and interconnected society.

Objectives:

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

- Training and employing people with disabilities.
- Providing people with disabilities with a suitable and safe work environment by adopting the best global practices.
- Spreading awareness about the importance of including people with disabilities in the workplace.
- Providing support and assistance by applying the Mentor and Buddy system.
- Exchanging experiences with organizations and companies interested in applying universal accessibility standards and participating in conferences related to issues of people with disabilities.

Partners:



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



International
Labour
Organization

GLOBAL BUSINESS
AND DISABILITY
NETWORK

International Labor Organization - Global Business and Disability Network ILO-GBDN:

Savola Group signed a collaboration agreement with the International Labor Organization in Geneva in 2017, adopting the Global Business and Disability Memorandum. This commits the group to protect the rights of people with disabilities, providing more training and employment opportunities for people and cooperating with international organizations to create an attractive work environment.



The
Valuable
500

The Valuable 500:

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



APD
هيئة
إعادة
التأهيل
للأشخاص
ذو الإعاقة

The Authority for the Care of Persons with Disabilities:

Makeen engaged with the Authority for the Care of Persons with Disabilities, which is a government entity, that aims to empower persons with disabilities, protect their rights, enhance their role in society and works to develop and offer appropriate services across sectors.



GAATES
GLOBAL ALLIANCE ON ACCESSIBLE
TECHNOLOGIES & ENVIRONMENTS

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

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

Program’s Achievements since its Launch:



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 2024:



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 30 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 765 people.



The Training & Awareness Workshops by "Makeen" Program

Below is a performance summary for the training courses in 2024:



Series	Training course title	Organization	Date	No. of Trainees
1	Concepts of an accommodating work environment for people with disabilities (Mowaamah Certificate)	TMS Consultancy	8-Jan-24	15
2	How to deal with people with disabilities	H laylati company for events and weddings	22-Jan-24	20
3	How to deal with people with disabilities	Light Technologies Company LTD (Lightech)	14-Feb-24	27
4	Concepts of an accommodating work environment for people with disabilities (Mowaamah Certificate)	Light Technologies Company LTD (Lightech)	19-Feb-24	13
5	Skills of dealing with People with Disabilities	KPMG Professional Services	29-Feb-24	201
6	How to deal with people with disabilities	Astra Comapany	4-Apr-24	16
7	How to deal with people with disabilities	"Abdul Latif Jameel"	24-Apr-24	26
8	Concepts of an accommodating work environment for people with disabilities (Mowaamah Certificate)	Al-Taawin Investment Group	30-Apr-24	8
9	Multiple Sclerosis and How to Deal with Those Affected, on the Occasion of World Multiple Sclerosis Day, which falls on May 30 th .	Wasm Society for Multiple Sclerosis	28-May-24	33
10	Concepts of an accommodating work environment for people with disabilities (Mowaamah Certificate)	Zahid Group	9-Jun-24	10
11	Concepts of an accommodating work environment for people with disabilities (Mowaamah Certificate)	Dammam Airports Company (DACO)	13-Jun-24	20
12	How to deal with people with disabilities	Dammam Airports Company (DACO)	13-Jun-24	20
13	"The Mentor and Peer Program for Disability Inclusion in the Workplace"	Zahid Group	4-Jul-24	20
14	Concepts of an accommodating work environment for people with disabilities (Mowaamah Certificate)	Savola Group	9-Jul-24	6
15	Skills of dealing with People with Disabilities	Allianz Saudi Fransi	24-Jul-24	22
16	How to deal with people with disabilities	Abuljadayel Company	7-Aug-24	14
17	Soft skills and its importance for employees and job seekers with disabilities	TMS Consultancy	19-Aug-24	22
18	Skills of dealing with People with Disabilities	PIONEER BRANDS COMPANY	17-Sep-24	36
19	Skills of dealing with People with Disabilities	Abdul Latif Jameel for Oils Company Limited	26-Sep-24	10
20	Soft skills and its importance for employees and job seekers with disabilities	Qaderoon (Azam Initiative)	1-Oct-24	38
21	How to deal with people with disabilities	Albir Society Jeddah	3-Oct-24	58
22	How to deal with people with disabilities	"Food World CO"	8-Oct-24	19
23	Concepts of an accommodating work environment for people with disabilities (Mowaamah Certificate)	"Food World CO"	9-Oct-24	9
24	Concepts of an accommodating work environment for people with disabilities (Mowaamah Certificate)	Savola Group	17-Oct-24	9
25	How to deal with people with disabilities	United Warehouse Company	5-Nov-24	24
26	Concepts of an accommodating work environment for people with disabilities (Mowaamah Certificate)	"Al Suwaidi Industrial Services Company"	3-Dec-24	8
27	How to deal with people with disabilities	Savola Group	3-Dec-24	13
28	How to deal with people with disabilities	"Al Suwaidi Industrial Services Company"	4-Dec-24	13
29	How to deal with people with disabilities	"Al Bassami Transport"	5-Dec-24	27
30	How to deal with people with disabilities	Attar Travel	23-Dec-24	8
Total number of trainees				765

2) Development of the Mentor and Buddy Program into an E-learning System:



To increase social impact and facilitate access to the largest possible number of beneficiaries, the Mentor and Buddy program has been developed to provide a comprehensive interactive learning experience and offers diverse paths to meet the needs of different roles. The program provides a variety of specialized training courses through an e-learning platform, covering various aspects of integrating people with disabilities into the workplace, including the basics of inclusion, reasonable accommodations, human resources practices, and guidelines for mentors and buddies.

3) Savola Group Signs MOU with Wasm Multiple Sclerosis Society:

In a step towards a more inclusive society and as part of its commitment to corporate social responsibility, Savola Group, represented by CEO Waleed Khalid Fatani, signed a Memorandum of Understanding (MOU) with the Wasm Multiple Sclerosis Society, represented by Executive Director Heba Sihan Al-Zahrani, on November 2024 ,17, in Jeddah.

The MoU aims to launch innovative initiatives and programs to improve the quality of life for individuals with multiple sclerosis and their families. Specific objectives include:

- Raising awareness about multiple sclerosis among patients, their families, and the general public, fostering a culture of understanding and acceptance.
- Providing high-quality services to individuals with multiple sclerosis through various programs and initiatives.
- Encouraging both public and private sector companies to hire individuals with multiple sclerosis and other disabilities.
- Providing the necessary support to individuals with multiple sclerosis in the workplace to enable them to perform their jobs easily and effectively.



Signing the MOU between "Savola" and the "Wasm Association for Multiple Sclerosis"

4) Savola World Foundation's Participation in the 11th Global Business and Disability Network (GBDN) Conference:



In reaffirmation of its firm commitment to supporting and empowering people with disabilities, the Savola World Foundation, represented by the Makeen program, participated in the 11th Global Business and Disability Network (GBDN) Conference, entitled "From Margin to Mainstream: Disability in Business", which was held on November 27 and 28, 2024, in Geneva, Switzerland. The conference provided a platform for exchanging experiences and best practices in the field of integrating people with disabilities into the workplace and showcased the latest global and local initiatives in this regard. The Makeen program contributed to enriching the discussions and highlighting its distinguished experience in this field.



Group Photo of the Representing Entities in the "11th Global Conference of the International Labour Organization's Global Business and Disability Network"

The workshops in which the "Makeen" program participated with the International Labor Organization ILO-GBDN:

Webinar Title	Dates
Apprenticeships and Work-Based Learning for People with Disabilities	20-Nov-24
Business leadership on disability rights as human rights	8-Oct-24
Putting the Inclusion in ESG: Inclusion of Persons with Disabilities in Sustainability Practices as Strategic Advantage for Corporates and Investors	2-July-24
Procurement Power: What about Disability?	19-Jun-24
Businesses driving a sustainable future: disability-inclusive employment and ESG	10-JUn-24
Unleashing potential: reasonable accommodations at work 17 April 2024	17-April-24

5) Celebrating the International Day of Persons with Disabilities:

As part of the celebration of the International Day of Persons with Disabilities, the "Makeen" program conducted a workshop on December 2023, 30, at the Irtiqa Forum organized by the Irtiqa Association for People with Disabilities. The workshop highlighted the best practices followed by Savola Group to integrate and empower people with disabilities in the labor market.

6) Participation in the Purple Saturday Initiative:



Savola Group companies have affirmed their role as a key partner in empowering people with disabilities through their participation for the fourth year in the Purple Saturday initiative. Launched by the Authority of Care of People with Disabilities in 2021, this initiative encourages the private sector to offer products and services that meet the needs of people with disabilities, aligning with the Kingdom's Vision 2030 aimed at improving the quality of life for people with disabilities in all aspects of life.

7) Savola Group Achieves Mowaamah Certification:



Savola Group has achieved a significant milestone by obtaining the Mowaamah certification, reaffirming its commitment to providing a supportive and enabling work environment for people with disabilities. Supported by the "Makeen" program, the group has successfully implemented best practices in the field of disability inclusion, contributing to fostering a culture of inclusivity and diversity in the workplace. The Mowaamah certification granted to Savola Group by the Ministry of Human Resources and Social Development is official recognition of its outstanding efforts in creating a comprehensive and supportive work environment for people with disabilities. This certification confirms the group's commitment to providing equal opportunities for all and applying best practices in the field of disability inclusion.



Savola Group's CEO Meeting with some of the Group's Employees with Disability

8) Makeen Program's Participation in Developing Mowaamah Certification Standards:

The Savola World Foundation, represented by the Makeen program, participated in a workshop to develop mowaamah certification standards at the headquarters of the Qaderoon Network for Business and Disability on March 2024, 18. The aim was to make the standards suitable for various sectors and entities and align with international standards, as well as to build indicators and evidence, and develop policies and procedures for the program with the goal of enhancing the level of service provision.

9) Collaboration with Saudi Aramco:

To encourage initiatives supporting the employment of people with disabilities, a collaboration was established with the Human Resources Department and the Inclusion and Integration Department at Saudi Aramco on March 2024, 13. The goal was to obtain job candidates with disabilities from the Makeen program in the following fields: engineering, supply chain, information technology, graphic design, and business administration. Resumes and proof of disability were sent for candidates to attend personal interviews and complete the recruitment process.

SAVOLA

WORLD

Ata'a

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.

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.



Volunteering Activities Implemented by "Savola Group" Employees in 2024

Partners:



King Abdulaziz University



Saudi National Bank Ahalina



Namaa Association



Al-Birr Society Jeddah

Program's Achievements since its Launch:

Year	Volunteer Hours	Number of Volunteers	Number of Beneficiaries
2024	411	184	16811
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	1,741	376	19,145



Volunteering Activities Implemented by "Savola Group" Employees in 2024

Program’s Achievements in 2024:

'Ata'a' program achieved significant milestones in fostering a culture of volunteering within Savola Group companies during the year. The program successfully developed and diversified volunteer programs, set ambitious goals, and activated strong partnerships with universities, non-profit organizations, and the private sector. As a result of these efforts, 184 employees participated in 411 volunteer hours, positively impacting the lives of 16,811 individuals in the community.

The following is a breakdown of the volunteer activities in 2024:

الساعات التطوعية لأنشطة برنامج "عطاء" 2024م					
Type of volunteering	Activity	Date	Volunteer Hours	Volunteers Number	Beneficiaries Number
1st Professional	Evaluating the companies applying to the Yumnak program and selecting the one that fits the criteria and conditions.	13-Feb-24	28	7	33
2nd Professional	Knowledge sessions in the field of finance and stock management and a field visit for students of the College of Economics and Administration at King Abdulaziz University to Savola Group	4-Mar-24	18	10	20
3rd Professional	Knowledge sessions in the field of manufacturing and production for students of the Faculty of Industrial Engineering at King Abdulaziz University and a visit to the Afia factory	5-Mar-24	15	7	20
1st General	Distribution of 25 Ramadan food baskets to needy families	6-Mar-24	15	10	75
2nd General	Distribution of Iftar meals to beneficiaries in 6 cities (Jeddah, Riyadh, Medina, Abha, Dammam, Qassim) by Panda Company employees	During March and April 2024	270	133	16500
4th Professional	Providing consultations, guidance and direction on several topics such as finance, sales and negotiation for small and medium enterprises participating in the Yumnak program.	During May 2024	15	5	10
5th Professional	Providing consultations, guidance and direction in planning and management to the entities participating in the Ahalina Program.	21, 25, 26, 27 August 2024	5	1	5
6th Professional	Knowledge session in the field of risk management for employees of the Ministry of Hajj and Umrah	16-Sep-24	5	1	2
7th Professional	Knowledge sessions in the field of finance and human resources (Finance Club) at the Faculty of Economics and Administration at King Abdulaziz University in the Savola Group	25-Sep-24	5	2	18
8th Professional	Providing a training workshop (deploying soft skills for people with disabilities in the labor market)	1-Oct-24	5	1	38
9th Professional	Providing a training workshop for the employees of the Al-Bir Society in Jeddah (the art of dealing with people with disabilities)	3-Oct-24	5	1	58
10th Professional	knowledge session in the field of building a customer experience model for employees of Namaa Charity Association	17-Oct-24	5	1	10
11th Professional	Savola Foods Company delivered training courses to the human resources personnel of the Ministry of Hajj and Umrah, covering Performance Management, Institutional Development, Enhancing Employee Engagement, Talent Acquisition, Operations, and Salaries.	20-Oct-24	10	3	6
12th Professional	knowledge session in the field of building a customer service model for employees of Namaa Charity Association	9-Dec-24	5	1	8
13th Professional	knowledge session in the field of public relations and media content production for employees of Namaa Charity Association	15-Dec-24	5	1	8
			411	184	16,811



Ata’a Program Participation in the 'Alemni 3' Volunteering Initiative:



In line with its objectives to promote volunteerism, Savola World Foundation, represented by the Ata’a program, participated in the 'Alemni 3' initiative organized by the Faisal Charitable Society for Women. The Ata’a program made valuable contributions to the interactive sessions held over three days starting from June 2024 ,3. During these sessions, several young men and women, as well as volunteer teams, were trained on a variety of volunteer skills.



The Participation of "Ata'a" Program in “Alemni 3” Initiative

3 Small & Medium Enterprises (SMEs) Development Pillar



Yumnak

Yumnak Program

Introduction:

The SMEs sector is a vital player in advancing the economy, as a segment that represents the backbone for growth and job creation in a thriving economy.

The Kingdom of Saudi Arabia's Vision 2030 aims to increase the participation of SMEs in the Gross Domestic Product (GDP), by raising the level of GDP contribution from %20 to %35 by 2030. The Kingdom seeks to achieve this goal by supporting entrepreneurship and privatization programs in addition to supporting investment opportunities in new industries.

In line with this vision, Savola World Foundation selected Business Assistance as one of the focus areas approved by the foundation's Board of Trustees, with the objective of promoting economic growth and enabling SMEs to grow and prosper by achieving profitability and sustainability.

About the Program:

The Yumnak program is one of Savola World's initiatives, aimed at empowering small and medium-sized enterprises (SMEs) to grow and expand by providing them with specialized consulting expertise and opportunities to connect with investors and key players in the market. The program focuses on developing business plans, improving financial performance, and building strategic partnerships.

What distinguishes this program is its strong focus on supporting startups and medium-sized enterprises in their journey towards growth and development. By providing specialized guidance and direction from experts in various fields, the program contributes to enhancing companies' capabilities and increasing their chances of securing investments, thus paving the way for their sustainable success.

Objectives:

- Advancing the work of small and medium-sized enterprises by preparing them to secure investment opportunities.
- Participating in expanding the business network of small and medium-sized enterprises through mentorship sessions and scaling their business operations.

Stages:



The Most important Milestones of the Program:

- Launched an intensive marketing campaign that included developing engaging visual materials and publishing them on various social media platforms.
- The program received 100 applications, and after careful evaluation, only 10 companies were selected to join the final stage.
- More than 20 intensive training sessions were organized, covering vital topics such as digital marketing, alternative financing, and building financial models for startups, which contributed to providing participants with the knowledge and skills necessary to develop their businesses.
- 30 experts contributed to providing guidance and direction to participants throughout the program stages.
- 38 guidance and mentorship sessions were held for qualified small and medium-sized enterprises.
- Partnership Day witnessed a large turnout from companies interested in expanding their business scope, with the number of attendees exceeding 60 participants.
- The program achieved remarkable success, as participating companies were able to secure investment and funding rounds worth 31,928,967 Saudi Riyals through the conclusion of 17 strategic agreements.

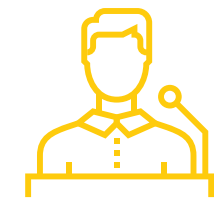
Program’s Achievements in 2024:



This year witnessed the success of the second edition of the 'Yumnak' program, which managed to accelerate the growth of numerous small and medium-sized enterprises in the food and retail sector, by providing the necessary support to increase their sales and attract investments. The program attracted over 100 ambitious companies, and after a meticulous evaluation process, 10 companies qualified for the final stage. Through the partners' event, these companies were able to build strong relationships with major companies in the sector, opening up promising prospects for growth and expansion.

The program participants benefited from the expertise of 30 experts and lecturers, who delivered more than 50 intensive training and guidance sessions covering vital topics such as digital marketing, alternative financing, and financial model building, which contributed to developing their skills and capabilities.

By the grace of Allah, the program achieved remarkable success in attracting investments, with 17 partnership agreements resulting in securing a total funding of 31,928,967 ﷲ for the participated companies during 2024.



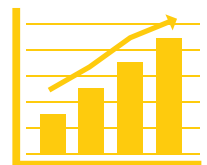
30
Experts
and lecturers



50
Intensive
Training



17
Partnership
Agreements



31+
Million ﷲ
Financing Value



Yumnak Program Activities in the Second Cohort-Year 2024

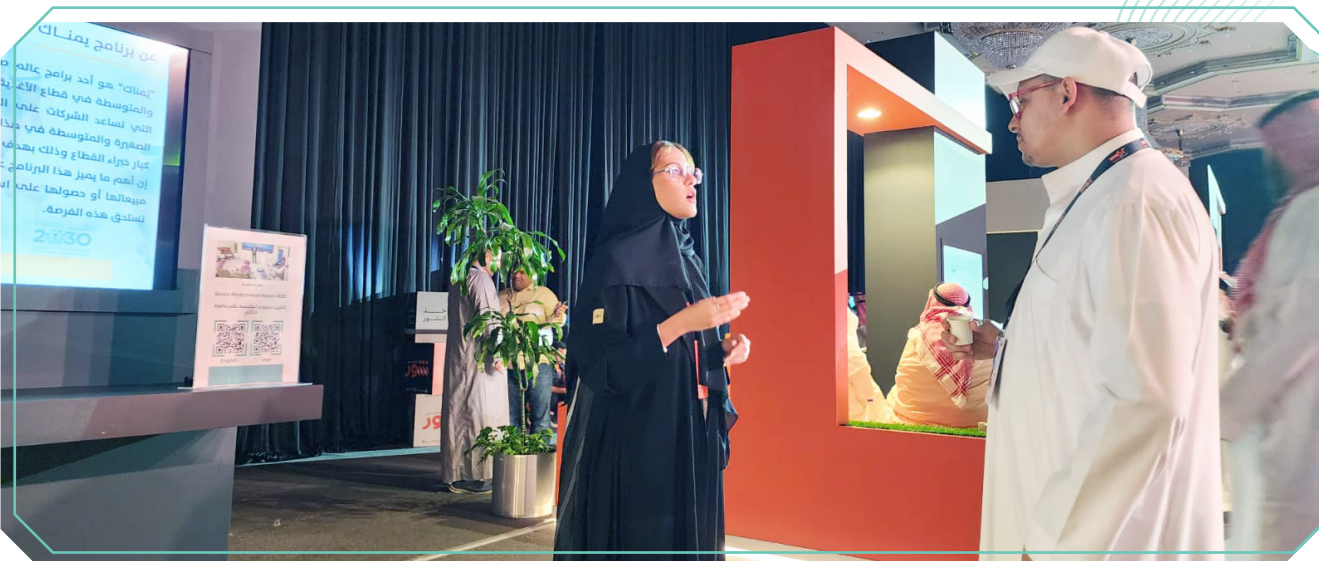
Program’s Participation in Events:



1) Yumnak Program's Participation in the Social Development Bank's Event (Shour Delni):

The Yumnak Program participated in the 'Showr Delni' event, hosted by the Social Development Bank at the Hilton Hotel in Jeddah on July 2024 ,16. Under the patronage of His Royal Highness Prince Saud bin Mishal bin Abdulaziz, Deputy Governor of the Makkah Region, this event aimed to foster entrepreneurship and empower potential entrepreneurs by offering specialized consultations.

Yumnak's presence at the event provided a platform to enhance the program's visibility and attract potential participants. Through its booth, the program gathered valuable data from interested individuals looking to enrol in future batches, thereby ensuring the program's sustainability and expanding its reach. The event brought together 200 consultants across 15 specialized fields, offering over 4000 direct and specialized consultations to help entrepreneurs overcome challenges during the startup or operational phases.



Yumnak’s Participation in “Shour Delni Event”

2) Start Smart 2024:



Savola World Foundation has embarked on a journey to launch a social investment program. The initial steps involved conducting an internal workshop on March 2024 ,6, in collaboration with 'Sonaa Al Athar'. The workshop aimed to deepen the understanding of social investment, its strategies, and associated challenges. It also focused on identifying key areas to develop innovative ideas and create new investment opportunities with a social impact.

On October 2024 ,22, Savola World Foundation forged a strategic partnership with Bab Rizq Jameel for Services through the 'Start Smart 2024' competition. The competition aims to promote social investment by providing innovative solutions in three key tracks: startups, social enterprises, and environmental initiatives. Savola World Foundation's participation as a sponsor for the environmental track highlights its commitment to supporting innovation in sustainable development. Savola World participated in the 'Start Smart 2024' forum through a dedicated booth to promote the 'Yumnak Program'. The booth provided comprehensive information about the program's objectives and requirements. It also offered an opportunity for participants to register for the upcoming batch, allowing them to learn more about the program and join.



Yumnak's Participation in "Start Smart Competition"

3) Biban Forum 2024:



The 10th edition of the Biban Forum 2024, presented by Monsha'at, was a major event in the entrepreneurship sector. This global initiative aimed to empower entrepreneurs in Saudi Arabia, both locally and internationally. The forum focused on various sectors including social entrepreneurship, environment, health, sports, culture, tourism, and entertainment.

Bringing together over 250 local and international speakers, 1,350 exhibitors, and a distinguished audience of royalty, entrepreneurs, investors, and policymakers, Biban 2024 served as a pivotal platform for boosting the SME sector. The forum offered entrepreneurs the opportunity to explore investment opportunities in Saudi Arabia, with over 150 enablers providing services such as financing, procedures, and logistics. Additionally, more than 25,000 consulting, advisory, and training sessions were held. Held from November 5th to 9th, 2024, the forum aimed to inspire young people to enter the world of entrepreneurship, create a dynamic environment for building a local and global entrepreneurial network, and foster connections between investors and entrepreneurs to support innovative ideas. This aligns with Saudi Arabia's Vision 2030, which seeks to enhance the contribution of SMEs to the GDP.

Savola World Foundation's 'Yumnak Program' had a dedicated booth at the forum under the startup pavilion. Graduates from the first and second batches were able to showcase their projects, seek partnerships and investments, and expand their professional networks. This provided invaluable support to graduates in achieving their goals.



Prince Khalid bin Alwaleed bin Talal Al Saud, the Founder and CEO of the (KBW Ventures)
Booth Visit and Yumnak's Graduates in the Forum

4) Days of the College of Business Administration University of Business and Technology:

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The University of Business and Technology in Jeddah, represented by the College of Business Administration, hosted the 'Days of the College of Business Administration' event on November 20-19, 2024. Under the patronage of Dr. Abdullah bin Sadeq Dahalan, Chairman of the Board of Trustees, and Dr. Wiam bin Hassani Tunsi, President of the University, the event brought together officials, stakeholders, and entrepreneurship experts.

The event focused on bridging the gap between the academic world and the business world, with a core theme of 'innovation, technology, and sustainability'. The program included interactive workshops led by over 40 experts, in collaboration with public and private sector partners, as well as non-profit organizations.

The event aimed to support and empower students, graduates, and innovative business professionals seeking to achieve success in the job market through pioneering steps in innovation, technology, and sustainability. Savola World Foundation participated in the event as a bronze sponsor through the Yumnak Program'. The foundation set up a dedicated booth to introduce the program to visitors and collect data from interested individuals for future enrolments.



Yumnak's Participation in the "CBA Business Day," at University of Business and Technology

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"The Social Responsibility Portfolio" Program

About the program:

The Savola World Foundation has signed an MOU with the Social Development Bank on May 23, 2024, becoming the first non-profit organization to join the bank's social responsibility portfolio. This partnership aims to establish a sustainable funding program for entrepreneurs and startups in the food sector, with an initial allocation of 5 million SAR.

The memorandum outlines the management of these funds to support innovative ideas from entrepreneurs and startups in the food industry, thereby accelerating economic growth. This initiative is expected to play a pivotal role in enhancing the sustainability of the food sector in Saudi Arabia and creating a long-lasting developmental impact on both citizens and emerging entrepreneurial companies in the sector.

The partnership will facilitate access to financing for startups in the food sector across all regions of Saudi Arabia, enhancing the capabilities of beneficiaries through training and development programs. Ultimately, it will contribute to job creation and boost the GDP.



The Signing Ceremony between "Savola World" and the "Social Development Bank"

4 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 three years, and in light of this, below is the Savola World’s Board of Trustees which is formed of five members:

No.	Name	Title
1	Mr. Fahad Abdullah Al Kassim	Chairman
2	Mr. Waleed Khalid Fatani	Vice chairman
3	H.E. Eng. Abdullah Mohammed Nour Rehaimi	Board member
4	Mr. Waled Abdullah Ghreri	Board member
5	Dr. Bander Talaat Hamooh	Board member

Board Members 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 dishonourable and dishonest crimes, unless he/she were found not guilty, and the Ministry of Human Resources and Social Development 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 Controller, 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 2024:

In order to enhance its role and responsibilities, the Board of Trustees held (3) meetings during the year 2024. 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	Total			
			5 th Feb	16 th Spt	4 th Nov	
1	Mr. Fahad A. AlKassim	Chairman	✓	✓	✓	(3) of (3)
2	Mr. Waleed K. Fatani	Vice Chairman	✓	✓	✓	(3) of (3)
3	H.E. Eng. Abdullah M. N. Rehaimi	Board Member	✓	✓	✓	(3) of (3)
4	Mr. Waled A. Ghreri	Board Member	✓	✓	✓	(3) of (3)
5	Dr. Bander T. Hamooh	Board Member	✓	✓	-	(2) of (3)
6	Mr. Haitham Mahboub	Board Secretary	✓	✓	✓	(3) of (3)

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, an in-house assessment was conducted, during the first quarter of 2024, for the Board of Trustees for the previous year under the supervision of the Founder. The assessment process was initiated after presenting its mechanisms to the Savola Board. The survey and evaluation covered all aspects of the roles and responsibilities of the Board of Trustees in accordance with it’s internal regulations and bylaws. It also assessed the effectiveness of Board of Trustees meetings, members’ participation, and their engagement in discussions to facilitate informed decision-making that enhances the Foundation’s performance and ability to achieve its objectives. This process helped identify strengths and areas requiring improvement. Based on the analysis of the results, mechanisms were proposed and implemented to address areas needing further enhancement.

Main Decisions taken by the Board of Trustees during the year 2024:

No.	Decision Summary
1	Approving the Budget for the Year 2024.
2	Approving the initial plan of social programs and initiatives of the Foundation according to the Foundation’s strategy.
3	Approval of the Financial Statements of the Foundation for the year 2023 and the appointment of an external auditor.
4	Following up on the Foundation's programs and initiatives during the year 2024.

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 2024. 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 2025 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

SAVOLA WORLD

Non-Profit Organization, Under the License of the
National Center for Non-Profit Sector No.1007

Contact Us:



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