

# Sustainability

From commitment to execution: embedding sustainability across the Group

Jahez meaningfully advanced its sustainability journey in 2025, by moving decisively from framework design to active execution. Building on the foundations established in earlier years, the Group focused on translating strategy into action by piloting ESG initiatives, strengthening governance mechanisms and integrating sustainability considerations into core business processes. This shift marked an important step toward embedding environmental, social and governance priorities into day-to-day operations, reinforcing accountability, transparency and long-term value creation.



## Governance factor

Beginning in 2023, Jahez made steady progress in strengthening its ESG governance architecture to support consistent, Group-wide implementation.

Key developments included the establishment of a high-level ESG roadmap covering the 2023-2026 period, designed to embed responsible and sustainable practices across all business units. In parallel, governance structures were enhanced to align with the Group's material ESG priorities, supported by clearer policies, roles and oversight mechanisms.

### 2025 achievements

- **Policy adoption:** Six environmental policies were formally approved and entered into a pilot implementation phase across relevant functions, marking a significant step toward a structured environmental management system.
- **Risk integration:** A pilot ESG risk register was developed and integrated with the Group's enterprise risk management framework, enabling sustainability risks to be identified, assessed and monitored alongside operational and financial risks.
- **Roadmap progress:** Execution of the ESG roadmap remained on track, validating the strategic direction and providing confidence in the scalability of the approach.

### Future outlook

In 2026, the Group will focus on fully operationalizing the piloted environmental policies and the ESG risk register. Efforts will center on monitoring performance against defined KPIs, refining tools based on practical insight and ensuring governance mechanisms effectively support Jahez's long-term sustainability objectives.

## Environmental factor

### Climate action

Climate change mitigation remains a strategic priority for Jahez. In 2023, the Group developed a comprehensive greenhouse gas emission reduction roadmap, establishing a clear framework for managing climate-related impacts and responsibilities.

### 2025 achievements

- **Enhanced transparency:** Jahez completed its first annual disclosure through the Climate Disclosure Project (CDP), strengthening accountability and providing stakeholders with greater visibility into its climate-related practices.
- **Policy implementation:** Pilot implementation of the Group's environmental and climate policies commenced, translating commitments into operational practice.

### Future outlook

In 2026, Jahez will focus on leveraging its environmental and climate-related policies to advance practical emissions reduction efforts. Priority will be given to addressing implementable gaps where operational readiness is in place, enabling the Group to begin translating its climate commitments into measurable emissions reduction outcomes.

## Recycling and waste management

Since 2022, Jahez has pursued waste reduction through a series of targeted initiatives, including a corporate recycling program and a tree-planting platform. In 2023, the Group installed a reverse vending machine at its Riyadh headquarters, which collected more than 6,500 plastic bottles as of the end of 2025.

### 2025 achievements

- **Program expansion:** Waste management efforts were broadened to include additional material streams, most notably electronic waste, ensuring proper handling and responsible disposal.
- **Circular materials:** Recycled plastic water bottles were introduced across Group facilities, supporting responsible consumption and circular use of materials.
- **Public-sector collaboration:** A joint initiative with the Ministry of Communications and the National Center for Waste Management resulted in the collection of 1,701 electronic devices.

### Future outlook

Jahez will continue to reduce its environmental footprint by implementing new emissions reduction initiatives, expanding circular economy programs and strengthening measurement of environmental performance to better assess impact and progress.

# Sustainability

Continued

## Social factor

In 2025, Jahez continued to align its social initiatives with the United Nations Sustainable Development Goals, concentrating efforts across five priority areas:



This alignment ensures that social initiatives are focused, measurable and directly linked to both national and global sustainability priorities, enabling the Group to generate meaningful outcomes for communities and stakeholders.

### Future outlook

In 2026, Jahez will maintain its focus on the same priority social objectives, while further strengthening the alignment of upcoming initiatives with these goals. This approach will ensure future social initiatives are more directly connected to the defined focus areas, enhancing consistency, relevance and overall impact.

## Internal awareness and engagement

Recognizing that long-term sustainability depends on internal capability and culture, Jahez invested in targeted employee engagement throughout 2025.

- **Advanced employee training:** Tailored workshops were delivered to equip employees with practical sustainability knowledge relevant to their roles and the Group's ESG roadmap.
- **Structured knowledge sharing:** Curated educational content and resources were made available through the Global Compact Academy, supporting continuous learning and awareness of ESG topics across the organization.

### Future outlook

In 2026, Jahez will broaden its internal sustainability awareness efforts by adopting diverse engagement approaches beyond stand-alone workshops. Awareness activities will be integrated across multiple initiatives, supporting wider employee participation and reinforcing sustainability understanding throughout the organization.

By building internal understanding and encouraging collaboration, Jahez is fostering an engaged workforce capable of supporting and advancing the Group's sustainability ambitions. The progress achieved during 2025 reflects a clear commitment to responsible growth and positions the Group to deepen its impact in the years ahead.

