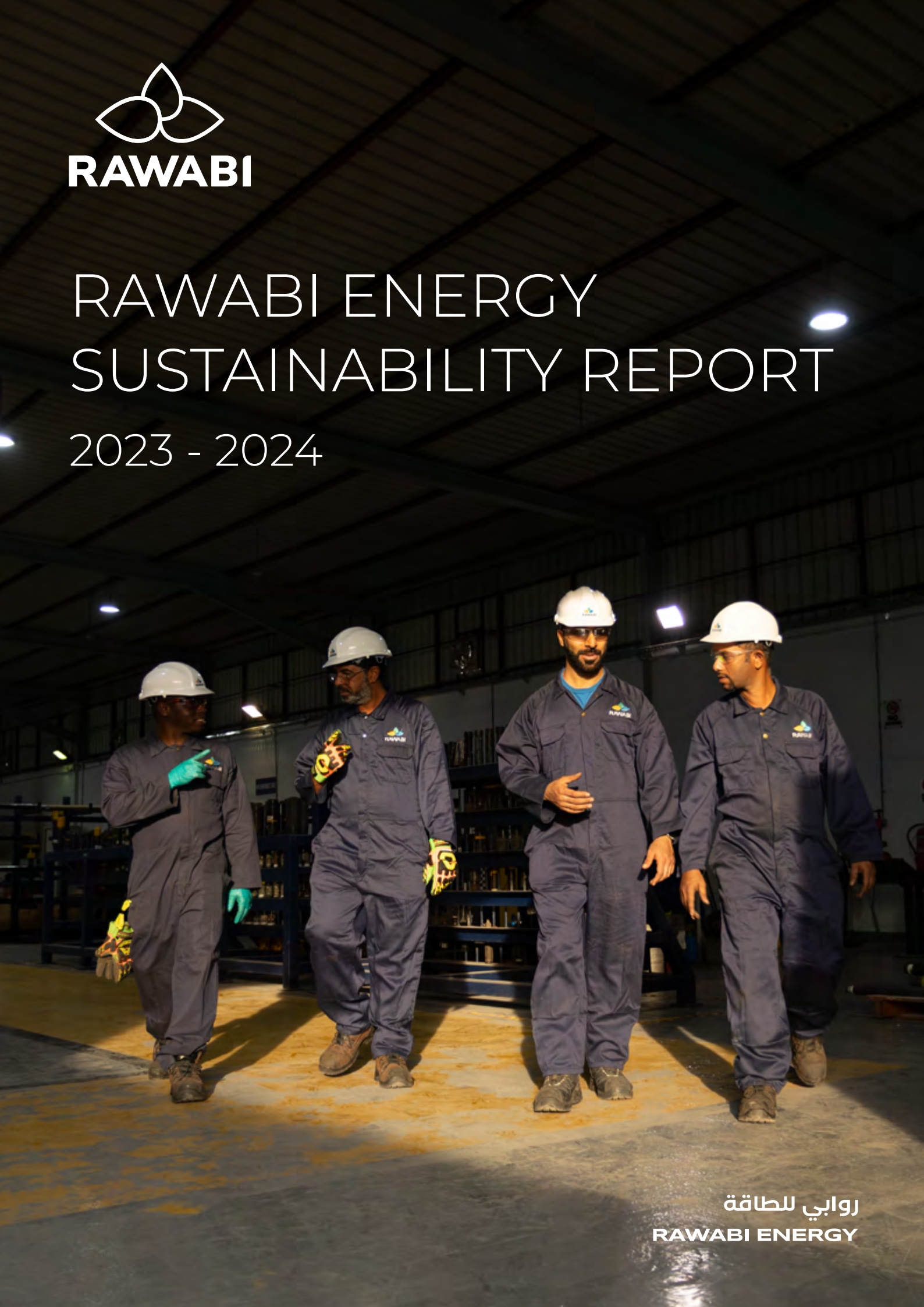
RAWABI

RAWABI ENERGY SUSTAINABILITY REPORT

2023 - 2024



روابي للطاقة

RAWABI ENERGY



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ABOUT THIS REPORT

This is the second standalone Sustainability Report of Rawabi Energy, reaffirming our deep commitment to responsible operations, stakeholder transparency, and future-ready ESG practices. Building on the foundations laid in our 2021–2022 report and aligned with Rawabi Group's ESG framework, this report reflects Rawabi Energy's continued progress in embedding sustainability into the core of our business strategy and culture.

Prepared voluntarily and proactively, this report covers the reporting period from 1st January 2023 to 31st December 2024, presenting data and narratives from our key business lines. Our disclosures follow globally recognized ESG reporting frameworks and focus on the issues most material to our operations and stakeholders in the energy services sector.

As a leading Oil & Gas services provider, Rawabi Energy recognizes its responsibility to minimize environmental impact, uphold workforce well-being, strengthen safety performance, and operate with integrity. This report highlights our efforts in emissions tracking, energy efficiency, workforce empowerment, ethical governance, and stakeholder engagement. It also outlines our roadmap to enhance ESG maturity, address client expectations, and contribute to the Kingdom's sustainability goals under Saudi Vision 2030.

This report is not just a reflection of our current state, it is a declaration of our intent to lead responsibly, improve continuously, and report transparently. We welcome feedback and collaboration from all stakeholders as we continue advancing our sustainability journey.

MESSAGE FROM RAWABI ENERGY CHAIRMAN



At Rawabi Holding, our journey has always been rooted in the belief that growth and responsibility must go hand in hand. As a diversified industrial group contributing to the Kingdom's economic development for over four decades, we recognize that our role extends far beyond business performance, it reaches into the social, environmental, and ethical fabric of our nation.

This inaugural Group-level Sustainability Report reflects a proactive step toward integrating sustainability into the core of our long-term strategy.

While Rawabi Energy previously set a meaningful precedent with its 2021–2022 standalone sustainability report, this marks the launch of our multi-sector ESG performance at the Rawabi Holding level.

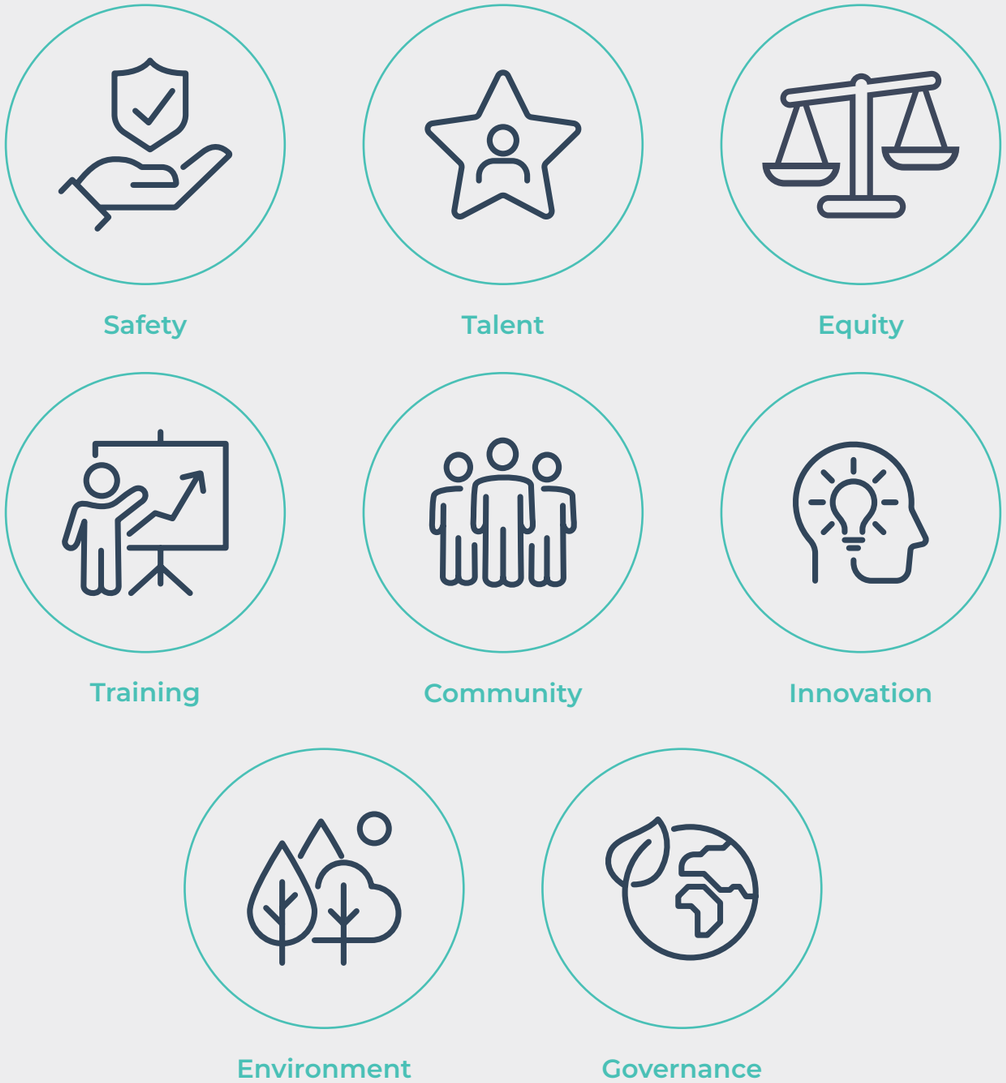
We view this not merely as a reporting exercise, but as a commitment to transparency and an expression of our accountability to our stakeholders, our communities, and future generations.

Guided by the principles of resilience, responsible leadership, and transparency, we are proud to align our collective efforts with the Kingdom of Saudi Arabia's Vision 2030, which calls upon all organizations to act with greater sustainability, innovation, and societal impact.

As Chairman, I reaffirm our Board's full commitment to embedding sustainability as a strategic pillar of governance, risk management, and long-term value creation. This report is not the culmination, it is the beginning of a broader, deeper, and more inclusive journey. Together, we will shape a future that is not only prosperous, but also ethical, inclusive, and sustainable.

Abdulaziz AlTurki
Chairman

OUR SUSTAINABILITY COMMITMENTS:



OUR SUSTAINABILITY COMMITMENTS:

61+
Nationalities Across our Group-Wide Workforce

150+
Annual Youth Programs Beneficiaries

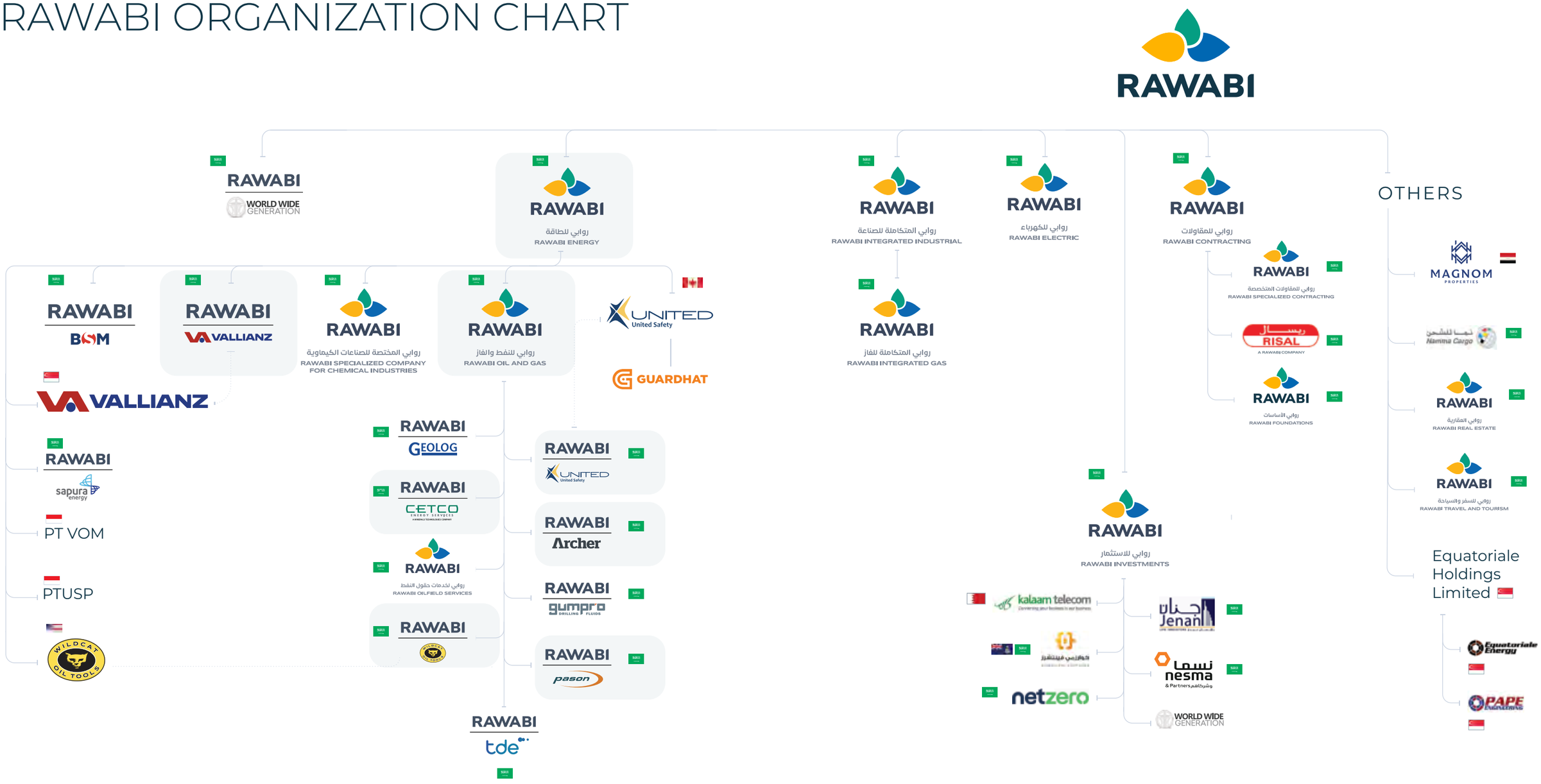
40+ Years
Of Contracting & Industrial Excellence

1500+
Food Baskets during Ramadan Supplies Campaign

Since 2012
Shadow Board of Directors

300+
Blood Donation Beneficiaries

RAWABI ORGANIZATION CHART



Note:
This organizational chart is presented for illustrative purposes only to reflect the overall structure of Rawabi Holding and its affiliated entities. It is intended to provide a high-level overview and does not imply reporting lines, legal relationships, or operational responsibilities beyond the scope of this report.

OUR PROMISE

MISSION

Create positive value and impact across industries and communities through technical excellence, empowered people, and progressive thinking.

VISION

Pioneering the future, setting the standard.

VALUES

HUMAN- CENTRIC

People are the backbone of Rawabi Holding. Along with industry knowledge and strong technical expertise, being powered by people is our uniqueness.

ALWAYS INNOVATING

Trailblazers even during hard times, we overcome every obstacle with our commitment to deliver. We do not back away from challenges and always find solutions to clients' challenges.

VALUE CREATORS

As a one-stop shop with an unmatched portfolio, we are attentive and dedicated to maximizing our clients' potential since day one.



RAWABI ENERGY AT A GLANCE

As an energy services and technology provider, Rawabi Energy is driven by an unwavering commitment to deliver exceptional solutions for a vast portfolio of internationally renowned clients.

Headquartered at the Rawabi Holding Tower in AlKhobar, Rawabi Energy brings together a portfolio of subsidiary companies that operate in high-impact domains such as drilling optimization, well intervention, oilfield safety, testing, and offshore support.

We employ the highest ethical standards across all operations and business activities to deliver reliable and sustainable onshore and offshore energy solutions to Saudi Arabia and beyond.

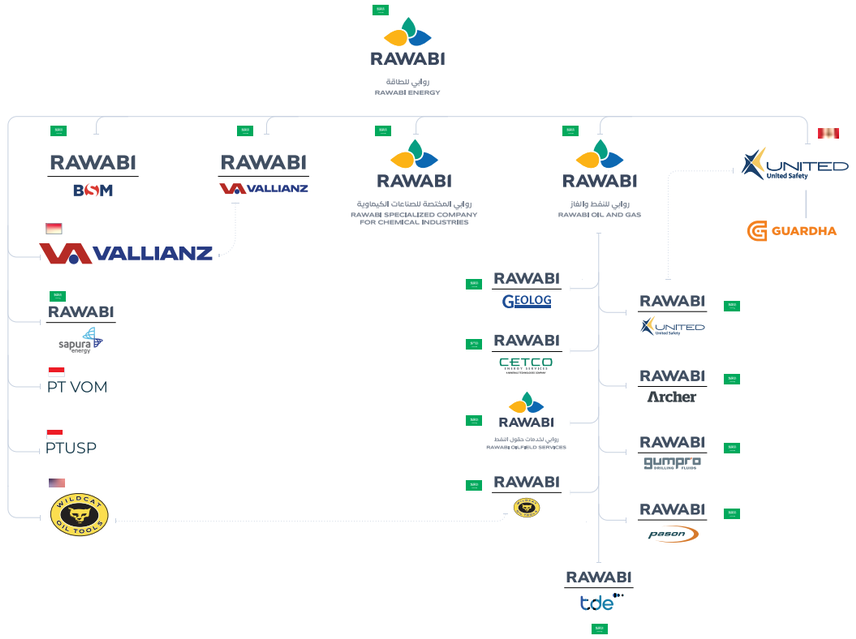
With a combined legacy of innovation, technical depth, and service reliability, Rawabi Energy continues to evolve in step with the Kingdom's energy transformation and sustainability vision.

This report covers Rawabi Energy and its subsidiaries where we exercise significant operational control, in line with international sustainability reporting boundaries.

Entities with limited or no operational control, such as certain overseas affiliates, are not included in the ESG data scope for this cycle.

OUR BUSINESS PORTFOLIO

Rawabi Energy's strength lies in its diversified service model and strategic partnerships that provide cutting-edge, safe, and efficient solutions across the oil and gas lifecycle. Our core entities include:



RAWABI GROUP'S JOURNEY THROUGH THE YEARS

1980
RAWABI OIL & GAS (FORMERLY RAWABI TRADING & CONTRACTING)

1982
RAWABI ELECTRIC (FORMERLY REMAL ELECTRIC)

1990
RAWABI SPECIALIZED CONTRACTING (FORMERLY ABACORP)

1999
RAWABI HOLDING

2003
RAWABI UNITED SAFETY SERVICES

2007
RAWABI VALLIANZ OFFSHORE SERVICES (FORMERLY RAWABI SWIBER OFFSHORE SERVICES)

2009
RAWABI ARCHER

2013
RAWABI TRAVEL & TOURISM

2015
RAWABI BUTEC
RAWABI PASON

2016
RAWABI CETCO

2017
RAWABI OILFELD SERVICES

2018
RAWABI INTEGRATED GAS
RAWABI GEOLOG

2020
RAWABI ENERGY

2021
RAWABI GUMPRO
RAWABI CONTRACTING
RAWABI INVESTMENT
MAGNOM PROPERTIES
RAWABI REAL ESTATE

2022
RAWABI INTEGRATED INDUSTRY
RAWABI SCHULTE
RAWABI SAPURA
RAWABI WILDCAT
100% ACQUISITION OF RISAL (RAWBI INDUSTRIAL SERVICES COMPANY)

2023
RAWABI SPECIALIZED COMPANY FOR CHEMICAL INDUSTRIES

2024
RAWABI WORLDWIDE GENERATION
RAWABI FOUNDATION

RAWABI

روابي للطاقة
RAWABI ENERGY

Founded in 2020, Rawabi Energy offers innovative, value-creating services in Marine, Oilfield, and Safety and Field Risk Management globally.

Rawabi Energy, a subsidiary of Rawabi Holding, has rapidly become a leader in providing transformative specialized services for the energy sector. We stand apart by our commitment to green energy, technical expertise, and sustainable practices.

By harnessing the expertise of our people and strategic partnerships, we aim to contribute to economic development and quality of life in the regions we operate in.



- ENGINEERING
- CONSTRUCTION (EPC)
- TURNKEY PROJECTS
- BOTS - CONCESSIONS
- PROCUREMENT
- BUILD ONLY CONTRACTS
- LSTK AND LSPB CONTRACTS

RAWABI

روابي للنفط والغاز
RAWABI OIL AND GAS

Founded in 1980, our subsidiary Rawabi Oil and Gas (ROG) has grown to become a leading agent and distributor in the oil and gas industry.

ROG stands at the forefront of the oil and gas and petrochemical sectors, showcasing an expansive portfolio that includes collaborations with globally acclaimed manufacturers and cutting-edge joint ventures.

Our diverse product range spans upstream and downstream chemicals, mechanical and electrical products, and advanced test, measurement, and control instruments, cementing our reputation as a trusted industry leader.



- UPSTREAM SERVICES
- CHEMICALS FOR DRILLING
- PETROCHEMICALS
- WATER TREATMENT AND PROCESS INDUSTRIES
- ELECTRICAL PRODUCTS
- RTP PIPES SUPPLY AND INSTALLATION SERVICES
- DOWNSTREAM SERVICES
- REFINERIES
- MINING
- MECHANICAL AND PRODUCTION EQUIPMENT
- INSTRUMENTAL AND CONTROLS
- NON-METALLIC PRODUCTS AND SERVICES

RAWABI | Archer

روابي ارتشر
RAWABI ARCHER

Rawabi Archer is a leading provider of oilfield services for offshore and onshore drilling, and workover applications.

With over 15 years of expertise in driving drilling efficiency and well integrity, we provide a comprehensive suite of services and advanced technologies designed to enhance operational safety and performance.



Whether completion, intervention or contingency operations, Rawabi Archer has the experience and equipment to get work done both safely and efficiently.

Our experience, combined with our ability to provide custom engineering support, allows Rawabi Archer to deliver industry-leading services that consistently set the standard.

- DRILLING TOOLS RENTAL
- THRU TUBING SERVICES
- FISHING AND REMEDIAL
- REDRESSING DOWNHOLE TOOLS
- HARDFACING DOWNHOLE TOOLS
- REPAIRING DOWNHOLE TOOLS
- MANUFACTURING DOWNHOLE TOOLS

RAWABI | pason

روابي باسون
RAWABI PASON

Rawabi Pason is a leading provider of specialized data management systems for drilling rigs in the Kingdom of Saudi Arabia.

Rawabi Pason leads drilling technology services with advanced data management systems for drilling rigs, including the electronic drilling recorder, auto driller, and real-time gas analyzer.

Our solutions are designed to improve efficiency, reduce costs, and ensure safety, empowering our clients to propel forward and achieve their operational goals.

- DRILLING DATA MANAGEMENT
- COMMUNICATION WITSML
- DRILLING AUTOMATION SOLUTIONS
- MUD ANALYZER
- RIG INSTRUMENTATION SYSTEMS
- ADVANCED MUD MANAGEMENT POWERED WITH MACHINE LEARNING
- ELECTRONIC AUTODRILLER
- REPORTING SUITE FOR DRILLING RIGS
- PLUG AND ABANDONMENT TOOLS





RAWABI | UNITED United Safety

روابي يونايتد سيفتي سرفيسز
RAWABI UNITED SAFETY SERVICES

Rawabi United Safety Services Company Limited (RUSS), in partnership with United Safety International, specializes in offering advanced safety services and environmental solutions designed to enhance value within the Oil & Gas, Petrochemical and, Construction industry.

Established in 2002, RUSS stands at the forefront of supplying disruptive H2S safety equipment and specialized expertise across a wide array of industries.

Our solutions include confined space monitoring systems, wearable safety solutions, technical safety services, unique safety equipment rentals, detection and monitoring systems powered by Artificial Intelligence (AI), and innovative decarbonization/sustainable solutions.

- CONFINED SPACE MONITORING (TEQ-SHIELD™)
- DETECTION AND MONITORING SYSTEMS (ONSHORE AND OFFSHORE)
- ADVANCED SAFETY SOLUTIONS UTILIZING PPE COMPLIANT INDUSTRIAL WEARABLES (GUARDHAT)
- GAS PLANT / REFINERY / PRODUCTION FACILITY (OUTAGES AND TURN AROUNDS)
- TECHNICAL SAFETY SERVICES (ONSHORE AND OFFSHORE)
- OPERATIONAL SAFETY INTEGRITY MANAGEMENT SERVICE (OSIMS™)
- H2S SAFETY EQUIPMENT RENTALS / MODULAR BREATHING AIR SYSTEMS (ONSHORE AND OFFSHORE)



RAWABI | CETCO ENERGY SERVICES A MINERALS TECHNOLOGIES COMPANY

روابي سيتكو
RAWABI CETCO

Rawabi CETCO has been the premier well testing services provider in the oil and gas industry. With a commitment to excellence and a track record of success, we pride ourselves on our rapid mobilization capabilities and our ability to handle even the most hazardous flow streams, including H2S, CO2, solids, high wellhead pressures and temperatures.

Rawabi CETCO is dedicated to making significant contributions to the oil and gas industry. Our dedication to excellence sets us apart from the competition and makes us the go-to choice for well testing services. When it comes to well testing, Rawabi CETCO is the name you can trust. Our team of experts are always ready to go above and beyond to meet your needs and exceed your expectations.

- ON-SITE DATA REPORTS
- OIL SPILL DETECTION CAMERA
- TEMPORARY PRODUCTION FACILITIES
- ZERO-FLARING OPERATIONS
- WELL INTERVENTION/CLEANUP AND FLOW BACKS
- SITE SERVICES
- FRAC FLOW BACKS
- COMPETENT PERSONNEL WITH HIGH EXPERTISE
- SURFACE SAMPLING, AND HP/HT CAPABILITIES
- REINFORCED THERMOPLASTIC PIPING SERVICES



RAWABI | WILDCAT OIL TOOLS

روابي وايلدكات
RAWABI WILDCAT

Rawabi Wildcat is a specialized oilfield service provider, focuses on drilling and well services for offshore and onshore applications.

We offer innovative solutions for wellbore departure and multilateral drilling, including our XpressDrill™ Whipstocks, designed for oil and gas fields and workover operations.



- THRU TUBING WHIPSTOCKS
- RETRIEVABLE WHIPSTOCKS
- PERMANENT WHIPSTOCKS
- MULTILATERALS WHIPSTOCK

RAWABI | VALLIANZ

روابي فاليانس للخدمات البحرية
RAWABI VALLIANZ OFFSHORE SERVICES

Rawabi Vallianz Offshore Services leverages Rawabi's expertise to ensure exceptional quality and on-time delivery. RVOS delivers a comprehensive suite of services encompassing offshore construction and floating storage vessels, marine services, and subsea operations.

With the largest fleet in Saudi Arabia and the youngest fleet of vessels globally, Rawabi Vallianz Offshore Services leverages Rawabi's deep expertise to ensure exceptional quality and on-time delivery of marine services.

- OFFSHORE ENGINEERING
- OFFSHORE FLOATING STORAGE, MUD-MIXING & SUPPORT VESSELS
- OFFSHORE CONSTRUCTION
- SUBSEA PIPE & CABLE LAYING
- SUPPLY ANCHOR HANDLING TUG SUPPORT & SAFETY VESSELS (AHTSS)
- SHIP MANAGEMENT
- PLATFORM SUPPLY VESSELS (PSV)
- ONSHORE AND OFFSHORE MANNING
- UTILITY BOATS
- ACCOMMODATION BARGES
- OFFSHORE WELL-TESTING JACK-UPS



Vallianz Holdings Limited is a Singapore-listed offshore marine solutions provider with nearly 30 years of experience supporting the global energy industry. Operating across the Middle East, Asia Pacific, and the Gulf of Mexico, Vallianz delivers integrated offshore support through a diversified fleet of more than 70 vessels, supported by in-house shipyard, engineering, fabrication, and maintenance capabilities in Batam, Indonesia.

Vallianz Holdings is preparing its own standalone sustainability report. Due to distinct governance and data systems, Vallianz's ESG disclosures are outside the scope of this report but are available through its dedicated sustainability disclosures.

Click here to read the report.



United Safety Ltd. (USL) is a global provider of industrial safety solutions serving high-risk industries including upstream and downstream oil and gas, construction, manufacturing, and warehousing. The company delivers specialized safety equipment, trained personnel, consulting, and training services, with expertise spanning plant turnaround safety, onshore and offshore drilling and well servicing, integrated risk management, and construction project safety support. Leveraging more than three decades of experience, advanced technologies such as breathing air and gas detection systems, and its 360 Service Excellence approach, USL supports clients in enhancing safety performance and operational efficiency worldwide.

While part of the wider United Safety network, United Safety Canada is not included in this year's report due to data availability constraints. Initial discussions have commenced to explore ESG performance tracking and future integration into group-wide reporting.

OUR REPORTING BOUNDARIES

In line with globally accepted sustainability reporting practices, this report includes only those entities within the Rawabi Energy umbrella where Rawabi exercises significant operational control.

Where we hold financial interest but lack operational authority, such as in Vallianz Holdings Ltd. or United Safety Canada, we maintain collaborative relationships but have excluded them from this year's ESG data scope.

A detailed boundary diagram, including entity ownership and ESG reporting scope, is presented on the following page.

REWARDS

RAWABI ARCHER

APIQ2, 2nd edition

IKTVA Score 69%

RAWABI WILDCAT

APIQ2, 2nd edition

RAWABI CETCO

Sustainability Score 70 – by Achilles

Local Content Score 43.6%

Local Content Score 38 % in 2023

Saudization 76%

RAWABI UNITED SAFETY SERVICES

Sustainability Badge 4 star - by Achilles

Sustainability Score 70 – by Achilles

Accredited Silver+ supplier – by Achilles

Saudization 53%

CERTIFICATIONS

ISO 9001 : 2015 | RAWABI Archer | RAWABI | RAWABI UNITED | RAWABI VALLIANZ | RAWABI روابي للنفط والغاز RAWABI OIL AND GAS

ISO 14001 : 2015 | RAWABI Archer | RAWABI | RAWABI UNITED | RAWABI VALLIANZ | RAWABI روابي للنفط والغاز RAWABI OIL AND GAS

ISO 45001 : 2018 | RAWABI Archer | RAWABI | RAWABI UNITED | RAWABI VALLIANZ | RAWABI روابي للنفط والغاز RAWABI OIL AND GAS

ISO 45001 :2008 | RAWABI CETCO ENERGY SERVICES

RAWABI ARCHER
Local Content Score
39%
In 2023

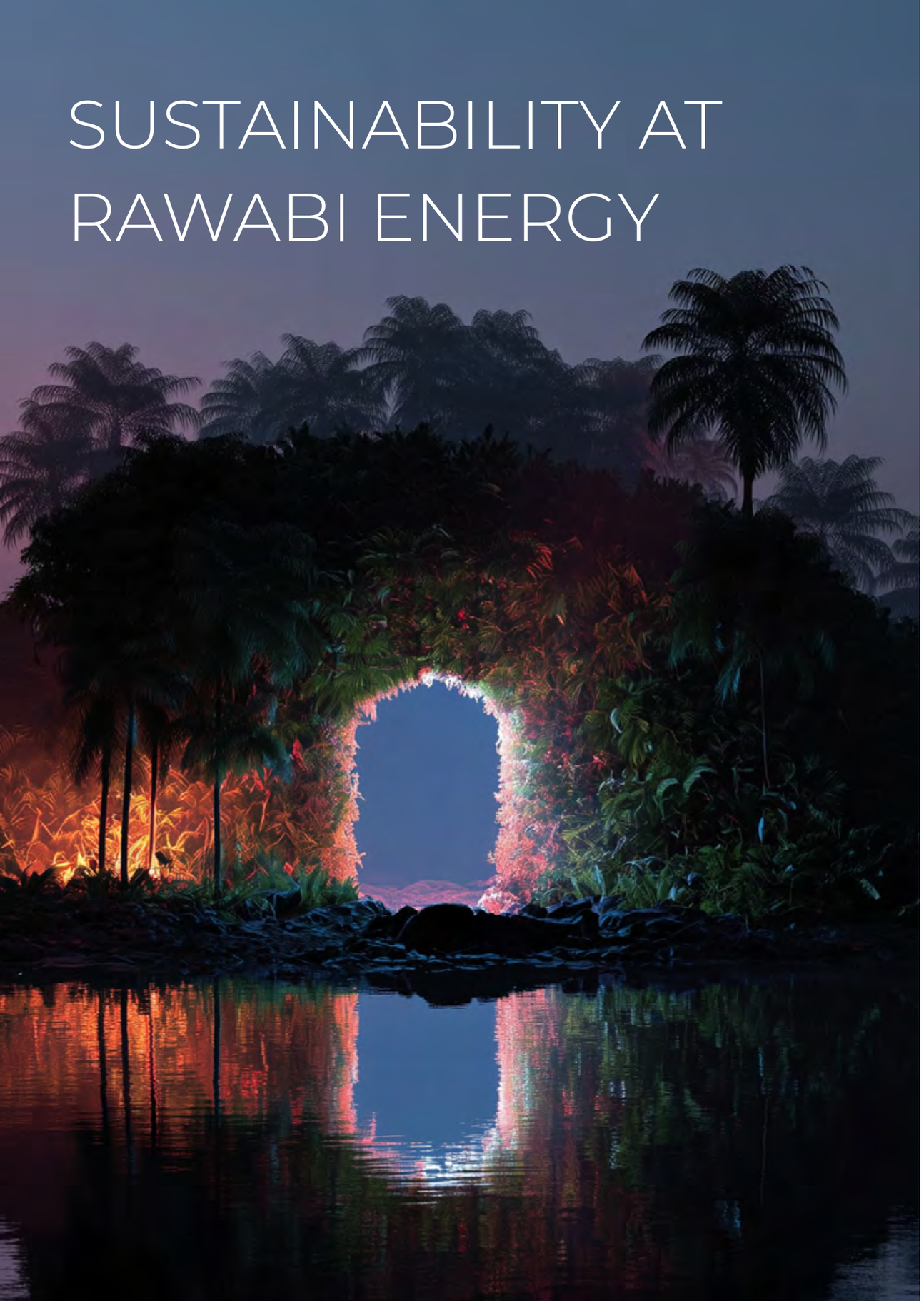
RAWABI PASON
Local Content Score
45%
In 2023

RAWABI CETCO
Local Content Score
38%
In 2023

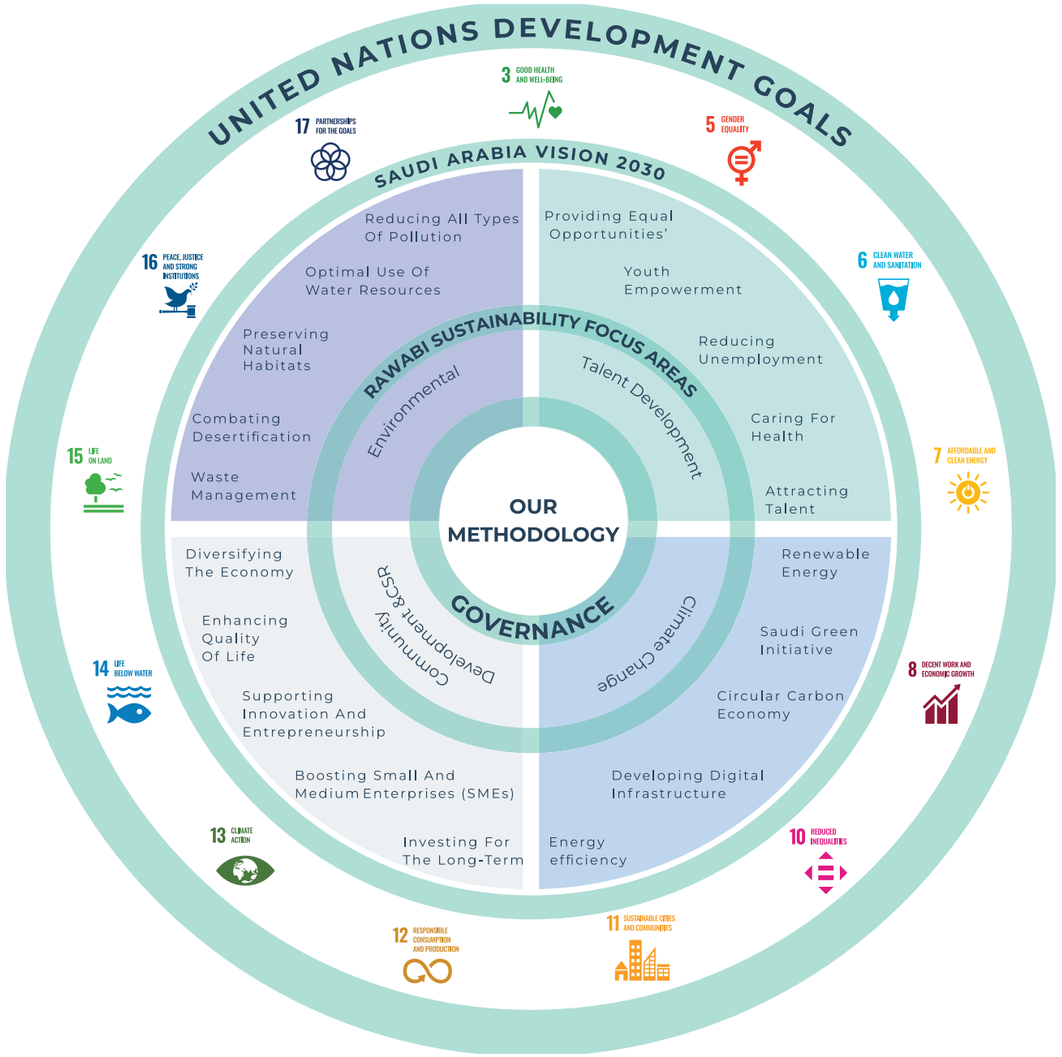
RAWABI CETCO
Local Content Score
43.6%
In 2024

RAWABI OIL & GAS
Local Content Score
47%
In 2023

RAWABI UNITED SAFETY
Local Content Score
46.8%
In 2023



SUSTAINABILITY AT RAWABI ENERGY



Sustainability at Rawabi is more than an initiative, it is a strategic imperative embedded across our operations, driven centrally and implemented collaboratively. In recognition of the increasing importance of Environmental, Social, and Governance (ESG) performance, a dedicated Corporate Sustainability Department was established in the last quarter of the reporting period, under the direct leadership of our Deputy CEO, Operations. Prior to this, sustainability-related activities were managed as part of the Corporate Communications and CSR function. The creation of a standalone department in 2025 marks a significant milestone in elevating sustainability from a support activity to a core business driver.

The Corporate Sustainability Department is based at Rawabi Headquarters, operating under a group-wide mandate. It is responsible for the development and oversight of our sustainability strategy, policies, procedures, and roadmap, ensuring alignment with national priorities such as Saudi Vision 2030, stakeholder expectations, and global best practices.

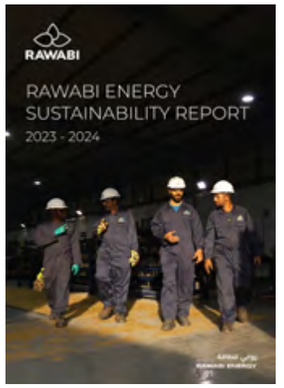
> “THE CREATION OF A STANDALONE SUSTAINABILITY DEPARTMENT MARKS A SIGNIFICANT MILESTONE IN ELEVATING SUSTAINABILITY FROM A SUPPORT ACTIVITY TO A CORE BUSINESS DRIVER”

GROUP-WIDE IMPLEMENTATION MODEL

Rawabi’s sustainability approach follows a hub-and-spoke model. While corporate-level direction and frameworks are developed centrally, implementation is cascaded across all business units, including:



Rawabi Holding, including Rawabi Electric & Rawabi Integrated Gas



Rawabi Energy and its subsidiaries



Rawabi Contracting and its subsidiaries

Click the cover to read the report.

To facilitate execution, we have developed a network of Sustainability Champions across each subsidiary and central function.

These champions serve as critical enablers for local adoption, cultural alignment, data ownership, and continuous engagement. A dotted-line reporting relationship exists between these champions and the Corporate Sustainability Department, ensuring two-way collaboration and feedback.

CENTRALIZED ESG REPORTING WITH LOCAL ACCOUNTABILITY

The Corporate Sustainability Department leads group-wide ESG performance reporting, including data collection, validation, consolidation, and analysis. Sustainability Champions play a key role in gathering high-quality, auditable data from their respective entities, thereby supporting transparency and integrity in disclosures.

This centralized-decentralized governance model has already demonstrated clear advantages:

- Efficiency in designing standardized reporting and policy frameworks
- Consistency in ESG messaging and disclosures
- Ownership and cultural alignment at the operational level
- Faster rollout of group-wide sustainability initiatives
- Improved decision-making through high-quality ESG data

STRATEGIC IMPORTANCE AND BENEFITS

The establishment of this model reflects Rawabi's belief that sustainability is a shared commitment across all levels and entities. By institutionalizing sustainability governance, we aim to:

- Enhance resilience and long-term value creation
- Meet client expectations for ESG-aligned partnerships (especially Scope 3 readiness)
- Improve resource efficiency, risk management, and employee engagement
- Strengthen our position as a preferred vendor and responsible employer

INTEGRATING SUSTAINABILITY INTO OUR CORE BUSINESS STRATEGY

OUR OBJECTIVE

Our goal is to improve the lives of our stakeholders and value their work and contributions justly by implementing transparent policies. We aim to accomplish this mission through innovation and continuous investment in community and environmentally- conscious initiatives.

OUR APPROACH

Our Sustainability and CSR approach involves actively contributing to our communities' sustainable and economic development, focusing on stakeholder engagement, addressing key development needs, and operating within a transparent, ethical framework aligned with global best practices.

SUSTAINABILITY & ESG-RELATED POLICIES AND POSITION STATEMENTS

- Anti-Corruption and Anti Bribery Policy
- Information Technology Policy
- Anti-money laundering policy
- Whistleblowing Policy
- Anti-Harassment and Anti-Discrimination Policy
- Anti-Human Trafficking and Anti-Slavery Policy
- Confidentiality Policy
- Conflict of Interest Declaration
- Code of Business Conduct
- Environmental Policy
- Energy Management Policy
- Quality Policy
- Health & Safety Policy
- Sustainability Policy

MATERIALITY ASSESSMENT

At Rawabi Group, materiality is the cornerstone of our sustainability strategy. It helps us identify, prioritize, and manage Environmental, Social, and Governance (ESG) topics that have the most significant impact on our long-term business performance, stakeholder trust, and alignment with national and global imperatives.

In 2024, Rawabi conducted its first formal materiality assessment using the G17Eco Materiality Tracker, a globally benchmarked, data-driven platform that integrates key sustainability frameworks, investor expectations, and regional mandates. This exercise marks a pivotal step in institutionalizing our ESG agenda and embedding sustainability into our core decision-making processes.

OUR APPROACH

The materiality assessment applied a financial materiality lens in addition to Environmental Social & Governance, in line with evolving global standards such as those issued by the International Sustainability Standards Board (ISSB) and SASB. The objective was to identify ESG topics that are most likely to affect Rawabi's enterprise value, operational resilience, and investor perceptions.

To achieve this, the following globally recognized frameworks were referenced and harmonized through the G17Eco platform:

GRI (Global Reporting Initiative): Provided the foundational scope of relevant ESG topics.

SASB: Helped ensure sector-specific relevance and investor alignment.

CSRD (Corporate Sustainability Reporting Directive): Supported early alignment with double materiality concepts.

UN SDGs (Sustainable Development Goals): Linked our priorities with global development goals.

ISSB (IFRS S1 & S2): Provided a robust structure for financially material sustainability disclosures.

These frameworks were synthesized into the 5Ps structure of the G17Eco methodology, ensuring a well-rounded coverage of topics across:

People – Human capital, safety, well-being, and inclusion

Planet – Emissions, waste, energy, water, and environmental impact

Principle – Governance, compliance, ethics, and cybersecurity

Partnership – Supply chain responsibility and stakeholder engagement

Prosperity – Innovation, operational efficiency, and long-term business value

STAKEHOLDER ENGAGEMENT

The materiality assessment engaged a broad cross-section of internal stakeholders across the following departments:

- Human Capital
- Legal and Compliance
- Finance
- Product & Technology
- Operations
- Marketing & Customer Service
- Supply Chain & Logistics
- Public Relations
- Governance & Strategy
- Business Development

Participants were selected based on their strategic influence and proximity to ESG risks, opportunities, and external stakeholders. Their inputs were collected through structured surveys and workshops, using a standardized scoring methodology to rate ESG topics based on current and emerging financial relevance.

While external stakeholders were not directly surveyed in this initial phase, their perspectives were reflected indirectly through internal experts who regularly interact with regulators, clients, suppliers, and communities. This was complemented by external benchmarking, policy reviews, and market trend analysis, particularly in relation to Saudi Vision 2030.

ALIGNMENT WITH SAUDI VISION 2030 AND GLOBAL PEERS

Our materiality outcomes closely align with national goals outlined in Saudi Vision 2030, particularly regarding:



When benchmarked globally, Rawabi's materiality results are consistent with diversified industrial and infrastructure peers, especially on topics such as health and safety (9.6), risk management (9.4), ethical supply chain (8.2), and environmental mitigation (8.1). Moreover, Rawabi demonstrates strong alignment, talent development, and ethical governance, areas of rising importance in the GCC.

ORGANIZATIONAL BOUNDARIES

Material topics were assessed across business functions and subsidiaries where Rawabi Group exercises financial control or operational influence, ensuring that the materiality outcomes reflect both strategic and operational realities. The 2024 assessment covered selected subsidiaries based on data availability and relevance.

MATERIAL TOPICS IDENTIFIED

The following key topics were identified as ESG and financially material to Rawabi Holding Group's sustainability performance:

- Corporate Governance and Ethical Practices Framework, Ethical Business Conduct & Anti-Corruption Measures, Regulatory Compliance and Adaptation
- Ethical and Transparent Supply Chain Management, Responsible Sourcing and Ethical Procurement
- Environmental Impact Assessment and Mitigation
- Corporate Social Responsibility and Community Engagement
- Comprehensive Health, Safety, and Well-being Management Across Stakeholders and Operations
- Talent Acquisition, Development, and Retention.
- Risk Management Practices and Mitigation

Each of these topics will inform our ESG strategy, performance monitoring, and disclosures in future reports. The insights gained through this assessment are now being used to align KPIs, governance mechanisms, and strategic roadmaps across the Group and its subsidiaries.

LOOKING AHEAD

Rawabi Group views this materiality assessment as a living process, one that will evolve with stakeholder expectations, regulatory changes, and business realities. As we mature our sustainability reporting, we plan to expand the scope to include double materiality, deepen engagement with external stakeholders, and establish regular cycles of review and validation.

This foundational effort reinforces our commitment to transparent, responsible, and performance-driven sustainability practices, building long-term value for our business and all those we serve.

2023 AND 2024 REPRESENT THE BASELINE YEARS FOR RAWABI'S SUSTAINABILITY JOURNEY.



SUSTAINABILITY DATA GOVERNANCE

BASELINE YEARS AND DATA CONTEXT (2023–2024)

We are separating baseline transparency from managed impact — formal sustainability governance begins in 2025.

Rawabi's sustainability journey formally commenced with the establishment of a dedicated Sustainability team in 2025. Accordingly, the data disclosed for 2023 and 2024 represents baseline performance, prior to the implementation of structured sustainability strategies, targets, or initiatives.

Variations observed across certain environmental and social indicators during these years including both improvements and declines, are therefore not attributed to specific sustainability initiatives. Instead, they primarily reflect underlying operational factors such as changes in business activity levels, project mix, workforce dynamics, and evolving data coverage.

At this stage, Rawabi has intentionally avoided the use of intensity metrics (e.g., per production, per employee, or per revenue), in order to maintain a clear focus on absolute performance tracking. These baseline disclosures are intended to establish a transparent reference point, enabling meaningful year-on-year comparisons as governance structures, data systems, and sustainability initiatives mature from 2025 onward.

Where improvements are observed in certain indicators between 2023 and 2024, these are considered outcomes of operational variability rather than deliberate sustainability interventions, and are therefore not claimed as managed performance improvements. Similarly, increases or declines during the baseline period should be interpreted in the context of evolving business operations and improved data availability, rather than as a reflection of sustainability performance management.

From 2025 onwards, Rawabi has established formal sustainability governance, including a dedicated team, defined roles and responsibilities, and a structured sustainability roadmap. Future reports will therefore increasingly link performance trends to specific initiatives, targets, and management actions.

ENVIRONMENT



COMMIT
CARE
CONSERVE

GREENER FUTURE

SUSTAINING

MEASURE
REDUCE
RENEW

TRACK
IMPROVE
SUSTAIN

CONSERVE

TOMORROW

CARE

CLEANER TODAY

RESPONSIBILITY
ACTION
PROGRESS



AT RAWABI, WE RECOGNIZE THAT ENVIRONMENTAL RESPONSIBILITY IS NOT ONLY A GLOBAL PRIORITY BUT ALSO CENTRAL TO SAUDI VISION 2030 AND THE KINGDOM'S TRANSITION TOWARD A SUSTAINABLE ECONOMY.

Measuring and managing our environmental performance is therefore a critical step in aligning our business with these aspirations. We have established 2023 as our environmental baseline, using spend-based data, to provide a clear reference point for all future initiatives. This decision gives us a solid foundation to track progress while acknowledging the areas where data collection and quality need further strengthening.

While most of our greenhouse gas (GHG) data is currently derived from spend-based methodologies and only a limited portion from actual consumption, we are actively working to improve accuracy. We also recognize that sustainability awareness across our organization is still developing.

To address this, Rawabi has initiated dedicated awareness and training sessions to embed a culture of shared responsibility among employees.

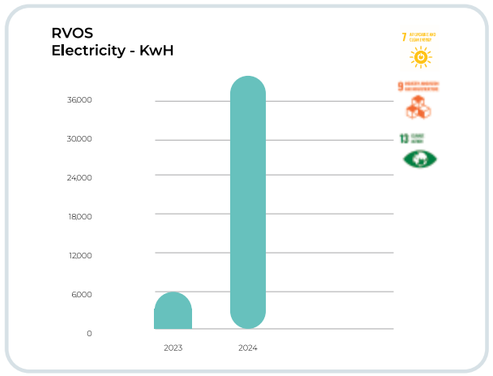
Our approach prioritizes substance over optics, ensuring continuous improvement, transparency, and concrete actions that will deliver lasting value for our business, the environment, and society. This mindset positions us to move steadily toward greater accountability, resilience, and contribution to Saudi Arabia's sustainable future.

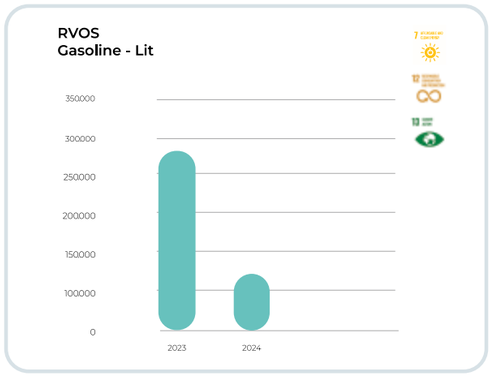
Data gaps remain, and our 2024 figures are still under validation, but we have already begun implementing new processes and systems to capture more precise, consumption-based information. These efforts represent a conscious commitment to build an environmental management framework that will withstand the expectations of global best practices and evolving stakeholder requirements.

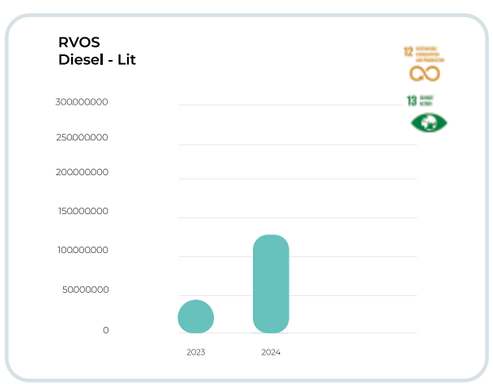


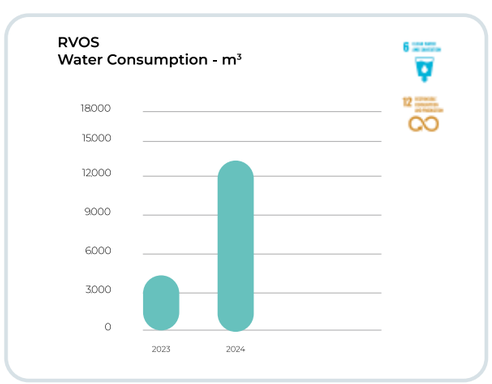
RAWABI VALLIANZ OFFSHORE SERVICES (RVOS)

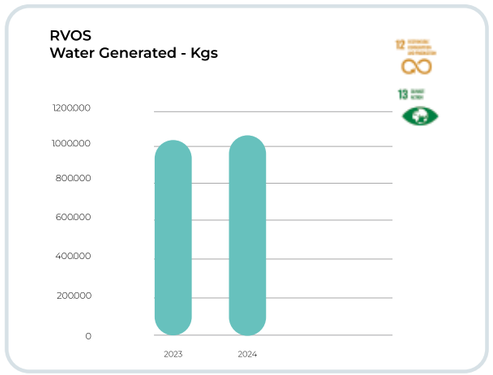
INDICATOR	UNIT	2023	2024
Electricity	KwH	6,000	47,971
Gasoline	Lit	278,374.08	138,637
Diesel	Lit	42,557,418.36	124,673,105.1
Water Consumption	m^3	3,080	13,720
Waste Generated	Kgs	1,041,000	10,997,000
Waste Disposed	Kgs	589,000	558,000

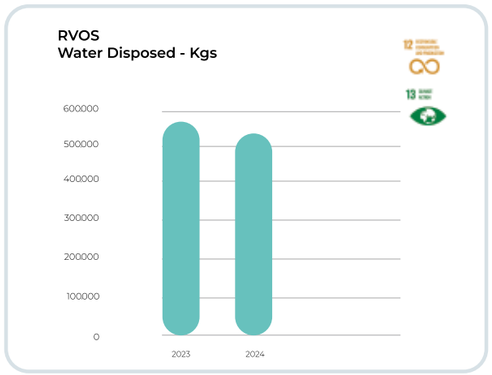






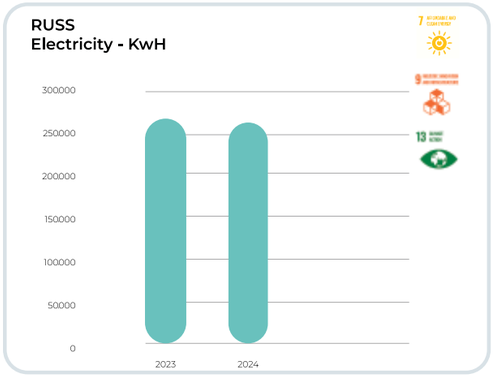


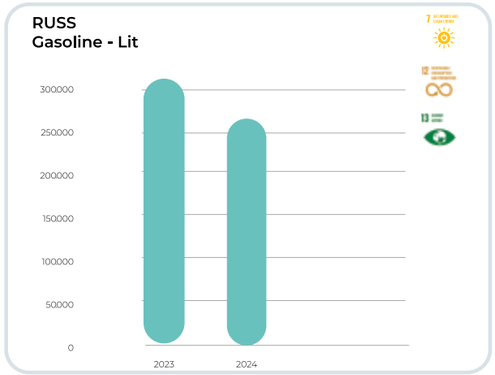


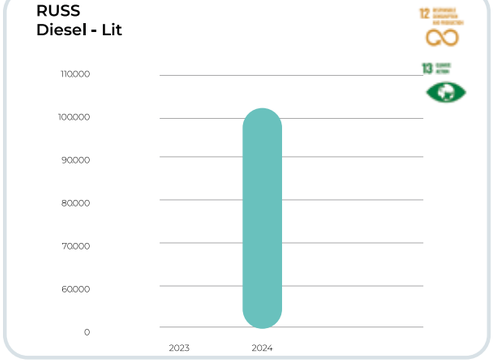


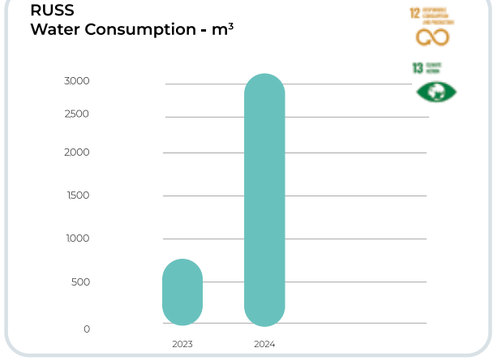
RAWABI UNITED SAFETY SERVICES (RUSS)

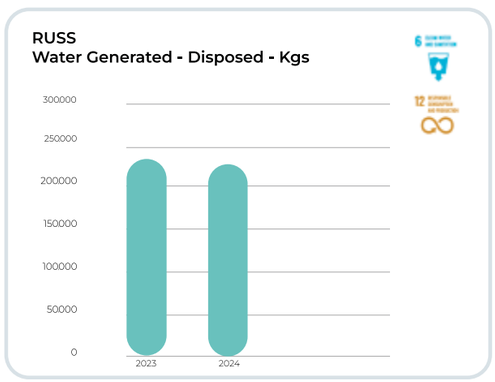
INDICATOR	UNIT	2023	2024
Electricity	KwH	284,881	284,508
Gasoline	Lit	350,606	279,191
Diesel	Lit	0	104,483
Water Consumption	m^3	871	3,223
Waste Generated	Kgs	248,174	243,755
Waste Disposed	Kgs	248,174	243,755





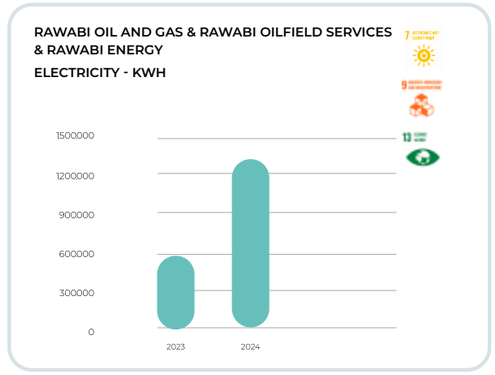


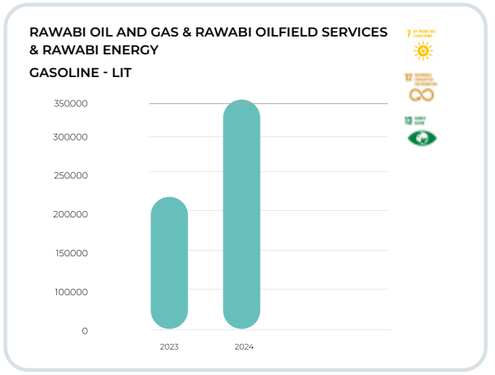


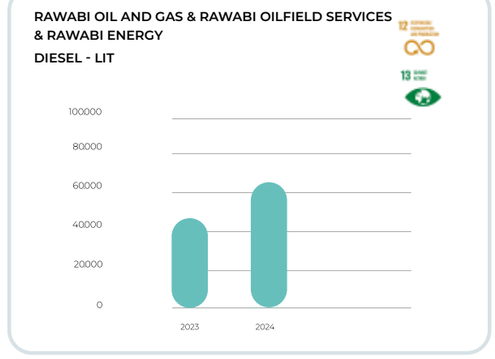


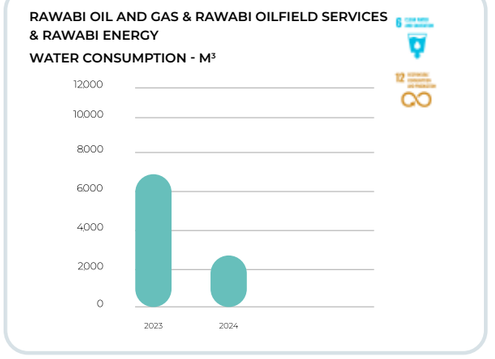
RAWABI OIL AND GAS & RAWABI OILFIELD SERVICES & RAWABI ENERGY

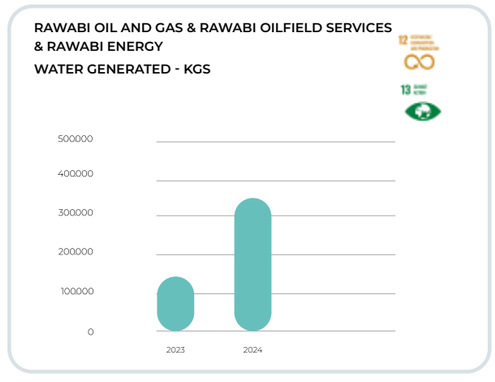
INDICATOR	UNIT	2023	2024
Electricity	KwH	598,598	132,749.87
Gasoline	Lit	222,663	352,388
Diesel	Lit	49,634	64,883
Water Consumption	m^3	7,784. 49	2,455
Waste Generated	Kgs	125,380	366,000
Waste Disposed	Kgs	80,880	366,000

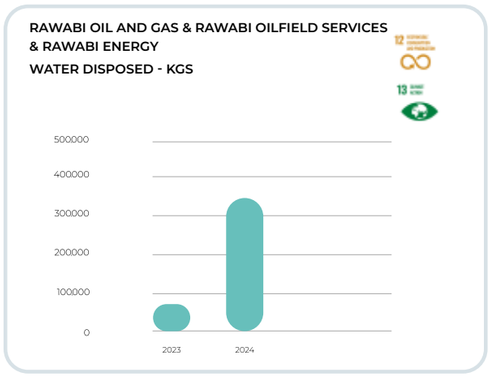






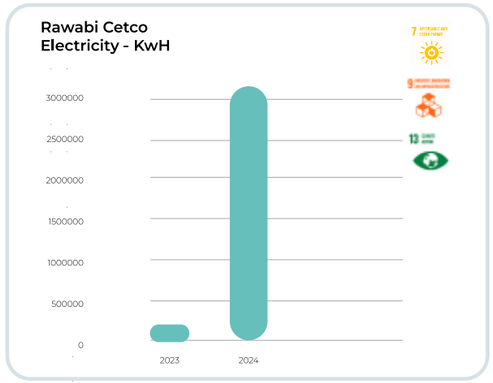


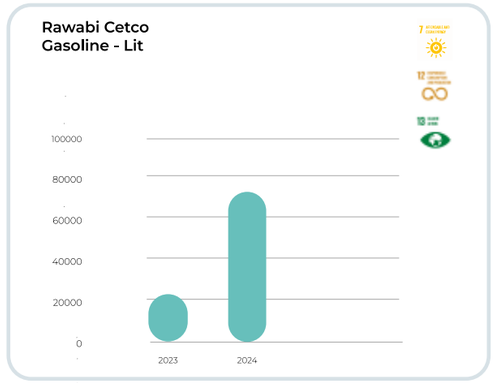


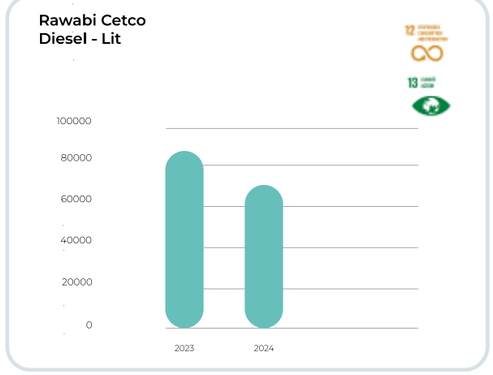


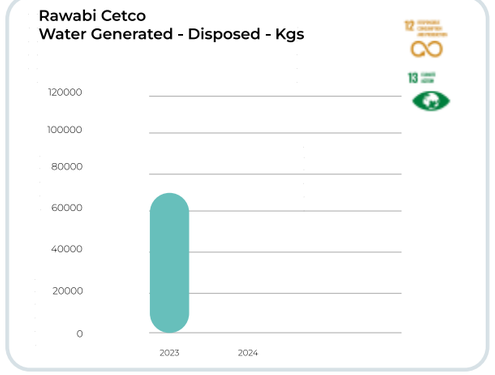
RAWABI CETCO

INDICATOR	UNIT	2023	2024
Electricity	KwH	125,334	3,020,477
Gasoline	Lit	22,855	92,950
Diesel	Lit	82,129	758,662
Waste Generated	Kgs	64,000	
Waste Disposed	Kgs	64,000	



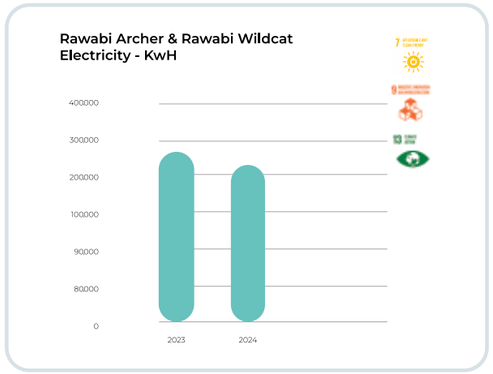


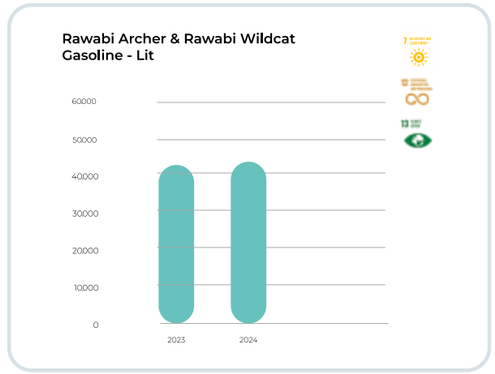


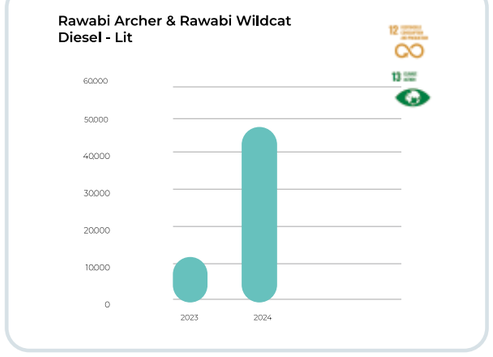


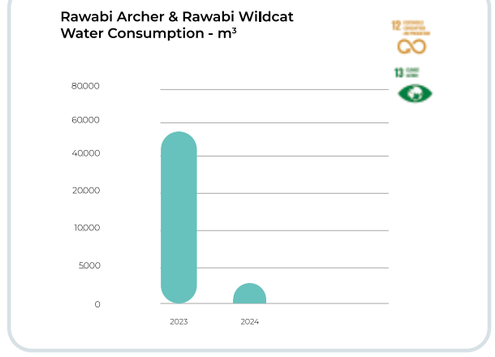
RAWABI ARCHER & RAWABI WILDCAT

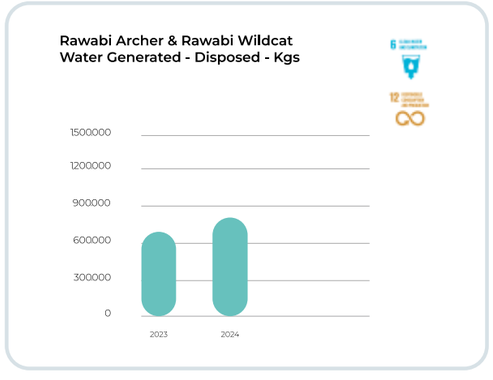
INDICATOR	UNIT	2023	2024
Electricity	KwH	283,595	214,824
Gasoline	Lit	44,158	44,896
Diesel	Lit	12,699	49,591
Water Consumption	m^3	55,150	317.24
Waste Generated	Kgs	610,688	720,000
Waste Disposed	Kgs	610,688	720,000
Hazardous Liquid Waste	m^3	330	313.84

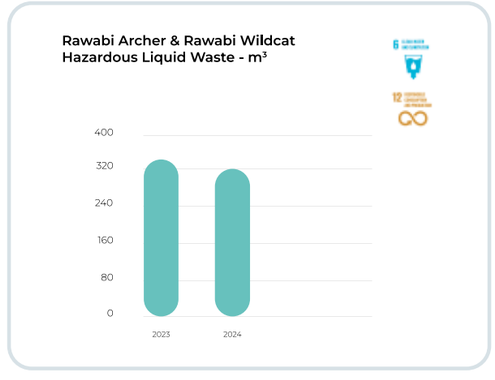






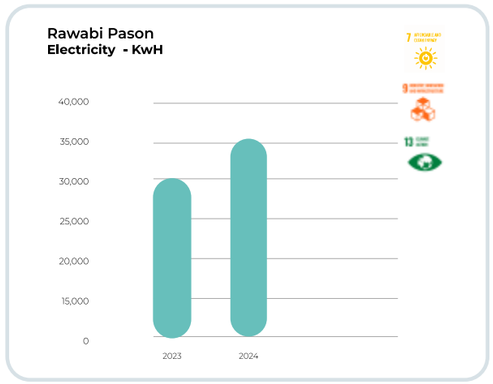


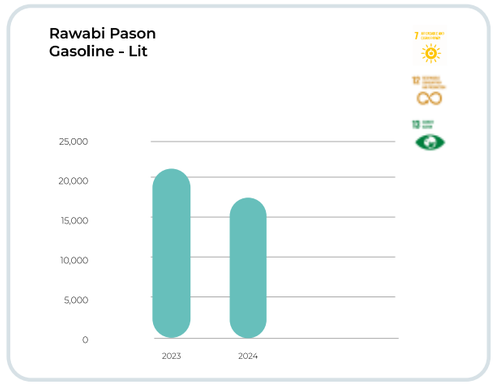


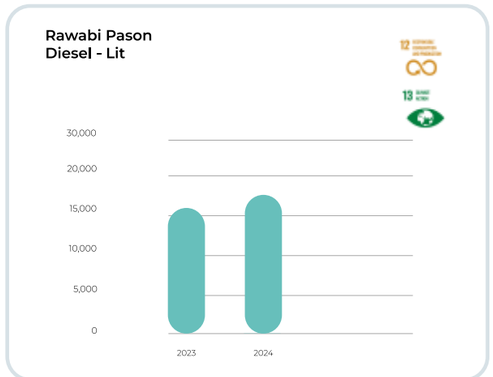


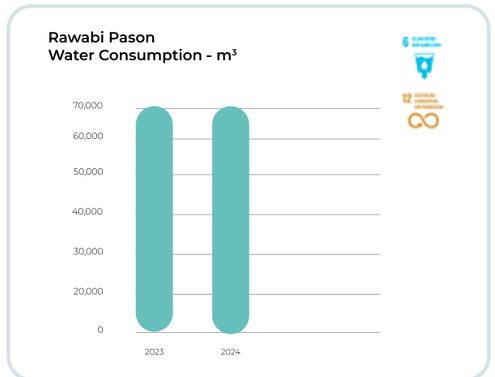
RAWABI PASON

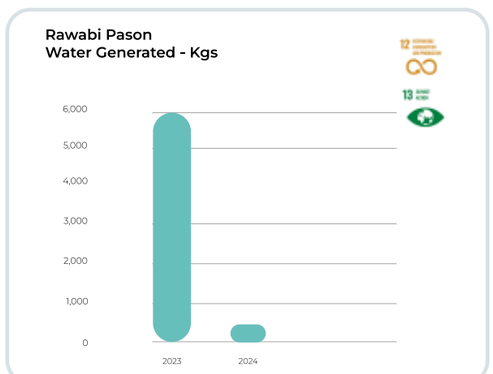
INDICATOR	UNIT	2023	2024
Electricity	KwH	30,894	36,075
Gasoline	Lit	21,760.13	16,590.53
Diesel	Lit	14,765	16,500.43
Water Consumption	m^3	69,152	69,152
Waste Generated	Kgs	6,000	589
Waste Disposed	Kgs	6,000	192

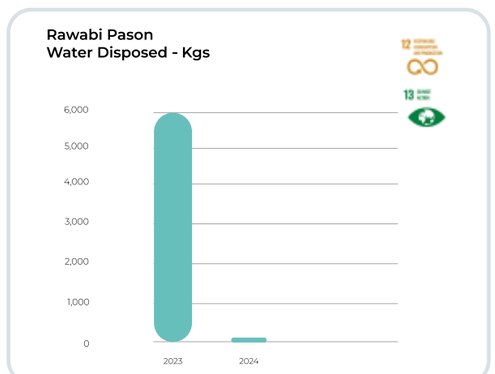








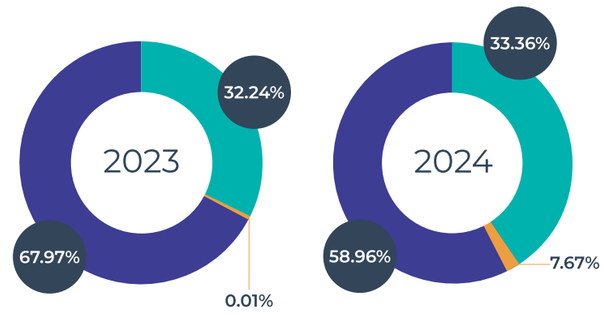




GHG tCO2e

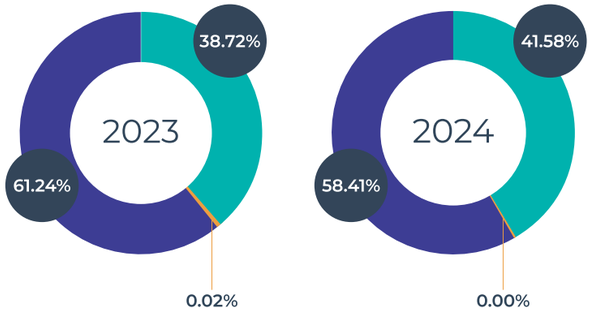
RAWABI ENERGY

TCO2E	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
2023	144,471	871	302,335	447,677
2024	350,994	80,727.1	620,303	1,052,024



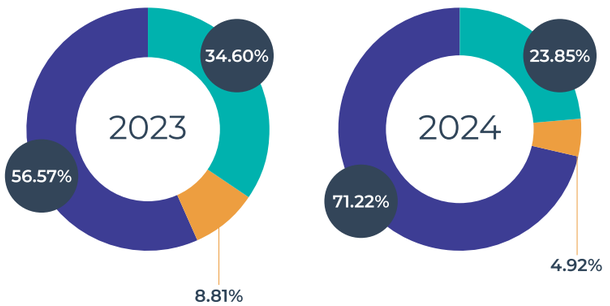
RVOS

TCO2E	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
2023	142,047	85	224,631	366,763
2024	346,834	29.5	487,224	834,087



RUSS

TCO2E	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
2023	742	189	1,213	2,144
2024	848	174.97	2,532	3,555

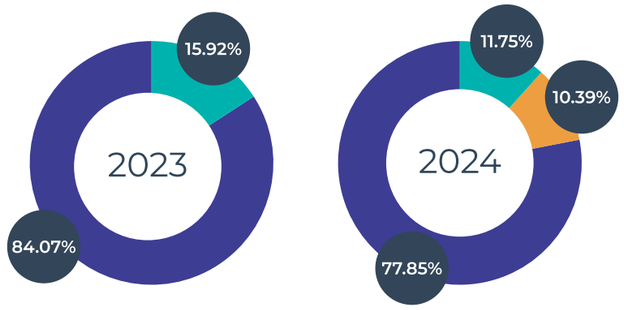


SCOPE 1 SCOPE 2 SCOPE 3

GHG tCO2e

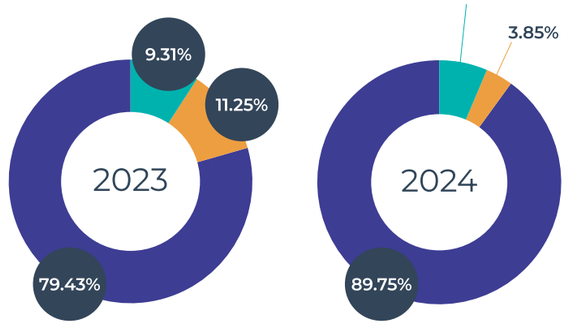
RAWABI CETCO

TCO2E	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
2023	740		3,906	4,646
2024	2,101	1,858	13,913	17,871



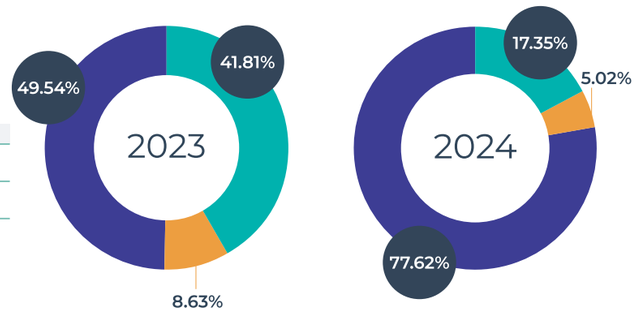
RAWABI ARCHER & RAWABI WILD CAT

TCO2E	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
2023	144	174	1,228	1,546
2024	219	132	3,074	3,425.027



RAWABI PASON

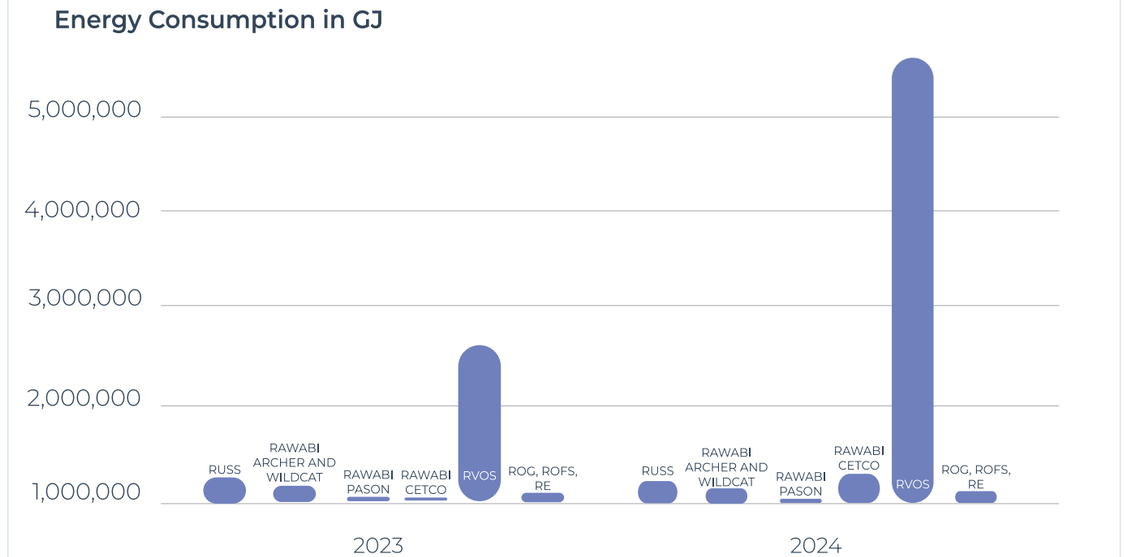
TCO2E	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
2023	92	19	109	220
2024	76	22	340	438



SCOPE 1 SCOPE 2 SCOPE 3

TOTAL ENERGY CONSUMPTION

Rawabi Energy	2023	2024
RUSS	12,245	13,699
RAWABI ARCHER & RAWABI WILDCAT	2,889	3,985
RAWABI PASON	1,336	1,251
RAWABI CETCO	4,123	41,008
RVOS	1,532,485	4,467,906
RAWABI OIL AND GAS & ROFS & RAWABI ENERGY	11,057	14,077



CIRCULAR ECONOMY PRACTICES RVOS







AT RVOS, WE RECOGNIZE THAT WASTE IS NOT AN END PRODUCT BUT A RESOURCE THAT CAN BE REIMAGINED TO CREATE VALUE.

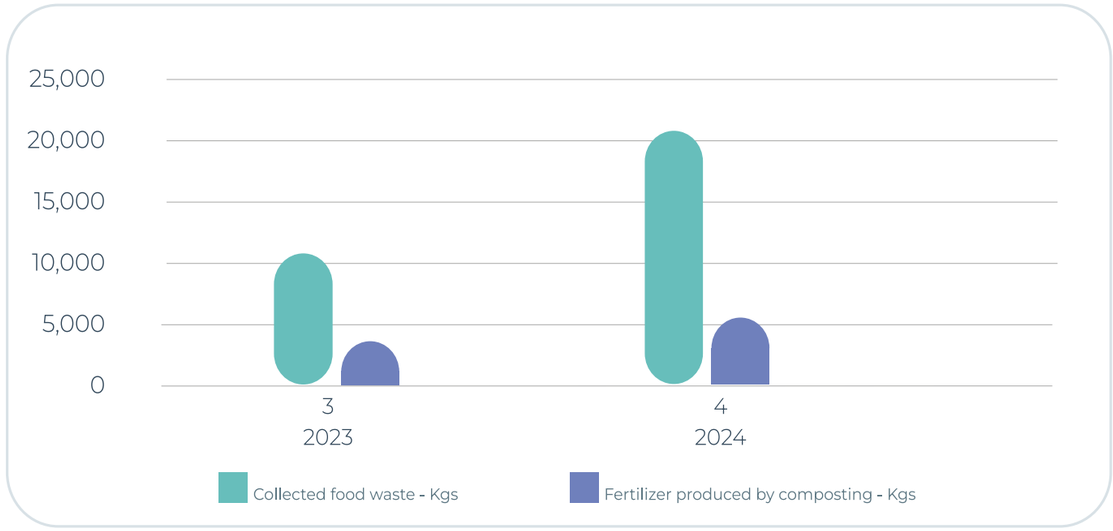
IN LINE WITH OUR COMMITMENT TO CIRCULAR ECONOMY PRINCIPLES, WE INTRODUCED ONBOARD FOOD WASTE COMPOSTING PRACTICES ACROSS OUR FLEET STARTING IN 2023.

In the first year, three vessels were equipped with composters designed to collect food waste and convert it into organic fertilizer.

This initiative successfully diverted 11,100 kilograms of food waste from disposal pathways that typically generate greenhouse gases, producing instead 3,700 kilograms of nutrient-rich fertilizer.

Encouraged by these results, in 2024 we expanded the program to a fourth vessel, enabling us to process 21,100 kilograms of food waste into 5,400 kilograms of fertilizer.

	2023	2024
Number of vessels for which process implemented	3	4
Collected food waste - Kgs	111,000	211,000
Fertilizer produced by composting - Kgs	3,700	5,380



WHILE THIS FERTILIZER IS NOT SOLD COMMERCIALLY, THE INITIATIVE HAS PROVEN HIGHLY IMPACTFUL IN TWO CRITICAL WAYS:

- Closing the Loop on Waste: By giving food waste a second life, we are embedding circular economy practices into everyday marine operations.
- Reducing Greenhouse Gas Emissions: By diverting waste from traditional disposal methods, we prevent methane generation, a major contributor to climate change.

Beyond the numbers, the program reflects our belief that sustainability is not about short-term revenue but about long-term resilience and stewardship. This initiative demonstrates how operational innovation, even at a modest scale, can contribute meaningfully to environmental responsibility.
RVOS is currently analyzing operational data and vessel performance to guide the next phase of expansion, with the ambition of rolling out composting systems across more vessels in the coming years.

By embedding circular economy practices into our marine operations, we are setting a standard in the offshore services sector, proving that responsible waste management and environmental protection can go hand in hand with operational excellence.





SOCIAL

NURTURE
PROTECT
EMPOWER

PEOPLE FIRST

PROGRESS > COMMUNITY

WORKFORCE

TALENT
CARE
COMMUNITY

SAFETY
GROWTH
IMPACT

WELL-BEING

FUT-
URE **ALWAYS**

POWERED BY **PEOPLE**

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



At Rawabi, we believe we are truly

Powered by **PEOPLE**

Our employees, partners, and the communities we serve are the foundation of our growth and resilience. In line with global ESG priorities and Saudi Vision 2030,

We place strong emphasis on nurturing human capital, ensuring workplace safety, and creating meaningful impact in society.

We recognize that our success as a business is inseparable from the well-being of the people around us.

Based on our materiality assessment, we have identified three focus areas within the social pillar:

Talent Acquisition, Development & Retention.

Health & Safety.

Commitment to Social Responsibility & Community Development.

To ensure accountability, we are reporting on a set of practical and measurable indicators, such as Lost Time Injuries (LTIs), fatalities, hours of Health & Safety training delivered, CSR projects and beneficiaries, as well as workforce composition including new joiners, gender diversity, and Saudi national representation across all levels of the organization.

We acknowledge that certain areas, such as detailed training records and more granular workforce breakdowns are still developing. To address this, we have initiated processes to strengthen data collection and accuracy, ensuring that future reports provide greater transparency and insight. While data maturity continues to evolve, we have chosen to begin with what is available and keep improving year by year.

For us, social sustainability is about building genuine impact through actions, culture, and responsibility. By investing in people, protecting their safety, and uplifting our communities, we are not just fulfilling reporting requirements, but shaping Rawabi into a place where people thrive and where our collective strength drives progress.



Tree Planting Initiative 2024

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Rawabi's CSR framework is built on three pillars: Youth Empowerment, Community Investment, and Community Service. Youth programs such as the Internship Program and Future Skills Camp prepare the next generation of leaders, directly aligning with Vision 2030's human capital development objectives. Community investment and service programs, such as Ramadan Supplies, Blood Donation, and Tree Planting demonstrate our responsibility to support society's immediate needs while driving long-term sustainability.

Our efforts are strengthened through partnerships with multiple organizations, which help scale impact, extend outreach, and ensure program effectiveness. Whether through educational institutions, healthcare providers, or environmental NGOs, collaboration remains central to Rawabi's CSR philosophy.

Together, these programs reflect our ethos that business success and societal well-being go hand in hand, an approach that ensures Rawabi lives up to its promise of being 'Powered by People' through empowering people and communities for a sustainable future.

RAWABI VOLUNTEER CLUB

نادي روابي التطوعي
RAWABI VOLUNTEER CLUB

Rawabi Volunteer Club supports the non-profit sectors goals in alignment with the National Volunteer Platform.

المنصة الوطنية للعمل التطوعي
الموارد البشرية والتنمية الاجتماعية

The club includes

51 volunteers*
From different companies in the group

Who participated in

12 events*
To serve the community

With a number of hours exceeding

150 hours*
Volunteering Hours

*Note: CSR data presented in this report reflects the combined results for 2023 and 2024.

RAWABI YOUTH EMPOWERMENT PROGRAM

In 2011, Rawabi Group's CSR Department launched an initiative aimed at empowering youth to make better choices about their education and career paths. With young people representing a large portion of Saudi Arabia's population, many face uncertainty when planning their futures. The initiative was created to help guide and support them during this important stage of their lives.

The program targets youth between the ages of 16 and 24, helping them discover their strengths, build their skills, and direct their energy toward a successful future. Through a journey of self-discovery, participants are encouraged to explore their talents and better understand their potential through several programs, including:

RAWABI FUTURE SKILLS BOOTCAMP

RAWABI CAREER GUIDANCE PROGRAM

COLOR Q PERSONALITY TEST

RAWABI INTERNSHIP PROGRAM

ACHIEVEMENTS

RAWABI INTERNSHIP PROGRAM

154 Interns*

84 Mentors*

RAWABI FUTURE SKILLS BOOTCAMP

63 Students*

6 Days*

RAWABI CAREER GUIDANCE PROGRAM

193 Students*

COLOR Q PERSONALITY TEST

193 Students*

COMMUNITY INVESTMENT PROGRAM

Rawabi believes in the importance of investing in the community by supporting local and international institutions and organizations, in addition to encouraging sustainable individual efforts to contribute to the development of the local community in various sectors, including:

EDUCATION **CULTURE** **ORPHAN CARE** **EMPLOYMENT AND SKILL DEVELOPMENT**

HEALTH **SOCIAL** **SPECIAL NEEDS** **TECHNOLOGY AND INNOVATION**

Rawabi also sponsors several charitable organizations and educational institutes with the aim of improving the quality of life by supporting students, developing and enhancing curricula via academy board seats, establishing and sponsoring research chairs, disadvantaged groups and development initiatives. Community investment contributions include several pioneering associations and initiatives that work to make a positive and sustainable impact.

ACHIEVEMENTS

70+ **EVENTS**

12 for Health*

8 for Education*

11 for Culture*

3 for Technology*

12 for Social Activities*

7 for Orphan Care*

4 for People with Special Needs*

4 for Employment and Skill Development*

6 for Women Empowerment*











RAWABI COMMUNITY SERVICE PROGRAM

Rawabi provides its employees with opportunities to participate in community volunteering activities tailored to their suggestions and interests. These initiatives address diverse social issues aligned with employees' commitments, aiming to create a positive impact within the community.

Rawabi's Community Service Program includes:

- Volunteering at the Doctors Diwaniya
- Blood donation campaigns
- Planting and gardening activities in public parks in need
- Beach cleanup activities
- Preparing Ramadan food baskets
- Distributing Iftar meals
- Visiting and greeting hospital patients during holidays
- Volunteering with charitable organizations

ACHIEVEMENTS

Warmth of Giving Campaign:

Distribution of 437 winter kits*

Rawabi Seasonal Flu Vaccination Campaign: **Vaccinated 302*** employees and their families

Ramadan Food Supply Campaign:

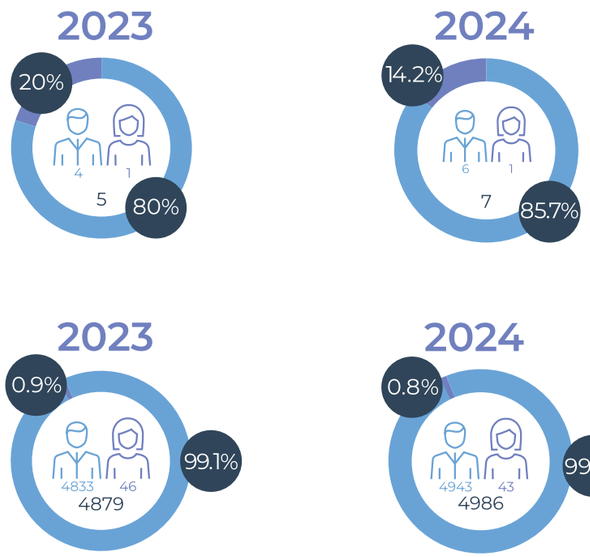
Distribution of 467 Ramadan baskets*

Rawabi Blood Donation Campaign:

Participation of 298 blood donors*

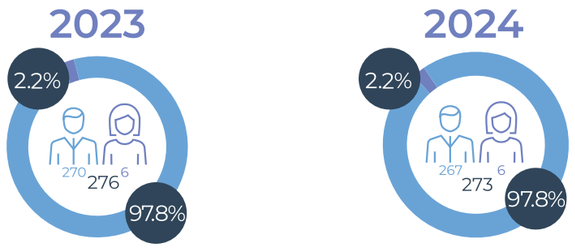
TOTAL EMPLOYEES

RAWABI ENERGY

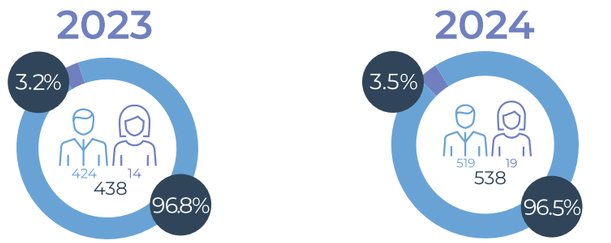


RVOS

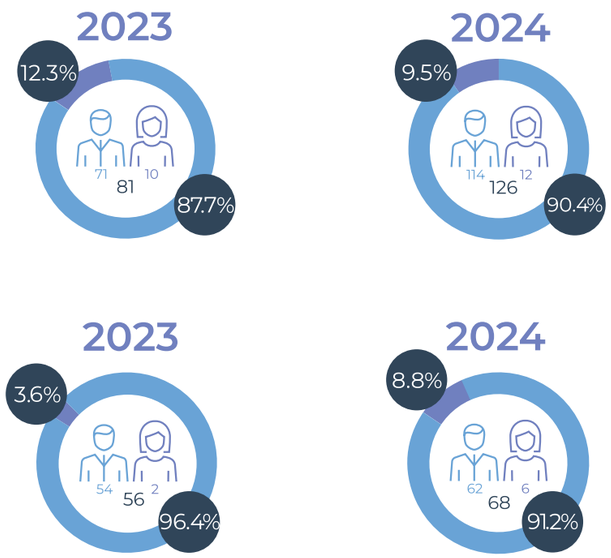
RUSS



RAWABI OIL AND GAS

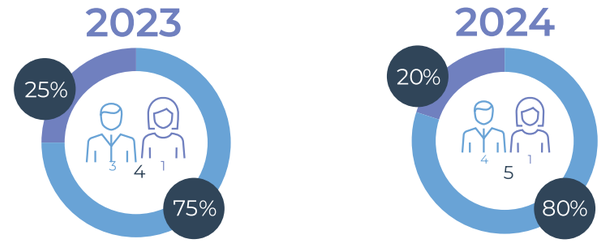


RAWABI CETCO

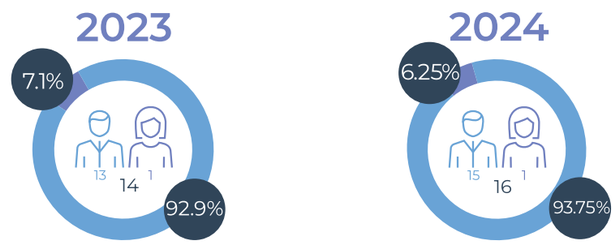


RAWABI ARCHER

RAWABI WILDCAT

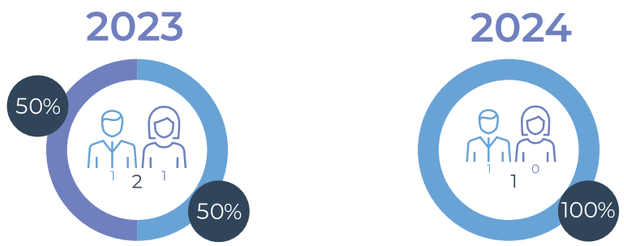


RAWABI PASON

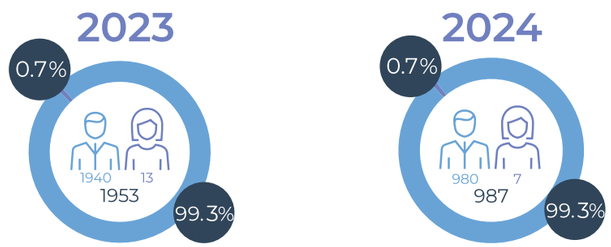


NEW JOINERS

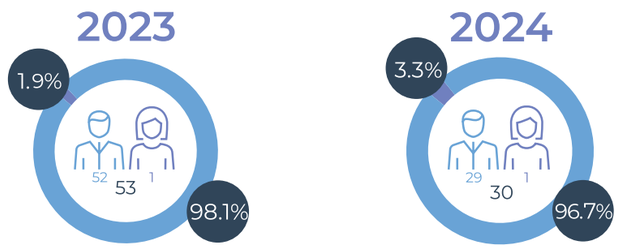
RAWABI ENERGY



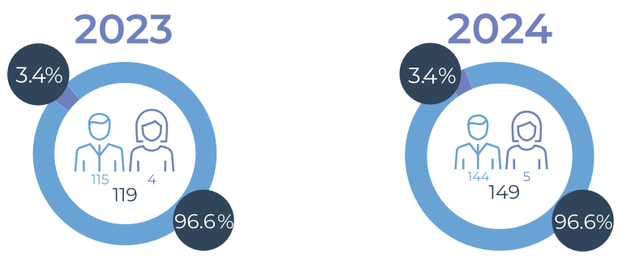
RVOS



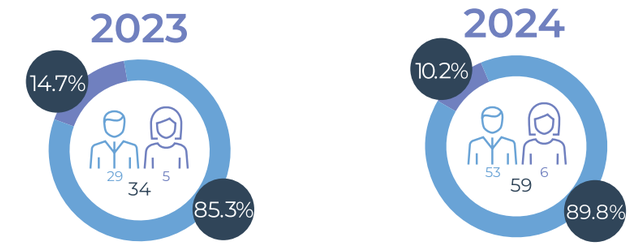
RUSS



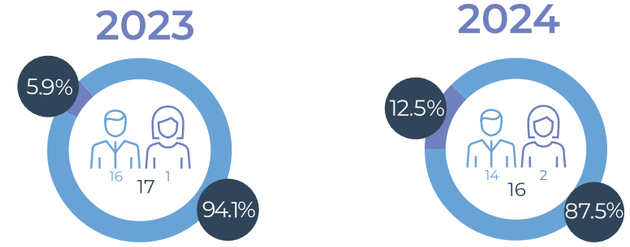
RAWABI OIL AND GAS



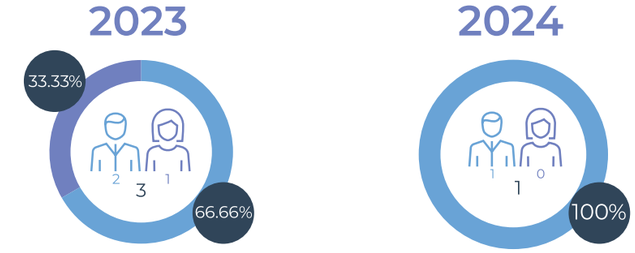
RAWABI CETCO



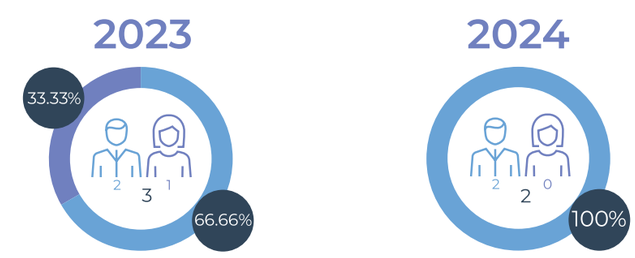
RAWABI ARCHER



RAWABI WILDCAT

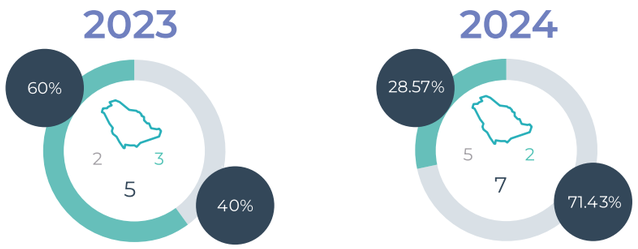


RAWABI PASON

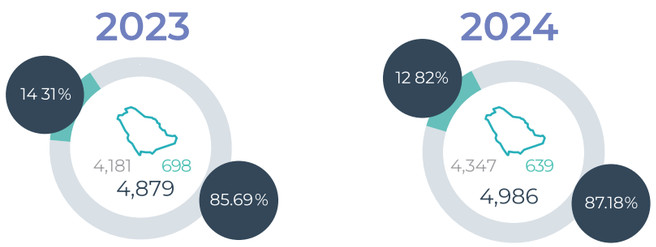


SAUDI EMPLOYEES

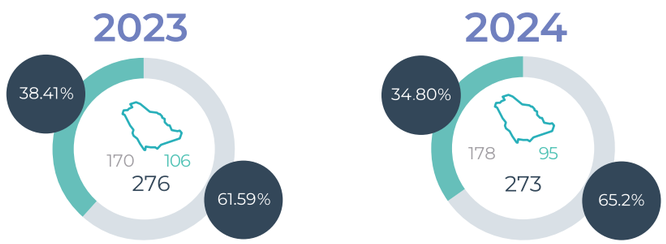
RAWABI ENERGY



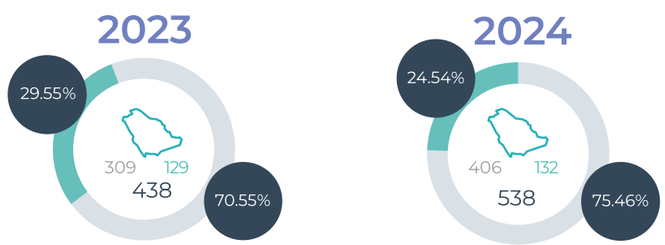
RVOS



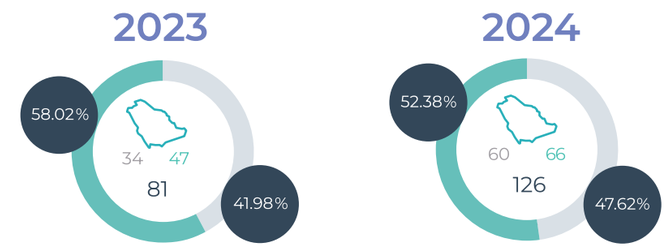
RUSS



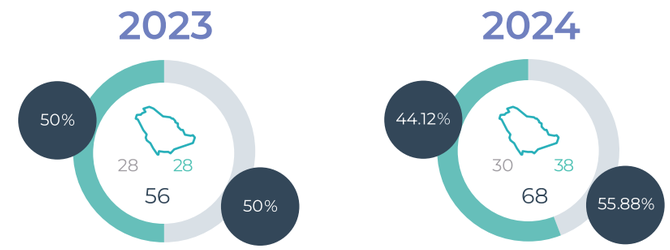
RAWABI OIL AND GAS



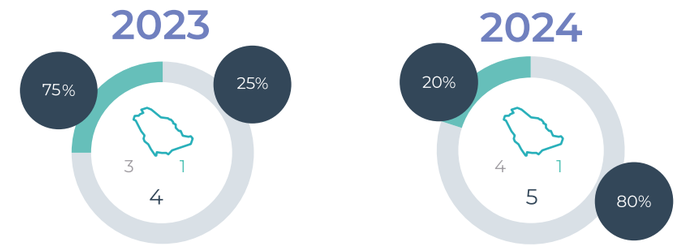
RAWABI CETCO



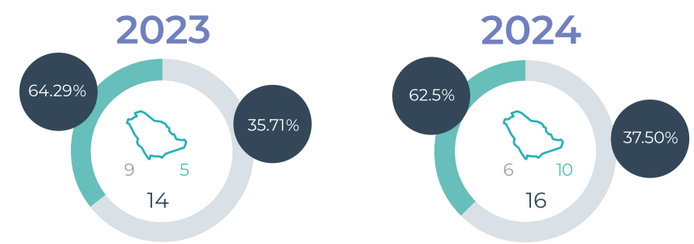
RAWABI ARCHER



RAWABI WILDCAT



RAWABI PASON

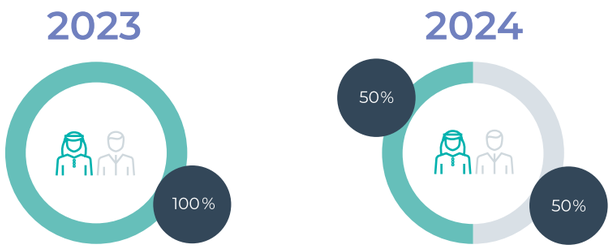


Saudi
Non- Saudi

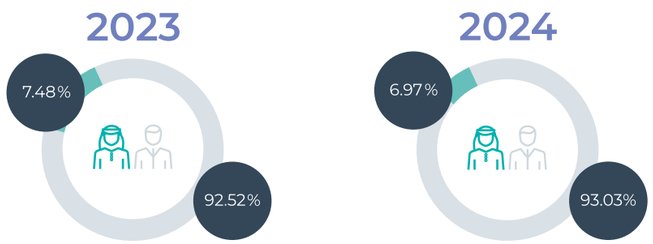
Saudi
Non- Saudi

SAUDI MANAGERS

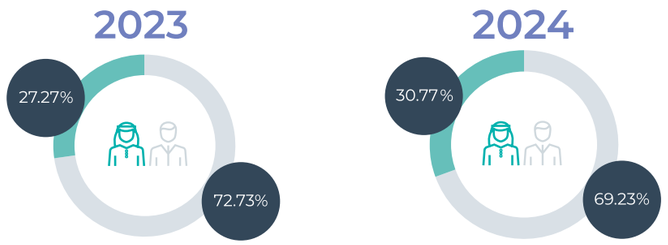
RAWABI ENERGY



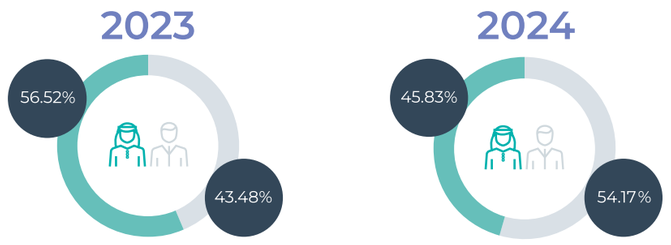
RVOS



RUSS

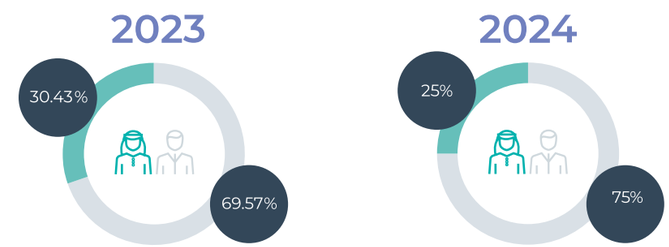


RAWABI OIL AND GAS

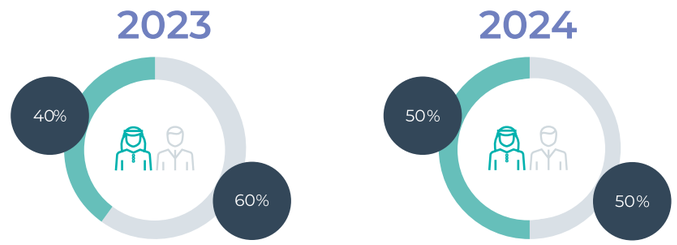


Saudi
Non- Saudi

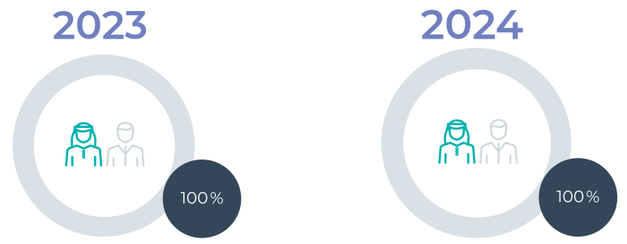
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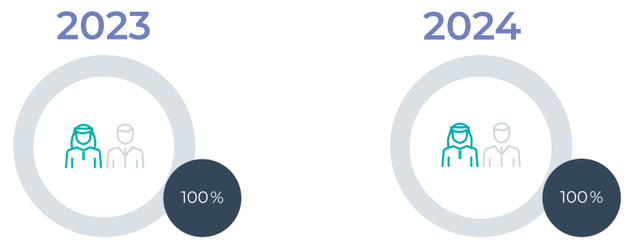
RAWABI ARCHER



RAWABI WILDCAT



RAWABI PASON



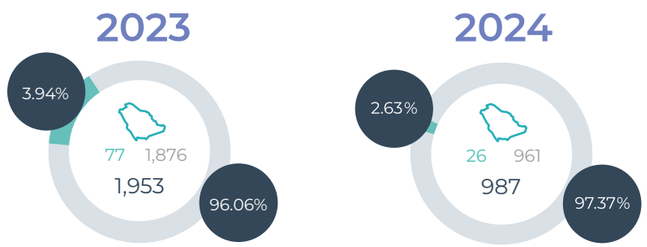
Saudi
Non- Saudi

SAUDI NEW HIRES

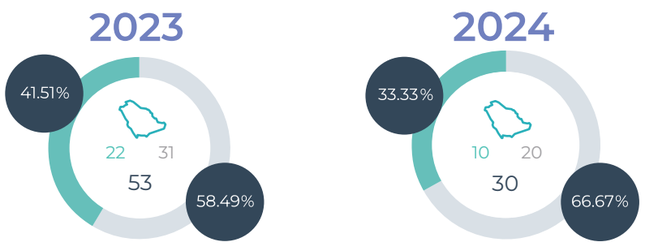
RAWABI ENERGY



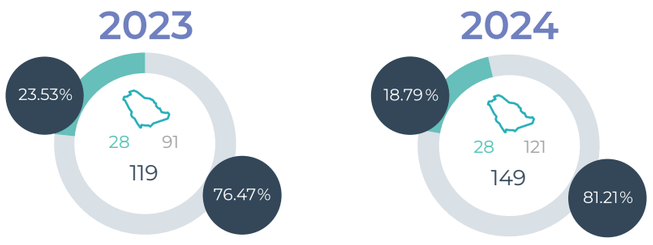
RVOS



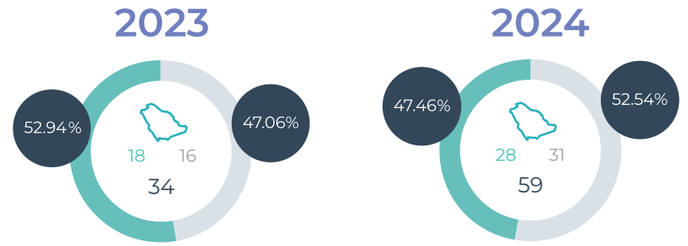
RUSS



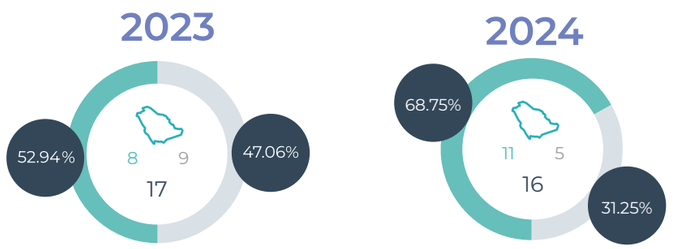
RAWABI OIL AND GAS



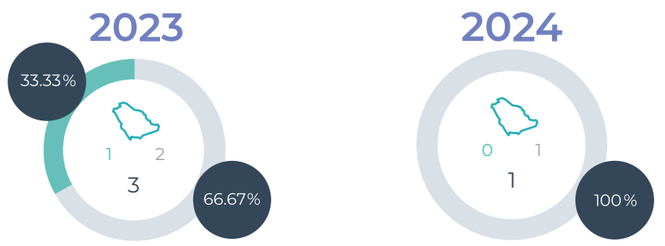
RAWABI CETCO



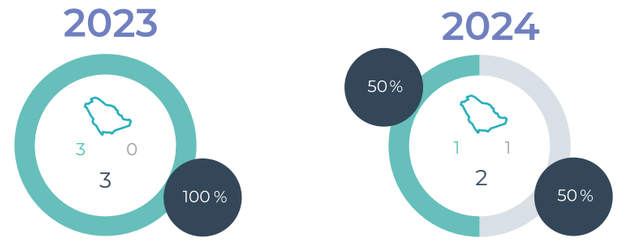
RAWABI ARCHER



RAWABI WILDCAT



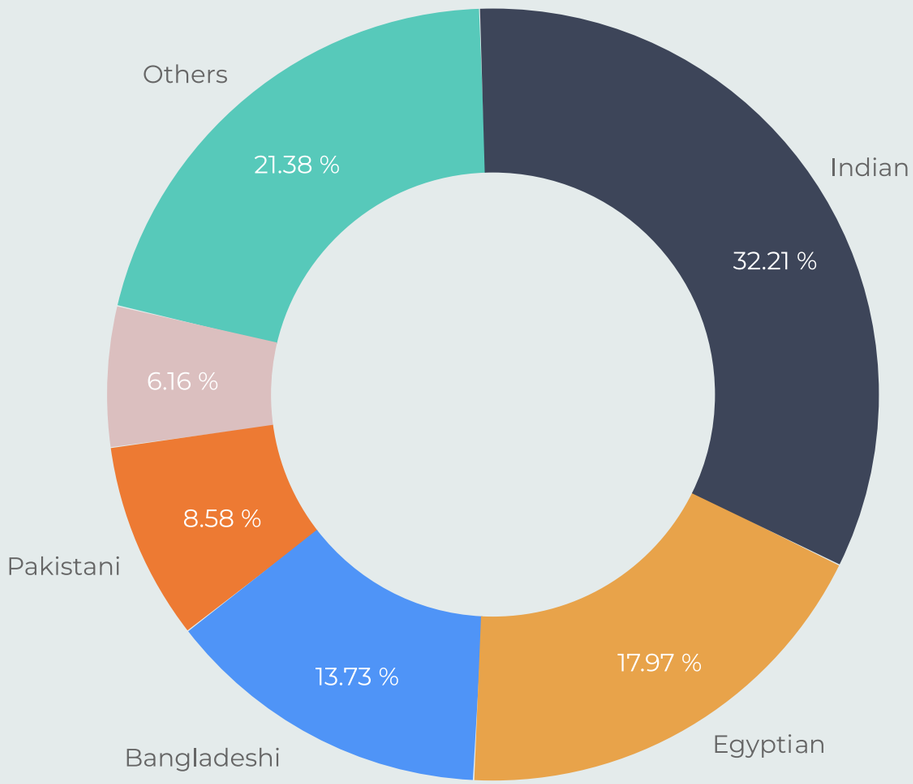
RAWABI PASON



Saudi
Non- Saudi

Saudi
Non- Saudi

REPRESENTED NATIONALITIES



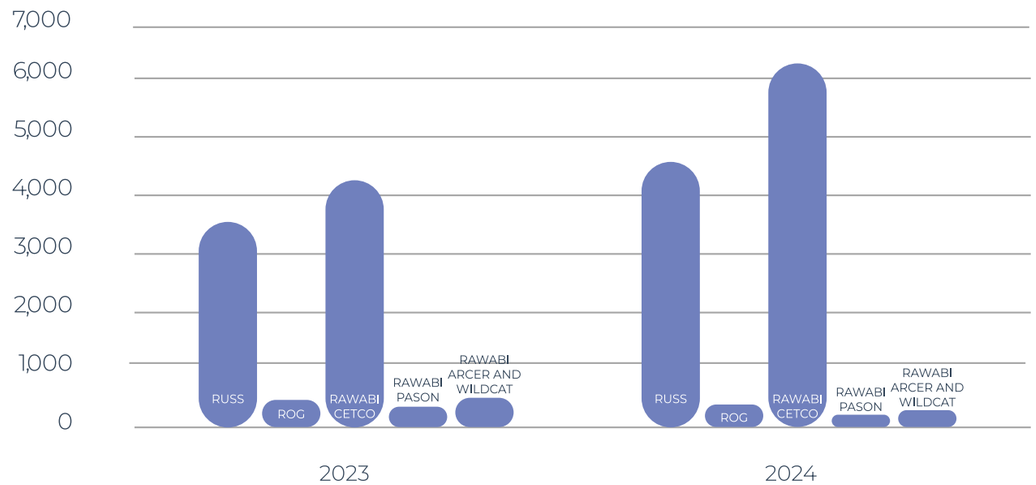
DIVERSITY COUNT: 61

HEALTH & SAFETY

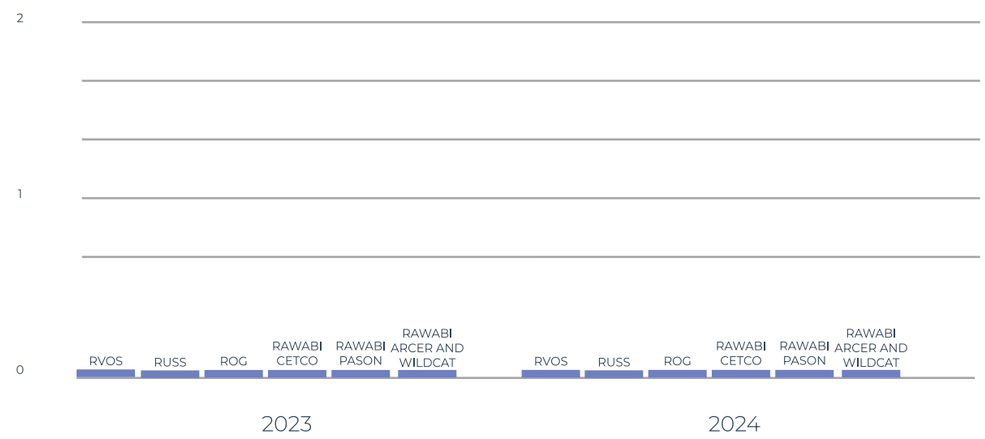
LOST TIME INJURY In line with our commitment to proactive Health & Safety management, Rawabi has significantly focused on leading indicators such as training hours to prevent lagging indicators like Lost Time Injuries (LTIs) and fatalities. Across 2023 and 2024, we delivered extensive Health & Safety training, with a strong emphasis on workforce awareness and competency.

This investment correlates with improved safety performance: LTIs reduced for and remained minimal for some entities, while fatalities were avoided entirely in 2024. By prioritizing training and hazard identification, we are embedding a culture of prevention, ensuring safer operations and protecting our people and stakeholders.

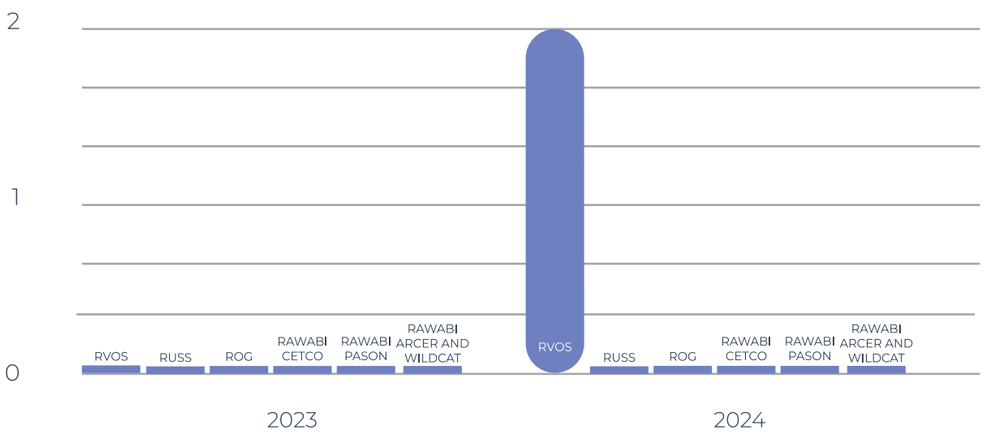
Total Hours of H&S Training Provided



Total Number of Fataliies



Total Number of LTI



RAWABI SHADOW BOARD OF DIRECTORS

Empowering the Next Generation of Leaders

At Rawabi, leadership is not confined to boardrooms, it's cultivated across every level of our organization. The Shadow Board of Directors (SBD) embodies this belief, serving as a dynamic platform for young leaders to voice perspectives, propose initiatives, and contribute directly to strategic decision-making.

With eight diverse members carefully selected from across subsidiaries and functions, SBD represents Rawabi's commitment to youth empowerment, innovation, and inclusivity. Gender balance is a cornerstone of its composition, reflecting our conviction that diverse perspectives drive stronger outcomes. Members serve for a two-year term, with the option for renewal, ensuring both continuity and fresh thinking.

Why It Matters

- Future-proofing Rawabi: Grooming young talent to shape tomorrow's leadership.
- Diverse perspectives: Bringing voices from different business lines, cultures, and geographies.
- Engagement & Innovation: Encouraging employees to see themselves as co-creators of Rawabi's success.
- Direct influence: Recommendations flow straight to Vice Chairman & Group CEO, amplifying employee impact.



Mazen Hassanin
Chairperson



Rawan AlBadain
Secretary



Valeriy Lemesh
Vice Chairperson



Abdulaziz AlHawas
Board Member



Fatma AlDawood
Board Member



Yasir Aboud
Board Member



Hend AlAkeel
Board Member



Nasir AlShubbar
Board Member

Current SBD Members (2025–2027)

Selection & Representation

The selection process is rigorous yet inclusive. Candidates under the age of 40, with at least one year of service, are invited to apply by submitting a vision statement, CV, and recommendations. Shortlisted candidates undergo interviews and deliver a 10-minute elevator pitch to a panel including senior leadership.

Nomination and Remuneration Committee (NRC) ensures candidates are aligned with Rawabi's values of integrity, collaboration, and growth. The current cohort, appointed in March 2025, reflects our diverse talent pool, spanning legal, engineering, HR, operations, and project management.

Impact of SBD

While the newly appointed SBD is still formulating its initiatives, previous cohorts have already left a strong legacy, with projects that continue to add value:

- Knowledge Sharing Culture – Platforms for systematic knowledge transfer.
- Entertainment Calendar – Quarterly events enhancing morale and culture.
- Enhanced Onboarding – Structured, values-driven integration for new hires.
- Rawabi Health Program – Company-wide health and wellness initiatives.
- School Tuition Support – A now-permanent benefit supporting employee families.

These initiatives demonstrate that SBD is not symbolic, but a driver of tangible change.

Benefits at a Glance

- Nurtures future leaders and succession pipelines
- Boosts employee engagement and sense of belonging
- Infuses innovation and agility into governance
- Strengthens Rawabi's "Powered by People" culture

LONG-SERVING EMPLOYEES AT RAWABI

At Rawabi, our greatest strength has always been our people. Many of our colleagues have been with us for decades, a true testament to the culture of trust, respect, and growth that defines our organization. Their journeys embody what it means to be "Powered by People," proving that sustainability is built not only on systems and processes but also on commitment, empowerment, and shared values.

The reflections of our long-serving employees reveal a common thread: Rawabi is more than just a workplace. For some, it has been the foundation of a lifelong career, from entry-level positions to senior leadership roles. For others, it has been a place where work-life balance, personal growth, and family life could thrive together. Their words highlight the opportunities for professional development, the spirit of inclusivity and diversity, and the unwavering support of leadership that have shaped their experiences.

From pioneering Saudi women who found empowerment and career paths when opportunities were scarce, to expatriates who have made Rawabi their second home, these stories showcase a culture that values people above all else. Employees speak of being trusted with responsibility, encouraged to innovate, mentored through challenges, and supported at every stage of their careers. The consistency of these themes across nationalities, genders, and roles reflects Rawabi's deep commitment to building a sustainable organization where people can flourish.

The following testimonies, shared in their own words, celebrate the long service, dedication, and impact of our people. They stand as living proof that Rawabi's progress and sustainability journey are truly powered by its people.



“My journey with Rawabi, which began in 2008, has been a profound period of continuous growth and learning. From my initial role in Rawabi Holding Corporate Services to my current position in Rawabi Vallianz as Fleet Logistics, I have been fortunate to witness and contribute to the company’s dynamic expansion.
I am particularly grateful for the trust placed in me to handle critical systems like Aramco’s Marine Operations Management System (VTS Vessel Movements) and Aramco ID e-security platforms. This responsibility has not only sharpened my technical and analytical skills but has also given me a deep sense of pride in ensuring the smooth operation of our offshore fleet.
The company’s commitment to ‘Powered by People’ is real; it’s evident in the collaborative spirit across departments and the opportunities provided for professional development. The challenges we’ve overcome together have been some of my most memorable experiences, reinforcing my dedication to Rawabi’s success.
I am proud to be part of an organization that values its people and operates with such a clear vision for the future.”

Aldwin Santos
Fleet Logistics Coordinator, Rawabi Vallianz Offshore Services



“I am truly grateful to Rawabi Electric for giving me the opportunity to be a part of the company for the past 23 years. Throughout this journey, I have learned to love my work and realized that teamwork is the key to achieving our goals.
Setting clear priorities and staying dedicated to my responsibilities have helped me complete tasks on time bringing a sense of accomplishment and happiness at the end of each day.
It’s been a rewarding experience, and I’m proud to have grown both personally and professionally alongside such a great team.”

Berwyn Magura
Coordinator Human Capital Helpdesk, Rawabi Vallianz Offshore Services



“Since joining Rawabi Oil & Gas in 2007 as a Chemical Sales Engineer, my journey to Chemicals Director has been both rewarding and inspiring. Over the past 18 years, the continuous support of top management and a supportive work environment across all departments, has enabled us to achieve business objectives while fostering personal career growth. Rawabi has focused on business growth and has always looked forward to adapting to changing global dynamics with inclusive growth of its people, which has been a key factor in ensuring employees long-term commitment towards the organization.”

Masood Kazi
Director Chemical, Rawabi Oil & Gas



“Over my 13 years in Rawabi’s Finance department, I’ve had the privilege of growing both professionally and personally within an organization that truly invests in its people. The continuous learning opportunities and exposure to diverse projects have allowed me to evolve from handling routine accounting tasks to taking on strategic financial analysis and process improvements. What I value most is Rawabi’s commitment to work-life balance and the supportive environment that encourages innovation and professional development at every stage of one’s career.”

Mohammed Asrar
Unit Head Finance Operations, Rawabi Archer

GOVERNANCE



ACCOUNTABILITY

ETHICAL

OVERSIGHT

FAIRNESS

INTEGRITY

LEADERSHIP

TRUST

RESILIENCE

COMPLIANCE

STANDARDS

TRANSPARENCY

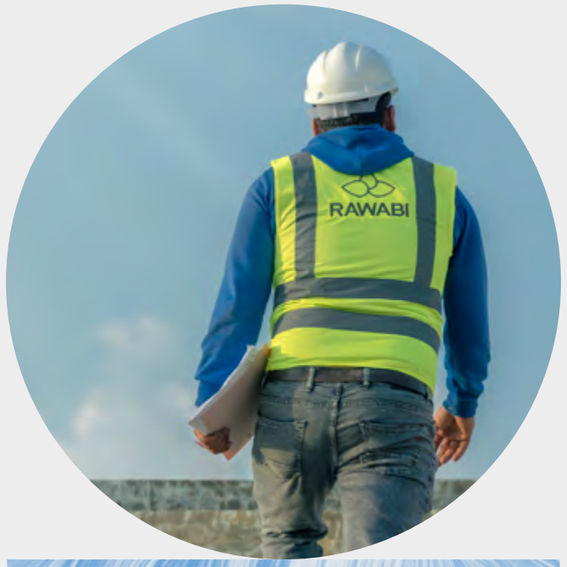
3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS



At Rawabi, we recognize that sound governance is the compass that guides sustainable growth. Globally, governance is increasingly acknowledged as the foundation of corporate credibility, ensuring that organizations act with integrity, transparency, and accountability.

In line with Saudi Vision 2030, strengthening governance is not just a compliance requirement but a pathway to building trust, fostering resilience, and enabling long-term success.

Our identified material topics for the Governance pillar include:

- Risk management practices and mitigation
- Ethical and transparent supply chain management, responsible sourcing, and ethical procurement
- Corporate governance and ethical practices framework
- Ethical business conduct and anti-corruption measures
- Regulatory compliance and adaptation

For this reporting cycle, we are presenting data on key governance indicators such as female representation on the Board, independent directors, number of Board committees, whistleblowing and anti-bribery cases reported, regulatory / legal cases related to corruption, employees trained in the Code of Conduct, and conflict-of-interest declarations. These measures reflect our dedication to accountability and fairness.

We are transparent in acknowledging that areas such as responsible procurement and ESG risk management are not yet embedded in our processes, and that certain data is not currently available at the desired level of detail. Rather than treating this as a limitation, we see it as a direction for growth.

We have already initiated steps to formalize ESG risk management and enhance governance data systems, ensuring stronger reporting in the future.

Our journey is not about projecting perfection, but about building credibility, steadily improving our systems, ensuring ethical consistency, and embedding governance practices that create lasting value for stakeholders. By focusing on substance over slogans, Rawabi is shaping governance that is both resilient and responsible.

“Board leadership across Rawabi Energy entities ensures integrity, strategic alignment, and sustainable value creation.”

BOARD OF DIRECTORS

Board Governance Structure

At Rawabi Energy, robust governance underpins strategy execution, risk oversight, and long-term value creation. The Company operates a multi-tier board model: a Board of Directors at the Rawabi Energy level and boards at key subsidiaries. All boards operate within the Group’s governance framework and in alignment with the Rawabi Holding Board of Directors, ensuring consistency of ethics, strategy, and stakeholder accountability across the portfolio.

Core responsibilities across all boards include:

- Setting strategy and approving annual plans and budgets
- Overseeing risk, compliance, HSE and sustainability performance
- Monitoring financial integrity and internal control effectiveness
- Appointing and evaluating executive leadership
- Approving material transactions and related-party matters
- Ensuring transparent disclosure to stakeholders



RAWABI ENERGY

Abdulaziz AlTurki
Chairman

Osman Ibrahim
Vice Chairman

Noaf AlTurki
Director

Saud AlTurki
Director

Ahmed AlShubbar
Director

Mandate: provide group-level strategic direction and oversight of portfolio companies, capital allocation, enterprise risk and sustainability priorities; ensure alignment with Rawabi Holding BoD directives and policies.

SUBSIDIARY BOARDS

RAWABI UNITED SAFETY SERVICES

Osman Ibrahim
Chairman

Noaf AlTurki
Director

Lee Whittaker
Director

Saud AlTurki
Director

Focus: safety services strategy, operational excellence, customer assurance, HSE leadership, and compliance with Group standards.

RAWABI CETCO

Osman Ibrahim
Chairman

Noaf AlTurki
Director

Jonathan Hastings
Director

Sarah Nugent
Director

Daniel Monagle
Director

Focus: Solutions governance, technology adoption, and sustainability performance.

RAWABI PASON

Osman Ibrahim
Chairman

Saud AlTurki
Director

Russel Smith
Director

Kevin Boston
Director

Focus: digital drilling technologies, data integrity and cybersecurity oversight, product innovation and service quality.

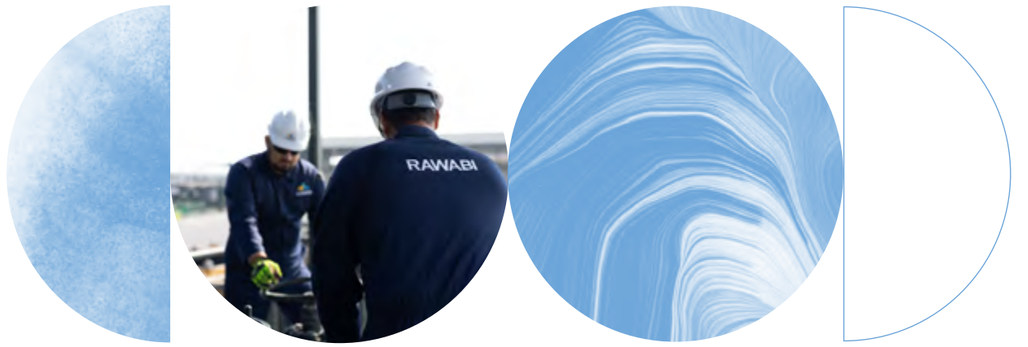
RAWABI ARCHER

Osman Ibrahim
Chairman

Dag Skindlo
Director

Saud AlTurki
Director

Focus: well services strategy, asset integrity, HSE leadership, and operational efficiency.



RAWABI WILDCAT

Osman Ibrahim
Chairman

Noaf AlTurki
Director

William Edwards
Director

Ronald Samford
Director

Saud AlTurki
Director

RAWABI VALLIANZ OFFSHORE SERVICES

Osman Ibrahim
Chairman

Dr. Maged Marie
Director

Noaf AlTurki
Director

Ling Wah
Director

Abdullah AlSayed
Director

Focus: marine services governance, fleet safety and reliability, environmental compliance, and client service quality.

HOW THE BOARDS WORK TOGETHER

- Alignment with Rawabi Holding: All Rawabi Energy and subsidiary boards operate under Group policies, the Code of Conduct, Delegation of Authority, and disclosure standards issued by Rawabi Holding BoD.
- Cascaded oversight: Group strategy, risk appetite, and sustainability priorities are set at Rawabi Holding/Rawabi Energy level and cascaded to subsidiary boards, which tailor oversight to their operating contexts.
- Consistency and assurance: Key decisions (e.g., material investments, related-party transactions, new ventures) follow a common approval pathway and are subject to consolidated reporting and assurance.
- Sustainability governance: Boards receive periodic dashboards on HSE, climate/ESG metrics, compliance, and stakeholder matters, enabling informed guidance and corrective actions where needed.

“MULTI-TIER GOVERNANCE, THAT CONNECTS STRATEGY, SAFETY, AND SUSTAINABILITY.”

SUSTAINABILITY COMMITTEE
(CONSTITUTED IN 2025 — DISCLOSED FOR GOVERNANCE CONTINUITY)

In 2025, Rawabi Holding formally constituted the board to strengthen group-wide ESG oversight and execution.

Although established after the close of this reporting period (FY2023–2024), we disclose it here to reflect governance enhancements already in place for the next cycle.

The Committee Comprises:



Dr. Hanaa AlMoaibed



Noaf AlTurki



Farah AlGhamdi



Mandar Sathe (Secretary)

Reporting to the Rawabi Holding Board of Directors via Sustainability Committee Chairperson.

The Committee's remit includes:

ESG strategy and policy stewardship; materiality oversight; data quality and controls (GRI and IFRS S1/S2 readiness); integration of ESG risks into ERM; stakeholder engagement; and review of sustainability disclosures and assurance readiness across Rawabi Holding, Rawabi Energy, and Rawabi Contracting.

The Committee will meet quarterly and issues action tracking and progress updates to management and the Board.

HIGHLIGHTS OF THE CODE OF BUSINESS CONDUCT

Whistleblowing

Rawabi is committed to integrity, transparency, and accountability, and maintains a formal Whistleblowing Policy that enables employees and stakeholders to report suspected illegal, unethical, unsafe, or improper conduct without fear of retaliation. Whistleblowing concerns such as fraud, violations of law or policy, misuse of authority, or unsafe practices can be raised confidentially through designated channels, and all reports are reviewed promptly and fairly by the Compliance Committee. Rawabi strictly prohibits any form of retaliation and safeguards the identity of individuals who report concerns in good faith. Investigations are conducted objectively, actions are taken when violations are confirmed, and malicious or unfounded reporting is also addressed. The Policy reinforces a culture of speaking up and strengthens governance across Rawabi and its subsidiaries.

Anti-Harassment & Anti-Discrimination

Rawabi ensures a workplace grounded in dignity, respect, and equal opportunity by enforcing a zero-tolerance policy for harassment, discrimination, and abuse of authority. Employment decisions are based solely on merit, and any behavior verbal, physical, written, or visual that creates a hostile or offensive environment is strictly prohibited, including sexual harassment, bullying, intimidation, and stereotyping. Complaints are handled confidentially and impartially through the Compliance Committee using the Whistleblowing channels, and retaliation against individuals who report concerns in good faith is strictly forbidden. Violations may lead to disciplinary action up to termination, while malicious reporting is also addressed. By upholding these standards, Rawabi fosters a professional, inclusive, and respectful work environment across all entities.

Anti-Human Trafficking & Anti-Slavery Policy

Rawabi enforces a zero-tolerance commitment to human trafficking, forced labor, and modern slavery across its operations, supply chains, and partnerships. The Policy requires voluntary employment practices, lawful wages, transparent contracts, freedom of movement, and the use of ethical, licensed recruitment channels with no worker-paid fees or retention of identity documents. Suppliers and contractors must meet equivalent standards and cooperate with audits and investigations. Suspected violations must be reported through Whistleblowing channels and are handled confidentially with full protection against retaliation. Confirmed cases may result in disciplinary action, remediation for affected workers, and suspension or termination of supplier relationships, with full cooperation under Saudi Anti-Human Trafficking Law. The Policy is reviewed periodically to strengthen controls and uphold responsible labor practices.

Anti–Money Laundering (AML) Policy

Rawabi upholds a strict zero-tolerance approach to money laundering and terrorism financing, ensuring full compliance with Saudi regulatory requirements and global AML standards. The Policy mandates robust controls including risk-based assessments, customer due diligence, sanctions screening, transaction monitoring, proper recordkeeping, and immediate escalation of suspicious activities without tipping off involved parties. Employees and third parties must avoid any dealings with unverified entities, use only approved banking channels, and complete mandatory AML training. Violations may result in severe legal penalties, including imprisonment and fines, as well as internal disciplinary action. Through strong governance, audits, and continuous improvement, Rawabi protects its operations from being misused for illicit financial activities.

Confidentiality Policy

Rawabi safeguards all confidential information, technical, commercial, operational, financial, legal, HR, and IT/OT data to protect corporate performance, reputation, and stakeholder trust. This Policy applies to employees, contractors, and all affiliated parties who must access and share confidential information strictly on a need-to-know basis and only with authorized approval. Unauthorized disclosure, misuse, or removal of confidential materials is prohibited, and all individuals must comply with NDAs and report any suspected breaches immediately. Confidentiality obligations continue even after employment ends, and violations may lead to disciplinary action, contract termination, and legal consequences. The Policy supports compliance with Saudi law and ensures responsible information management across Rawabi's operations.

Worker Non-Compete & Conflict of Interest Declaration

Rawabi requires all employees in sensitive, managerial, or decision-making roles to avoid conflicts of interest and uphold lawful non-compete obligations to protect the company's legitimate business interests and confidential information. Employees must annually disclose any personal, financial, or relational interests that could improperly influence their duties and must update declarations within 14 days of any change. Conflicts such as financial ties to suppliers, outside employment with related entities, steering opportunities, or misuse of confidential information must be disclosed, and individuals must abstain from related decisions until reviewed by the Compliance Committee. Violations may lead to disciplinary action, contract cancellation, recovery of losses, and referral to authorities. The Policy ensures impartial decision-making, ethical conduct, and compliance with Saudi law.

Social Media Governance Policy

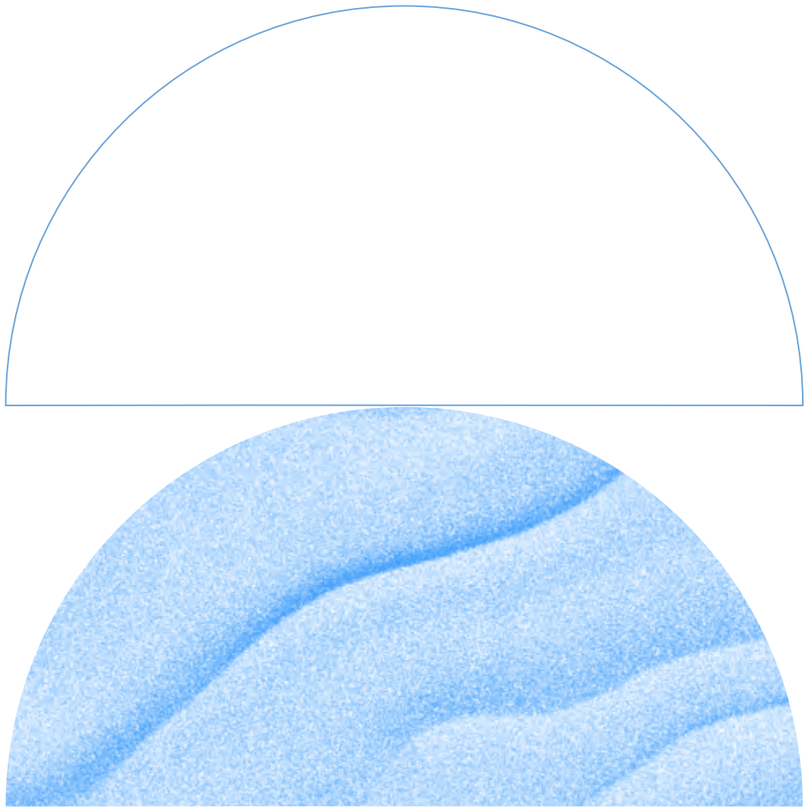
Rawabi regulates the use of social media to protect corporate reputation, confidential information, and stakeholder trust while enabling constructive online engagement. The Corporate Communications Department exclusively manages official accounts and approves all content, ensuring secure access, proper oversight, and compliance with Rawabi's Code of Business Conduct and information-security requirements. Employees must communicate responsibly, avoid posting confidential or inappropriate content, and refrain from representing the company without authorization. Improper online conduct such as defamation, data disclosure, or policy breaches may result in disciplinary or legal action. Concerns can be reported confidentially through Whistleblowing channels, and Rawabi provides ongoing awareness to ensure safe, compliant, and professional digital behavior across the organization.

Anti-Corruption & Anti-Bribery Policy

Rawabi enforces a zero-tolerance stance toward bribery and corruption, requiring all employees and third parties to conduct business ethically, transparently, and in full compliance with Saudi law and global standards. The Policy prohibits offering, giving, soliciting, or accepting any bribe, including facilitation payments, improper gifts, or preferential treatment, especially in dealings with public officials. Employees must maintain accurate records, conduct due diligence, escalate red flags, and report suspected violations confidentially through Whistleblowing channels without fear of retaliation. Violations may lead to termination, recovery of losses, contract cancellation, and legal action. Through strong internal controls, training, and continuous oversight, the Policy protects Rawabi against fraud, conflicts of interest, and reputational harm.

Information Technology (IT) Policy

Rawabi's IT Policy establishes secure and responsible use of digital systems, networks, data, and devices to protect information assets and ensure reliable operations across the organization. Employees must handle classified data appropriately, safeguard credentials, use approved platforms, and maintain professionalism in all digital communications. All systems are monitored for security and compliance, and employees must promptly report cyber incidents, phishing attempts, unauthorized access, or data loss. Remote access and third-party involvement require strict controls such as MFA, VPN, and approved devices. Violations may result in disciplinary action or loss of system privileges. The Policy reinforces Rawabi's commitment to cybersecurity, data protection, and operational resilience.



ESG RISK MANAGEMENT



Risk management at Rawabi is undergoing a pivotal transformation to include Environmental, Social, and Governance (ESG) dimensions as part of our strategic evolution. While traditional operational and financial risks have long been addressed through established enterprise risk protocols, the inclusion of ESG risks marks a necessary and timely expansion.

We acknowledge that, as of today, Rawabi has not yet established a formal ESG risk assessment framework across all subsidiaries.

However, we view this as an opportunity rather than a gap, an opportunity to integrate sustainability risks into decision-making, enhance resilience, and build long-term stakeholder trust.

Our current efforts are focused on developing a comprehensive ESG strategy that includes mapping and prioritizing material ESG risks, creating internal awareness, and gradually embedding these considerations into our risk governance processes.

To initiate this journey, we have identified a set of ESG risk categories that reflect the breadth of potential sustainability-related impacts and opportunities relevant to our business. These include:

ESG Risk Categories	Example
Climate Change	Physical risks (floods, heatwaves), transition risks (carbon regulations, carbon pricing)
GHG Emissions	Fines or exclusion from client supply chains due to high Scope 1, 2, 3 emissions
Resource Scarcity	Water shortage, raw material depletion
Pollution	Air, water, or soil contamination from operations
Waste Management	Improper handling of hazardous waste or construction debris
Biodiversity Impact	Damage to marine or terrestrial ecosystems (e.g., dredging, dewatering, infrastructure projects)
Environmental Non-Compliance	Penalties, shutdowns, reputational damage due to regulatory breaches (e.g., failure in EIAs, audits)
Energy Inefficiency	Higher operating costs, loss of competitiveness, poor ESG ratings
Product Lifecycle Impact	Lack of product carbon footprint or LCA (Life Cycle Assessment) transparency
Supply Chain Scope 3 Risk	Clients offboarding, if suppliers lack ESG controls
Climate Litigation	Legal exposure due to pollution, worker safety, or ecological damage
Occupational Health & Safety (HSE)	Workplace injuries, fatalities, contractor safety lapses
Labor Practices	Discrimination, forced labor, unpaid wages, poor working conditions (especially for migrant labor)
Community Relations	Resistance from local communities, poor grievance redressal, lack of engagement
Human Rights Violations	In supply chain or JV partners — e.g., confined space work, poor condition in labor camps

Lack of Diversity & Inclusion	Reputation damage, poor employee engagement, misalignment with global client values
Employee Well-being	Mental health issues, burnout, low morale due to lack of support or inclusion
Training Deficiencies	Poor upskilling, lack of ESG/HSE competency, accidents or non-compliance risks
Client Trust Erosion	Failure to meet client sustainability expectations (e.g., Aramco IKTVA or Scope 3 standards)
Contractor Management Risk	Subcontractors violating safety or ESG norms, leading to liability for Rawabi
ESG Skill Gaps	Leadership or workforce not ESG-trained → compliance & reputation risk
Ethical Violations	Bribery, corruption, conflicts of interest
Regulatory Non-Compliance	Failure to comply with ESG, HSE, or labor laws (local & international)
Board & ESG Governance Weakness	Lack of ESG oversight, unstructured reporting, absence of sustainability-linked KPIs
Data Inaccuracy or Greenwashing	Falsified ESG reports or unverifiable claims
Cybersecurity & Data Privacy	Breaches affecting client trust or ESG disclosures
Lack of Transparency	In ESG data, supplier ESG risks, carbon disclosures
Vendor ESG Violations	Contractors or suppliers violating ESG expectations of clients like Aramco, NEOM, SABIC
Inadequate Whistleblower Mechanisms	Ethical misconduct unreported or mismanaged
Executive Misalignment with ESG	Leadership not walking the talk → ESG initiatives fail or stall
ESG Ratings & Finance	Downgrades due to poor ESG practices, affecting green bond eligibility

These risk areas are not just theoretical; they have real implications for our operations, reputation, client relationships, and long-term financial performance. As such, we are initiating steps to integrate these risks into our Enterprise Risk Management (ERM) framework, in close alignment with our developing ESG strategy.

In the coming year, we plan to:

- Conduct ESG risk assessments across key subsidiaries and projects.
- Develop mitigation strategies linked to our material topics.
- Establish cross-functional accountability mechanisms.
- Enhance our ESG data systems to support risk tracking and early warning.

We are committed to reporting progress transparently, including challenges, constraints, and next steps. Our intention is not to present a picture of perfection, but one of commitment, awareness, and action.

RESPONSIBLE PROCUREMENT AND ETHICAL SUPPLY CHAIN MANAGEMENT

At Rawabi, we recognize that our sustainability impact extends far beyond our direct operations, reaching deep into our supply chains, vendor partnerships, and sourcing practices. As a diversified group serving critical sectors like energy, contracting, manufacturing, and industrial services, the integrity and sustainability of our supply chain are increasingly vital to long-term value creation.

Today, our procurement assessments primarily focus on product / service quality, pricing, and delivery performance. While we include basic contractual clauses related to business ethics and anti-corruption, we currently do not have a structured process to assess vendors on environmental or broader social criteria. ESG considerations, such as supplier emissions, labor practices, human rights, community impact, or diversity, are not yet integrated into our vendor selection or monitoring frameworks.

We acknowledge this gap with complete transparency. It reflects both the early stage of ESG maturity in our procurement function and the industry norm in some of our operating regions. However, we view this as a clear opportunity for responsible transformation.

As part of our evolving ESG strategy, we are initiating the groundwork for a more holistic and ethical approach to procurement and supplier engagement. This includes:

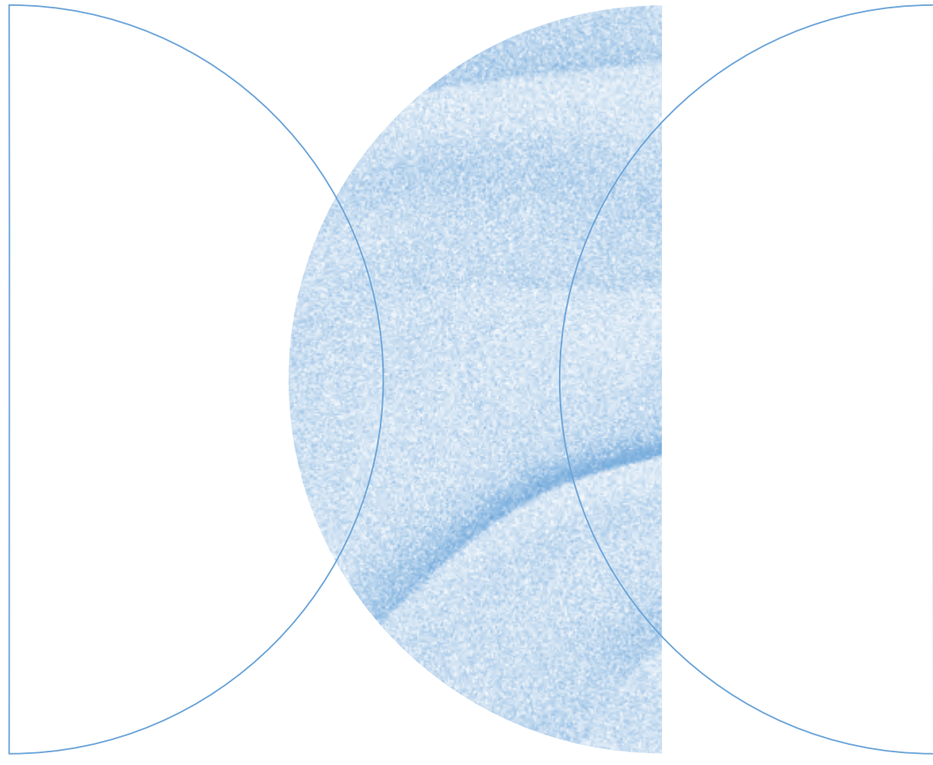
- Mapping critical suppliers and categorizing ESG risk exposure based on geography, industry, and product criticality.
- Collaborating with key vendors to raise ESG awareness and co-develop improvement plans, especially for high-impact categories.
- Defining supplier ESG assessment criteria, including environmental compliance, labor conditions, emissions practices, health & safety, and community engagement.
- Strengthening contract clauses and onboarding documentation to include ESG expectations and grievance mechanisms.
- Aligning with global frameworks such as ISO 20400 (Sustainable Procurement), the UN Global Compact principles, and client-specific supply chain expectations.

We also aim to build internal procurement capacity through training and digitalization, enabling better tracking of supplier ESG performance over time.

We understand that moving toward responsible procurement will take time, and while it cannot be a quick shift, we are committed to this journey. We do not claim that our supply chain is fully sustainable today.

But we are committed to making steady progress, fostering accountability, and building partnerships based on trust, transparency, and shared responsibility.

Through this process, we hope to reduce ESG risks, support our clients' Scope 3 goals, and ensure that the value we create as Rawabi is rooted in ethical and sustainable foundations.





WAY FORWARD

Building on this report and our Sustainability Policy, Rawabi Energy will move from foundational practices to disciplined, enterprise-wide execution.

In the next cycle we will: strengthen GHG accounting by expanding activity-based data capture across marine, oilfield, and safety operations; enhance governance through the Sustainability Department and our hub-and-spoke Champion network; and embed ESG risk into enterprise risk management so that climate, safety, ethics, cybersecurity, and supply-chain issues are anticipated and managed proactively.

Operationally, we will scale resource efficiency and circular-economy initiatives (including proven waste-recovery pilots in RVOS), improve energy performance of fleets and facilities, and formalize responsible procurement, progressively integrating environmental, labor, and integrity criteria into vendor onboarding and contracts.

Externally, we will deepen stakeholder engagement with clients, employees, suppliers, regulators, and communities through structured dialogues, transparent disclosures, and collaboration aligned to Saudi Vision 2030 and leading standards (e.g., GRI and IFRS S1/S2).

Our future reports will broaden subsidiary coverage, raise data quality, set clearer targets, and track outcomes on the material topics identified in this cycle demonstrating measurable progress, not just intent.

We welcome feedback and partnership to accelerate this journey. For suggestions, inquiries, or collaboration opportunities, please contact sustainability@rawabiholding.com



RAWABI

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