

CATRI:::N

Sustainability

Policy



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Version: 01



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Background

CATRION Catering Holding Company (CATRION) is a leading Saudi enterprise providing catering, hospitality, and facility management services across multiple sectors. In alignment with the Saudi Vision 2030, CATRION recognizes the importance of embedding Sustainability principles into its operations, strategic planning, and decision-making processes.

CATRION embodies reliability, intelligence, sustainability, commitment, passion, and care — core values that define its identity, guide its actions, and serve as the foundation of its sustainability journey. CATRION is committed to creating long-term stakeholder value through sustainable growth, responsible resource management, social impact, and strong corporate governance.

Purpose

The purpose of this Policy is to establish CATRION's overarching framework for sustainability management. It defines the guiding principles, commitments, and governance structure that ensure Sustainability considerations are systematically integrated across all levels of CATRION's strategy, operations, and corporate culture.

This Policy translates the sustainability directions into actionable mechanisms, enabling to oversee sustainability performance, policies, and initiatives across all business units, subsidiaries, and operational entities.

Scope

This Policy applies to all CATRION business units, subsidiaries, and operational sites. It encompasses all activities, projects, and decisions that may influence the Sustainability dimensions of the Company's performance.

This Policy is binding on all employees, management, contractors, and third-party service providers acting on behalf of CATRION. It ensures consistent adherence to sustainability principles, compliance with applicable legal and regulatory requirements, and alignment with national and international sustainability standards.

Ensure Sustainable development that satisfies current needs without jeopardizing the capacity of future generations to satisfy their own need Since development must strike a balance between social, environmental, and economic sustainability, sustainability is constructed on three pillars: the social, environmental, and economic pillars.

- Everything that surrounds humans, from water, air, and outer space. In addition to all that, these components contain inanimate objects, plants, animals, various forms of energy, systems, natural processes, and human activities.
- CATRION is committed to ensuring that all its business segments coordinate with the ESG department on projects or agreements related to the following areas.
 - Enhancing energy efficiency.
 - Reducing energy consumption.



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- Lowering emissions.
- Managing assets and waste.
- Everything related to the expected carbon reduction and the results that lead to savings.
- Commitment to include “reuse, repair, and recycle” practices in accordance with applicable policies to reduce general & material waste and e-waste.

4. Policy Statement

CATRION is committed to embedding sustainability across all aspects of its operations and decision-making processes. Sustainability governance is embedded within the Company’s corporate structure to ensure accountability, transparency, and continuous improvement. The Board of Directors provides overall oversight and strategic direction to oversee the integration of Environmental, Social, and Governance (ESG) principles into business operations, monitors performance, and endorses sustainability-related initiatives.

This Policy supports and operationalizes the CATRION Sustainability Strategy, serving as the framework for implementing its vision and objectives across all business units and subsidiaries. The Strategy is structured around four Core Pillars and three Strategic Enablers that collectively drive CATRION’s ESG performance and alignment with national and international sustainability priorities:

1. Environmental Stewardship Promoting efficient resource use, waste reduction, and environmental compliance across all operations.
2. Integrity & Safety Ensuring ethical conduct, employee well-being, and a culture of safety and accountability.
3. Product Quality & Safety Maintaining the highest standards of food safety, product quality, and customer satisfaction.
4. Governance Upholding transparency, ethics, and strong corporate governance in all business practices.

5 Key Commitments and Objectives

5.1 Environmental Stewardship and Circular Economy

CATRION is committed to minimizing its environmental footprint and supporting the Kingdom’s transition toward a Circular Carbon Economy (CCE) in alignment with Saudi Vision 2030 and the national Net Zero 2060 pledge. CATRION continuously enhances its environmental performance through responsible resource management, innovation, and compliance with applicable environmental regulations.

5.2 Social Responsibility and Workforce Empowerment



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CATRION recognizes its people as the cornerstone of its success and is committed to fostering an inclusive, safe, and empowering workplace. The Company promotes excellence in occupational health and safety, strengthens employee training, engagement, and professional growth, and advances gender diversity and nationalization in line with Saudi Vision 2030. CATRION also upholds an ethical, respectful, and inclusive culture while actively engaging and supporting local communities through meaningful social initiatives.

5.3 Governance and Ethical Conduct

CATRION upholds the highest standards of governance, integrity, and accountability by ensuring full adherence to corporate governance codes and internal controls. The Company integrates Sustainability risks and opportunities into its decision-making processes, promotes transparency, ethical conduct, and anti-corruption practices, and safeguards data privacy and information security. CATRION remains aligned with global ESG frameworks such as GRI, SASB, UNGC, and TCFD to ensure responsible and sustainable business governance.

5.4 Sustainable Supply Chain and Procurement

CATRION is committed to sustainable procurement practices that prioritize suppliers demonstrating strong environmental and ethical compliance. The Company encourages local sourcing to support Saudi Arabia's economic growth and incorporates sustainability criteria into supplier selection and evaluation processes. Through these efforts, CATRION aims to build long-term partnerships that foster innovation, accountability, and shared responsibility across its supply chain.

6 Reporting and Communication

CATRION is committed to transparent, consistent, and regular disclosure of its sustainability performance and progress through both internal and external communication channels. The Company ensures that stakeholders remain informed and engaged regarding its Sustainability initiatives and outcomes.

Commitments:

Annual Sustainability Report: Prepare and publish an annual Sustainability Report aligned with GRI, SASB, and UN Global Compact (UNGC) standards, highlighting achievements, challenges, and future targets.

Governance Oversight: Provide periodic sustainability updates and performance presentations to the Board of Directors through the ESG Committee, ensuring continuous oversight and strategic alignment.

Internal Communication and Awareness: Conduct awareness campaigns, workshops, and training programs to strengthen Sustainability culture and promote employee engagement in sustainability initiatives.



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7 Training and Awareness

CATRION shall provide periodic training and awareness programs to ensure that all employees understand the Company's Sustainability Policy, objectives, and core principles. These programs aim to embed sustainability values into daily operations and decision-making across all business units.

Targeted training sessions shall be conducted for managers, supervisors, and designated sustainability champions to strengthen their capacity in implementing sustainability initiatives, monitoring performance, and promoting a culture of environmental and social responsibility within their respective departments.

8 Review and Amendments

This Policy shall be reviewed at a defined frequency if required to ensure continued alignment with regulatory developments, international best practices, and CATRION's strategic sustainability direction. Any proposed amendments shall be evaluated, endorsed and subsequently submitted for approval.

9 Abbreviations Table

| Term | Description |
|-------------|--|
| ESG | Environmental, Social, and Governance |
| GRI | Global Reporting Initiative |
| SASB | Sustainability Accounting Standards Board |
| UNGC | United Nations Global Compact |
| TCFD | Task Force on Climate-related Financial Disclosures |
| CCE | Circular Carbon Economy |
| KPI | Key Performance Indicator |
| SDGs | Sustainable Development Goals |
| CSR | Corporate Social Responsibility |
| NCEC | National Center for Environmental Compliance |
| GACA | General Authority of Civil Aviation |
| HSSC | Health, Security & Standards Control |