

CATRI:ON

Corporate Social Responsibility

(CSR) Policy

Effective: 01-01-2025

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. As a trusted national enterprise committed to sustainable development, CATRION recognizes its role in contributing to the economic, social, and environmental well-being of the communities it serves.

Aligned with Saudi Vision 2030, CATRION's Corporate Social Responsibility (CSR) Policy reflects its dedication to advancing social development, community welfare, and sustainable growth in the Kingdom.

This Policy ensures that all CSR initiatives are designed, implemented, and monitored in a manner consistent with CATRION's values of reliability, smartness, sustainability, commitment, passion, and care.

Purpose and Scope

The purpose of this CSR Policy is to provide a structured framework for identifying, evaluating, supporting, and monitoring CSR initiatives that generate measurable and positive impacts on society and the environment.

This Policy applies to all CATRION business units, subsidiaries, and employees. It ensures that CSR activities align with the Company's ESG commitments, national social priorities, and international standards, under the oversight of the ESG Committee.

Policy Principles

CATRION's CSR Policy is guided by the Kingdom of Saudi Arabia's national policies and Vision 2030 and is aligned with human capital development priorities and international sustainability frameworks, including the United Nations Sustainable Development Goals (SDGs) and global CSR best practices. The Policy reinforces CATRION's commitment to supporting community development, enhancing workforce well-being, promoting responsible business conduct, and contributing to national and global social and economic progress.

- **Transparency:** CATRION ensures clarity and accountability in CSR activities and their societal impacts.
- **Ethical Conduct:** CSR initiatives shall be designed and executed in alignment with CATRION's Code of Conduct and corporate ethics.
- **Community Impact:** Projects shall be selected based on measurable social, environmental, and economic benefits to the community. CATRION also emphasizes respect for stakeholders' interests, ensuring that initiatives shall consider the relationship between stakeholder needs, broader societal expectations, and sustainable development, as well as the nature of each stakeholder's engagement with the Company.
- **Regulatory Compliance:** All CSR activities shall comply with applicable Saudi regulations, the Ministry of Human Resources and Social Development (MHRSD) guidelines, and Vision 2030 objectives, ensuring alignment with



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national priorities and responsible corporate practices.

- **Sustainability:** Initiatives shall be developed to deliver long-term, positive outcomes that enhance community resilience and environmental stewardship.

4. CSR Focus Areas

4.1 Community Development and Social Welfare

CATRION shall commit to support community well-being through projects that enhance education, health, and social inclusion. The Company defines its CSR focus areas between core initiatives that promote social inclusion, economic empowerment, community sustainability, and voluntary initiatives that enable CATRION's participation in charitable, welfare, environmental, and volunteer activities. These initiatives collectively aim to create measurable social, environmental, and economic value for the communities CATRION serves.

4.2 Environmental Responsibility

CATRION shall integrate environmental considerations into its CSR agenda to promote sustainability and environmental protection.

4.3 Employee Volunteering and Engagement

CATRION shall encourage and support employee participation in volunteering initiatives that contribute to social, educational, and environmental development, reinforcing a culture of community engagement and corporate responsibility.

4.4 Economic Inclusion and Local Content

CATRION shall promote economic empowerment by prioritizing and supporting local suppliers, entrepreneurs, and small and medium enterprises (SMEs), in alignment with Saudi Vision 2030 and national localization objectives.

5. CSR Funding and Resource Allocation

CATRION shall allocate a budget to fund CSR initiatives, with priority given to programs aligned with national sustainability and social development objectives.

6. Monitoring, Evaluation, and Reporting

CATRION shall monitor CSR program implementation and assess outcomes using measurable performance indicators. Annual CSR performance reports will be prepared, covering key achievements, lessons learned, and recommendations for continual improvement.



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7. Training and Awareness

CATRION shall promote awareness of CSR principles among its employees through structured training programs and internal communication channels. CSR values and initiatives shall be integrated into employee onboarding orientation and learning and development programs to reinforce a culture of responsibility and community contribution.

8. Review and Amendments

This Policy shall be reviewed periodically to ensure continued relevance, alignment with national regulations, and consistency with CATRION's strategic objectives. Any proposed amendments shall be evaluated and endorsed for final approval.

9. Governance of Social Responsibility

The CEO is responsible for approving this policy and for approving social responsibility programs. With regard to CATRION's commitment to its business dealings, this is managed through its Code of Conduct, compliance programs, and training, with oversight from the various board and management committees.

In terms of philanthropy, social engagement, environmental issues, and governance matters, the Board has established an Environmental, Social, Governance Committee to provide oversight of all these aspects and a CSR Department to implement CATRION's strategy.

10. Chief Executive Officer (CEO)

The Chief Executive Officer shall provide strategic leadership to ensure that CATRION establishes comprehensive programs and adopts effective mechanisms for proposing and implementing social responsibility initiatives. In fulfilling this mandate, the CEO shall ensure the following:

- Establish clear indicators to measure CATRION's performance in social responsibility, including benchmarking against leading peers and competitors operating in similar sectors.
- Ensure that CATRION's social responsibility objectives are communicated transparently across the organization, fostering awareness, alignment, and active engagement among all employees.
- Oversee the disclosure of CATRION's social responsibility plans, progress, and achievements through periodic reports, ensuring accountability and alignment with the company's strategic commitments.
- Support the development of community awareness programs that enhance public understanding of CATRION's social responsibility agenda and reinforce the company's role as a socially responsible corporate citizen.



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11. Environmental, Social, and Governance Committee (ESGC)

Part of the ESG Committee is to:

- Approve CSR programs.
- Review, evaluate, and oversee CATRION's charitable giving strategy and funding guidelines.
- Review requests for funding from eligible community and charitable organizations
- Prepare an annual report to be submitted to the Board on the donations/goods provided by the fundraising activities.
- Communicating with the Charities on an ongoing basis.
- Establishment and review of social contribution policies and programs.
- Set short- & long-term plans to achieve environmental, social & governance goals, governed with key targets, and ensure that such plans are incorporated in CATRION's business strategy.
- For more details on the Committee's Roles, Authorities and Responsibilities, please refer to the ESG Committee Charter.

12. CSR Department:

The CSR Department is responsible for recommending and assessing all charitable donations and activities, sponsorship of events and activities from a social responsibility angle, coordinating efforts in relation to education, economic, health, and awareness, and implementing sustainability and environmental issues.

The CSR Department provides the CSR Committee with periodic reports on progress on initiatives taken during the year on a semi-annual basis.