



WE DESIGN & BUILD THE FUTURE

ESG REPORT 2023



Leading with Design,
Building for a Sustainable Future



TABLE OF CONTENT

MESSAGE FROM THE CHAIRMAN AND CEO	2
ABOUT THIS REPORT	3
OVERVIEW OF IHCC	4
About IHCC	5
Certifications and Memberships	7
Awards and Achievements	11
GREENER by IHCC	14
Iconic Projects	17
SUSTAINABILITY AT IHCC	26
Our Approach to Sustainability	27
ESG Highlights	29
ESG Framework	30
Materiality Assessment	31
Stakeholder Engagement	33
Alignment with UN SDGs & Saudi Vision 2030	34
SHAPING A SUSTAINABLE FUTURE	37
Energy Management	38
Climate Change and GHG Emissions	39
Sustainable Design	41
Waste & Effluents Management	42

Water Management	43
EXCELLENCE IN BUILDING COMMUNITIES	44
Excellence in Products and Customer Service	45
Community Development	49
EMPOWERING PEOPLE	54
Human Rights	55
Talent Attraction, Development and Retention	56
Training and Development	59
Labour Relations and Collective Bargaining	63
Diversity and Inclusion	63
Employee Health and Safety	66
ETHICAL LEADERSHIP	79
Governance Framework	80
Governance, Ethics and Transparency	81
ESG Governance	82
Integrity In Supply Chain Management	83
R&D and Innovation	87
GRI CONTENT INDEX	89



MESSAGE FROM THE CHAIRMAN AND CEO

WE DESIGN AND BUILD THE FUTURE.

At IHCC, our purpose is to design and build superior quality and valuable turnkey projects that touch the lives of people and communities. Sustainability is integral to this, from project inception to completion, we undertake business activities and relationships that contribute to a cleaner, greener and more equitable future for people and planet.

The year 2023 was a pivotal year for IHCC's ESG endeavours and this inaugural report is one of the key outcomes, demonstrating our commitment to regular and transparent reporting for our stakeholders. We completed our first materiality assessment and established our ESG framework, a key baseline to manage and measure a comprehensive range of KPIs, spanning from emissions to employee engagement. This work will form the basis of our ESG roadmap, which will guide our efforts as we seek to reduce our environmental impact further and enrich our contribution to people and communities.

This reporting period has seen significant progress, particularly in our environmental efforts. We have enhanced energy efficiency and aim to minimise GHG emissions by adopting sustainable design and practices across our value chain. Through new partnerships, we are working towards recycling our construction waste, contributing to a circular

economy. While this initiative is in progress, we are focused on measuring and realizing its full impact. Additionally, our biodiversity programs continue to protect wildlife and ecosystems, reinforcing IHCC's dedication to improving. We are a people-centric organization with key focus to enhance diversity and invest in the growth and development of our people. We have implemented a new Talent Management System to enhance recruitment in a competitive labour market and have launched mental health initiatives to boost employee wellbeing and cultivate a supportive workplace environment.

We have plenty on the horizon. Mentorship programmes to support new hires, mobile health clinics to enhance community wellbeing and a new governance dashboard offering real-time insights into compliance metrics are all on the agenda for the near future. But there will be challenges ahead. Increasing regulation, volatile markets, global conflict and a rapidly changing climate mean that business-as-usual is no longer an option, which is why IHCC will work hard to further integrate ESG into its operations. We are ready to turn these challenges into opportunities that will drive growth and resilience.

I would like to extend my gratitude to all our valued stakeholders for our continued success and invite you to read more about our achievements and ambitions detailed in this report. I look forward to the coming year, and the opportunities that lie ahead for IHCC as it continues to design and build a future that benefits everyone.

Sultan Sobhi Batterjee
Chairman and CEO



ABOUT THIS REPORT

International Hospitals Construction Co. Ltd (IHCC) is pleased to present its annual ESG Report. This report provides an overview of IHCC's activities, achievements, and performance in the areas of Environment, Social, and Governance (ESG) throughout the year 2023.

Reporting Period

This report covers IHCC's activities from 1 January 2023 to 31 December 2023 and includes information and data from previous years where applicable and available.

Reporting Approach

This report has been developed in accordance with the GRI Standards and demonstrates IHCC's dedication to aligning its practices with the United Nations Sustainable Development Goals (UN SDGs), the Saudi Vision 2030, and the Tadawul ESG Guidelines.

Report Scope

This scope of this report covers IHCC's operations within the Middle East and North Africa (MENA) region unless specified otherwise.

Forward-looking Statements

This report contains statements that may be deemed as "forward-looking statements" that express the way in which IHCC intends to conduct its activities. Forward statements could be identified by the use of forward-looking terminology such as "plans", "aims", "assumes", "continues", "believes", or any variations of such words that certain actions, events or results "may", "could", "should", "might", "will", or "would" be taken or be achieved. IHCC has made every effort to ensure that this report is as accurate and truthful as possible. However, by their nature, forward-looking statements are qualified to inherent risks and uncertainties surrounding future expectations that could cause actual results to differ materially from these projected or implied statements. Such statements are subject to risks that are beyond IHCC's ability to control and therefore do not represent a guarantee that events implied in these forward-looking statements will actually occur.



OVERVIEW OF IHCC

ABOUT IHCC

IHCC is a premier provider of turnkey construction solutions, with a distinguished presence in the Kingdom since the 1980s. The company specializes in the design and construction of high-complexity projects across Saudi Arabia (KSA), the UAE, Egypt, and Morocco, including large-scale hospitals, medical cities, educational institutions, mixed-use developments, luxury hospitality projects, and industrial facilities. As a single-source provider, IHCC offers integrated solutions spanning design and engineering, construction, MEP, finishing and fit-out, energy efficiency, building sustainability, facilities management, mechanical parking systems, and public-private partnerships (PPPs).

With eight dedicated business units, IHCC leverages over 30 years of expertise and a strong reputation for delivering high-quality, integrated solutions that address the evolving needs of its clients. As part of the Batterjee Group, a diversified conglomerate with interests in healthcare, education, finance, pharmaceuticals, engineering and construction, wellness, IT solutions, and investment, IHCC benefits from extensive resources that further enhance its service offerings.

Ranked fifth among Saudi Arabia's top 30 construction companies in 2023, IHCC continues to lead the industry, setting new benchmarks in quality, innovation, and sustainability across its global operations.

IHCC’s Business Units



WE DESIGN & BUILD THE FUTURE



MEP



INDUSTRIES



INVESTMENTS



RENOFIT

RENOVATION & FITOUT



FM

FACILITY MANAGEMENT



3IC

ARCHITECTURE AND ENGINEERING CONSULTANTS



GREENER

Energy Saving Solutions



PARKING SOLUTIONS

VALUES



TEAMWORK

We energetically help each other to reach a target.



RELIABILITY

We deliver what we promise and we are reliable in our commitments.



CREATIVITY

We are innovative and passionate in achieving our purpose.



COMMUNICATION

We are transparent in our process and we treat people with respect.

PURPOSE

Design and build superior quality and valuable turnkey projects that touch the lives of people and communities.

BUSINESS PHILOSOPHY

IHCC operates with a ‘human connect’. The company manages projects from inception to completion to facilitate operational management services. This includes comprehensive conceptualisation, architectural and design solutions, state-of-the-art civil and electro-mechanical construction, procurement, equipping, furnishing and installation.

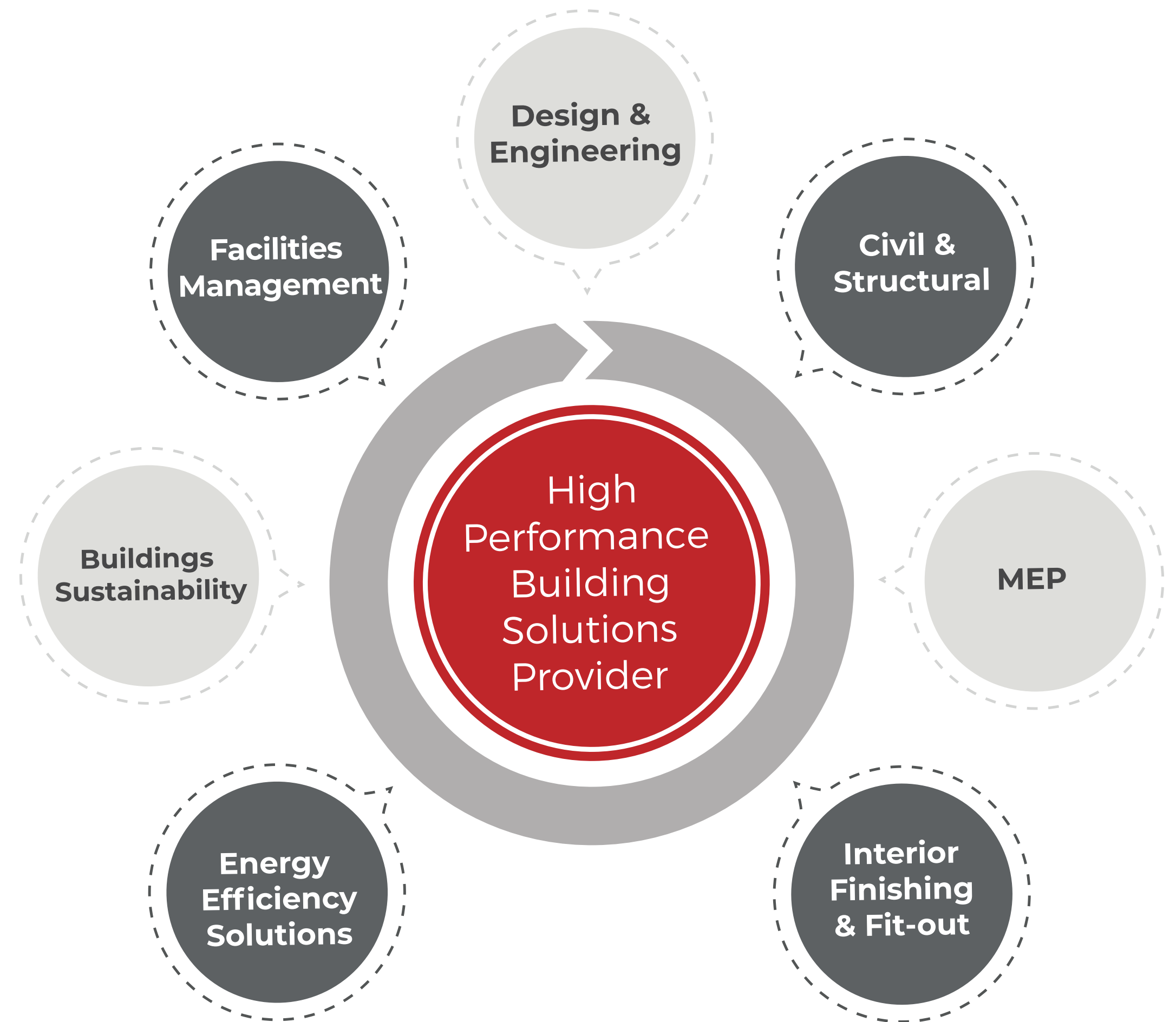
IHCC is unified by a common aspiration to build better communities by providing valuable design-build turnkey solutions of superior quality and aims to achieve its purpose through values of transparency and professionalism.

WHY ARE WE DIFFERENT ?

High Performance Building

refers to a building that:

Integrates and optimizes on a life cycle basis all major high performance attributes including energy conservation, environment, sustainability, safety, security, durability, accessibility, cost-ben and productivity.



CERTIFICATIONS AND MEMBERSHIPS



Occupational health and safety
management systems
ISO 45001:2018



Environmental management systems
ISO 14001:2015



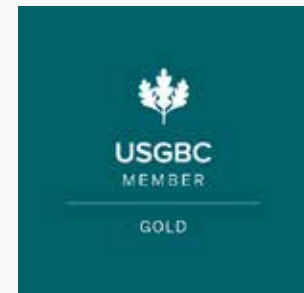
Quality management systems
ISO 9001:2015



Information security,
cybersecurity and privacy
protection — Information security
management systems
ISO/IEC 27001:2022



Security and resilience —
Business continuity
management systems
ISO 22301:2019



USGBC Gold Membership



LEED Gold Certified from US Green Building Council



WELL Health & Safety certified from IWBI



Active member of Royal Society for the Prevention of Accidents (RoSPA)

هيئة المحتوى المحلي والمشتريات الحكومية
Local Content & Government Procurement Authority



Local Content Certification by Local Content & Government Procurement Authority



Active member of Design-Build Institute of America (DBIA)



IHCC Recognized with Bronze Placement in the Mowaamah Program



IHCC's Commitment to Inclusivity
IHCC actively participates in the Qaderoon Initiative

GREAT PLACE To WORK

Great Place To Work®

Great Place to Work is a global research and consulting firm that helps companies build and sustain high-trust cultures. Certification is a two-step process that includes completion of an employee survey and a workforce cultural brief questionnaire.

The survey was sent to random employees and 60% responded.

IWBI ANNOUNCES IHCC AS FIRST IN SAUDI ARABIA TO ACHIEVE THE WELL HEALTH-SAFETY RATING

The WELL Health-Safety Rating is an evidence-based, third-party verified rating for all new and existing building and space types focusing on operational policies, maintenance protocols, stakeholder engagement and emergency plans to help organizations safely get back to business.

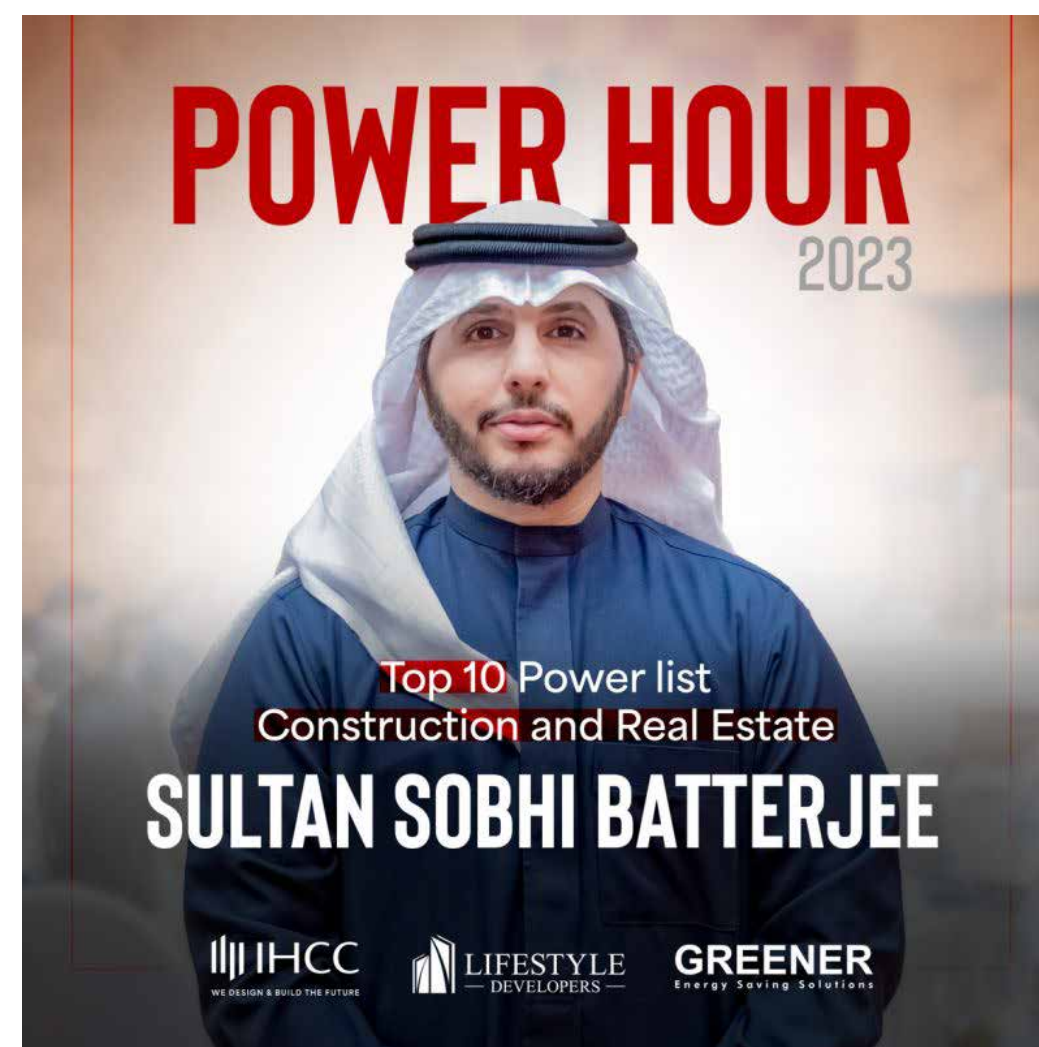
IHCC's leading efforts to earn the WELL Health-Safety Rating highlight the critical role that buildings, and those that own and operate them, can play in advancing people's health, safety and well-being.

Being a leader in providing solutions for sustainability, design-build, and high-performance buildings, IHCC always makes sure that the well-being of its people is an essential part of our purpose, values, and culture. We strongly believe that the health and safety protocols for our people and facilities are embedded as a culture within IHCC.



AWARDS AND ACHIEVEMENTS

IHCC's dedication to excellence and innovation has earned it significant recognition within the industry, reflecting its leadership and commitment to progress. Some of our notable accolades in 2023 are:



SUSTAINABILITY Innovation Awards | 2023

Chairman and CEO Sultan Batterjee honored as the Saudi Sustainability Visionary Leader of the Year at the Sustainability Innovation Awards 2023





The prestigious Royal Society for the Prevention of Accidents (RoSPA) award for outstanding health and safety commitment in 2023



GREENER By IHCC

GREENER is a leading provider of sustainability and energy efficiency solutions, transforming projects and businesses in Saudi Arabia and beyond.

With a strong commitment to quality, innovation, and sustainable development, GREENER empowers clients to reduce their environmental footprint, enhance operational efficiency, and align with global and national sustainability goals like Saudi Vision 2030.

KEY ACHIEVEMENTS AND METRICS



Energy Efficiency:

Saved over 2.45 million kWh annually, enabling clients to achieve significant reductions in energy consumption and costs.



Water Conservation:

Conserved more than 1,500 tons of water annually through advanced wastewater recycling and water-efficient systems.



Waste Management:

Recycled over 400 tons of waste, contributing to circular economy practices and reducing landfill dependency.



Community Impact:

Benefited over 200,000 individuals through sustainability-focused initiatives and awareness campaigns.



SUSTAINABILITY IN DETAILS

2,450,400

KWh Saved

1,500

Tons of Water
Saved

200,000

People Impacted

400

Tons of waste
recycled

SIGNATURE INITIATIVES



مبادرة المساجد الخضراء


Green Mosques is an initiative, launched by GREENER in 2019, that aims to improve the sustainability performance of existing mosques across the Kingdom of Saudi Arabia. The initiative include implementing energy and water saving measures, enhancing the indoor environmental quality, planting trees and more. These improvement measures result in positive environmental impact and operational cost reduction.




CORE SERVICES

GREENER is a leading service provider of sustainability and energy efficiency in Saudi market and beyond. With high level of specialization and commitment, we deliver high quality services with innovative solutions. Quality and innovation are main objectives in all services we provide and projects we serve. Quality assures that we meet the client requirements with high level of satisfaction & innovation helps us stand out with unique service offerings.

GREENER by IHCC is a professional service provider of sustainability and energy efficiency services for buildings and facilities. Our core services include:


- 

1. Green Building Consulting:

 - Supporting projects to achieve certifications such as LEED, WELL, and Mostadam.
 - Promoting sustainable design, energy efficiency, and occupant well-being.
- 

2. Energy Efficiency Solutions:


 - Conducting energy audits and retrofitting buildings for optimized performance.
 - Installing solar PV systems and renewable energy technologies to reduce reliance on traditional power sources.

- 

3. Water Conservation Strategies:

 - Implementing wastewater recycling systems for irrigation and cooling purposes.
 - Designing water-efficient solutions to meet sustainability goals.
- 

4. Waste Management and Circular Economy:

 - Collaborating with leading organizations like SIRC and Naqa Solutions to recycle construction waste and reduce landfill dependency.
 - Introducing waste-to-energy technologies to generate power from waste materials.
- 

5. EV Infrastructure Development:

 - Accelerating the adoption of electric vehicles with scalable and innovative charging solutions.
- 

6. Solar Energy:

 - We deliver high quality solar solutions that enable buildings and facilities to be solar powered.



VISION AND COMMITMENT

GREENER's vision extends beyond energy and resource efficiency. It is dedicated to building a legacy of sustainability through innovative solutions, strategic partnerships, and impactful initiatives like the Green Mosques Program. By advancing renewable energy adoption, reducing emissions, and promoting sustainable development, GREENER is setting new standards for a greener, more resilient future.

With every project, GREENER reaffirms its commitment to shaping a sustainable world, ensuring that the benefits of its work extend to the planet and future generations.


<https://green-er.com/>


<https://www.linkedin.com/company/greenerbyihcc/>

ICONIC PROJECTS

KEY PROJECT LOCATIONS

IHCC remains focused on delivering impactful projects. The company's projects highlight IHCC's ongoing efforts to advance infrastructure in healthcare, hospitality, and mixed-use developments while maintaining high standards of quality and efficiency.

RIYADH
DAMMAM CASABLANCA
 MADINAH ISLAMABAD KARACHI **SHARJAH** ALEXANDRIA
 AL AHSA RAS AL KHAIMAH LAHORE
 CAIRO MAKKAH JAZAN
DUBAI JEDDAH
 SANAA **AJMAN** HAIL
 QASEEM **ABHA**
UMLUJ

ICONIC PROJECTS

The Role of BIM in Achieving ESG Excellence Digital Twin Delivery



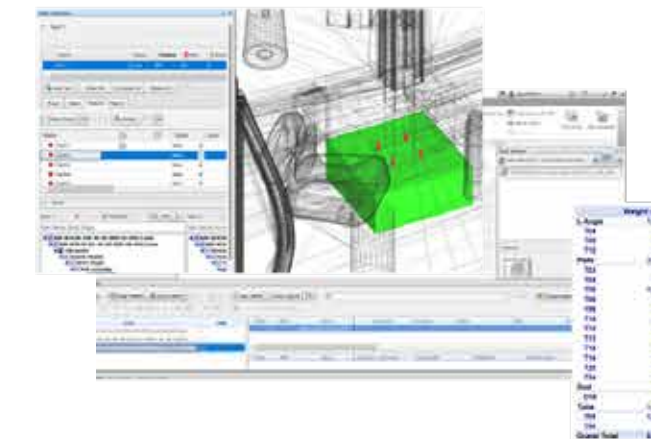
Environmental

Sustainability & Energy Efficiency

- Energy Modeling & Efficiency (Reducing operational carbon)
- Material Optimization & Waste Reduction (Life Cycle Assessment - LCA)
- Carbon Footprint Tracking (Embodied carbon calculation)
- Water Management & Resource Efficiency



Energy & Space Modeling



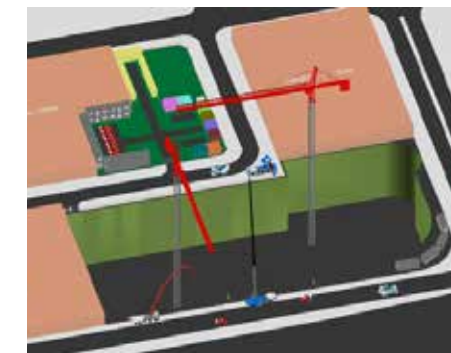
Material Optimization & Waste Reduction



Social

Safety & Well-Being

- Worker Safety & Risk Mitigation (4D BIM for site planning)
- Indoor Environmental Quality (IEQ) (Air quality, lighting, and comfort)
- Accessibility Standards & Universal Design
- Community Engagement (VR/AR tools for stakeholder input)



Site Planning



AR/VR Engagement



Safety Plan & Alerts



Governance

Compliance & Transparency

- Regulatory Compliance (LEED, ISO standards integration)
- Data-Driven Decision Making (Digital twins for long-term ESG monitoring)
- ESG Reporting & Transparency (Integration with GRESB, SASB, TCFD frameworks)
- Lifecycle Asset Management (Sustainability throughout a building's life)



Reporting & Data Driven Decision Making

OUR CLIENT

Lifestyle Developers is a Saudi real estate development company.

Lifestyle Developers is a full-service development company driven by an International team of talented real estate professionals whose combined breadth of experience includes acquisition, finance, design, development, construction, property management, marketing & legal.

Part of Batterjee Group, conglomerate group with business interests in healthcare, education, financing, investment, pharmaceutical industries, engineering & construction, wellness & sports, human capital and IT solutions.

LIFESTYLE DEVELOPERS



OUR CLIENT

LIFESTYLE DEVELOPERS

Key Projects

Iconic Projects

ALNAHDA

568 ALZAHRA

DIYAR AL SALAM

THE NEST

LIFESTYLE GARDENS

WAHA

Ongoing Projects

THE VUE

LIFESTYLE LIVING

Community Lifestyle

SAHAAB

THE STANDARD

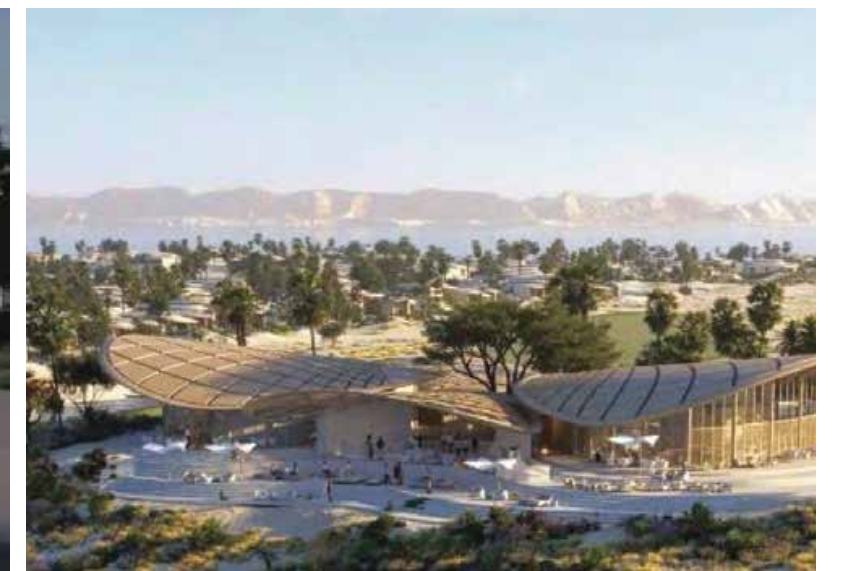
MANARA HOTEL

OUR CLIENT

Established in 1971 under Royal Decree No. M/24, the Fund initially helped establish companies of foundational importance to the Saudi economy, including many "national champions."

PIF was "reborn" in March 2015, when the Kingdom's Council of Ministers issued Resolution 270, which placed the Fund under the direction of the newly formed Council of Economic and Development Affairs (CEDA), with the Crown Prince, HRH Mohammed bin Salman bin Abdulaziz as chairman. This major step gave PIF greater autonomy and better-defined national strategic responsibilities.

This change enabled Saudi Arabia's economy to progress at an accelerated pace, and positioned PIF to be a key driver for Vision 2030, achieving positive, sustainable economic and social change.



PUBLIC INVESTMENT FUND Projects

OUR CLIENT

PUBLIC INVESTMENT FUND

Key Projects

Red Sea



EDITION
5-STAR RESORT



INTERCONTINENTAL
5-STAR RESORT

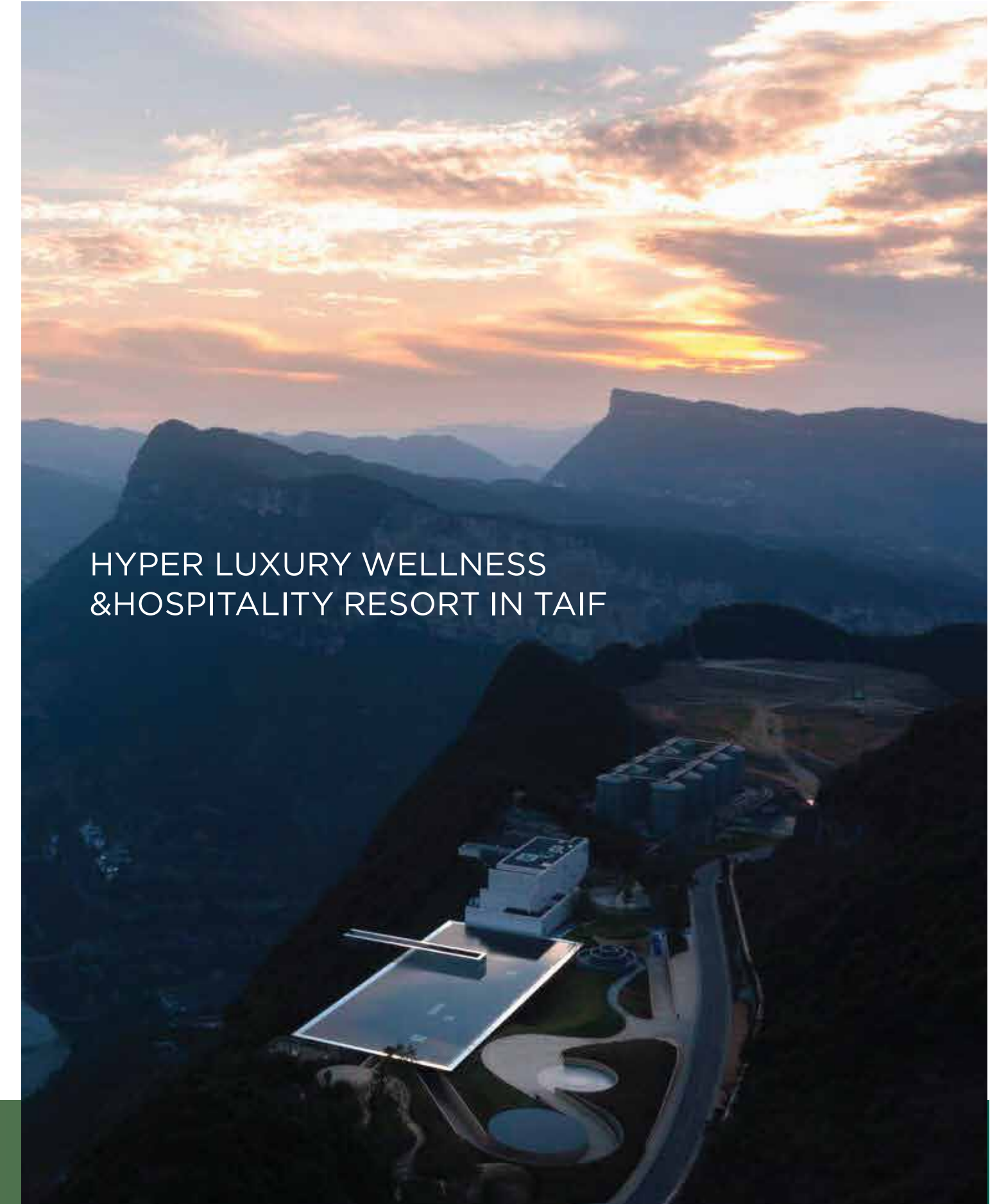


FOUR SEASONS
GOLF CLUBHOUSE
& LUXURY VILLAS



MIRAVAL
5-STAR RESORT

Asfaar



HYPER LUXURY WELLNESS
& HOSPITALITY RESORT IN TAIF

OUR CLIENT

Building on a long family legacy of medical pioneers in the Kingdom, Saudi German Health was founded by the Batterjee family with the aim to have a positive impact on people's lives and relieve their suffering.

By combining global medical expertise with heartfelt compassion in a family-centric environment, Saudi German Health has grown to become the leading private healthcare provider across the Middle East and North Africa.

SAUDI GERMAN HEALTH CARE GROUP

Projects



OUR CLIENT

SAUDI GERMAN HEALTH CARE GROUP

Key Projects

KSA Projects



International Projects



SUSTAINABILITY AT IHCC

SUSTAINABILITY
STARTS
HERE



- ASHRAE level-2 energy audit conducted
- Savings in lighting, HVAC, plug loads and electrical distribution
- Behavior change programs
- Annual saving of 21%
- Automatic sensor faucets
- Awareness raising
- Water leakage detection and repair
- Water efficient irrigation
- Water submetering
- Comprehensive recycling program
- Office water recycling
- Waste reduction
- Precision scale is used to weight waste and recyclables
- Monitored air strike team version
- Our staff compound is being converted to promote 'walk or cycle to work'
- Our 155 drivers on electric vehicles
- Car hire as 'Great place to work'
- Regular occupant satisfaction surveys
- Continuous improvements to enhance the human experience inside the building

"Sustainability starts here at the head office then grows to all our projects and communities"

 **Sultan Sobhi Batterjee**
Chief Executive Officer

OUR APPROACH TO SUSTAINABILITY

IHCC integrates sustainable business practices designed to reduce emissions, optimize energy use, and protect the environment, while driving sustainable economic growth. Concurrently, IHCC is enhancing its workforce through strategic growth initiatives, prioritizing the well-being and development of its people. IHCC plans to develop an ESG roadmap for 2030 in the near future.

To support these goals, IHCC has conducted a materiality assessment to identify its impact on the economy, environment, and people, prioritising topics that are most significant to IHCC and its stakeholders. Guided by internal stakeholder engagement and the results of the materiality assessment, IHCC has established an ESG framework that underpins its ESG vision.



ESG STRATEGIC COMMITTEE MEMBERS



Eng. Sa'ed Hershie
Head of Supply Chain



Ms. Ghadeer Akkad
Head of HR, Local Content & ESG



Mr. Fahad Bajsair
Chief Operating Officer



Eng. Muhammad Naeem
Managing Director - Greener



Eng. Mohammed Ashfaq
Head of QHSE



Eng. Muath Falah
Strategic Alliances &
New Ventures Manager

ESG

HIGHLIGHTS



Launch of mental health initiatives



Implementation of new Talent Management System



Establishment of an ESG framework



Completion of first materiality assessment



An increase in the workforce number, nearly doubling its size



20% increase in the number of vendors meeting high ESG standards following the revision of the prequalification (PQ) process.



8.5 million man-hours completed without a Lost Time Injury

ESG FRAMEWORK

IHCC’s ESG framework guides strategic decision-making, stakeholder engagement and transparent reporting.

The four-pillar framework addresses key sustainability topics and aligns with IHCC’s business strategy, defining an ESG vision for the future and reinforcing its sustainability commitments. The company’s ESG vision emphasizes people-centred design and sustainable building practices.

A dedicated Sustainability Department, along with authorised committees within IHCC oversees the management of sustainability initiatives. They are responsible for developing and implementing sustainability policies, monitoring performance, and ensuring alignment with IHCC’s values and objectives. Regular reporting mechanisms are in place to keep key stakeholders informed of sustainability efforts.

IHCC is currently developing a formal ESG Policy, set to be launched in 2024. This policy will enable IHCC to systematically monitor and manage its ESG performance. Through this initiative, IHCC aims to reinforce its commitment to sustainable and responsible business practices.

SHAPING A BETTER TOMORROW THROUGH PEOPLE-CENTRIC DESIGN AND SUSTAINABLE SOLUTIONS



MATERIALITY ASSESSMENT

IHCC conducted its materiality assessment as part of the 2023 reporting exercise. The assessment began with a comprehensive understanding of the organisation’s context, achieved by analysing IHCC’s corporate profile, ESG commitments, and aspirations. This was followed by an examination of global and local standards, a benchmarking exercise against several regional and global peers, and the integration of stakeholder interests to identify IHCC’s impact on the economy, environment, and people.

The significance of these impacts was assessed, taking into account the nature of IHCC’s business activities and relationships. As a result, IHCC identified and prioritised – based on the significance of impact – 16 material topics across three categories: Environmental, Social, and Governance. These material topics represent key focus areas where IHCC’s impact is more substantial, enabling a more strategic and organised approach to managing each area. The material topics form the foundation of IHCC’s ESG framework.





ENVIRONMENTAL

- Energy Management
- Sustainable Design
- Climate Change and GHG Emissions
- Waste & Effluents Management
- Water Management
- Biodiversity Conservation

● Most Important ● Very Important ● Important



SOCIAL

- Employee Health and Safety
- Human and Labour Rights
- Excellence in Products and Customer Service
- Talent Attraction, Development, and Retention
- Community Development
- Diversity & Inclusion

● Most Important ● Very Important ● Important



GOVERNANCE







- Governance, Ethics and Transparency
- Economic Performance
- Responsible Supply Chain
- R&D and Innovation

● Most Important ● Very Important ● Important

STAKEHOLDER ENGAGEMENT

IHCC identifies stakeholders who both impact and are influenced by its business operations.















The company engages with its key stakeholders through structured dialogue, collaboration, and feedback mechanisms to ensure their perspectives are integrated into decision-making processes. Engagement with each group is facilitated through tailored methods to ensure effective communication and collaboration.





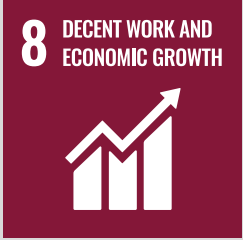









Stakeholder		Engagement Method	Frequency of Engagement	Key Interests
	Employees	Meetings, feedback surveys, internal memos, training sessions, strategy sessions, performance reviews, events, newsletters	Quarterly	<ul style="list-style-type: none">• Talent attraction, development and retention• Diversity and inclusion• Employee health and safety• Human and labour rights
	Clients	Surveys, customer service, social media engagement, user testing	Quarterly	<ul style="list-style-type: none">• Excellence in Products and Customer Service• R&D and Innovation
	Suppliers	Negotiations, contracts, regular communication, audits	Quarterly	<ul style="list-style-type: none">• Responsible supply chain
	Local Communities	Public forums, community projects, volunteer activities	Quarterly	<ul style="list-style-type: none">• Community development• Sustainable design• Environmental management*
	Government and Regulators	Forums and conferences, collaborations with government	Twice a Year	<ul style="list-style-type: none">• Governance, ethics and transparency• Human and labour rights• Environmental management
	Environmental Groups	Reports, sustainability initiatives, public consultations	Quarterly	<ul style="list-style-type: none">•Environmental management





















*Environmental management refers to the material environmental topics including energy management, climate change and GHG emissions, waste and effluents management, water management, and biodiversity.

ALIGNMENT WITH UN SDGs & SAUDI VISION 2030

The United Nations Sustainable Development Goals (UN SDGs) are a universal framework of 17 goals aimed at addressing global challenges such as poverty, inequality, climate change, and environmental degradation. Saudi Vision 2030 is a national strategic framework aimed at diversifying the Kingdom’s economy, fostering innovation, and driving sustainable development across key sectors. IHCC is actively aligning its sustainability initiatives with relevant SDGs and Saudi Vision 2030 to contribute to long-term social and environmental impact.

UN SDG	UN SDG Target	How IHCC Aligns	Saudi Vision 2030
	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	<ul style="list-style-type: none"> • Supports employee mental health through awareness and assistance programs. • Trains employees in first aid for effective emergency response. 	 Ambitious Nation Enable social responsibility.  Vibrant Society Offer a fulfilling and healthy life.
	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	<ul style="list-style-type: none"> • Tamkeen Vision: Trains 1,500 Saudi youth, boosting employment. • Tamkeen Future Leadership: Supports SMEs and develops leaders. • Backs academic programs to build a skilled workforce. 	 Ambitious Nation Enable social responsibility.  Thriving Economy Grow and diversify the economy
	5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	<ul style="list-style-type: none"> • Tamkeen Women: Provides opportunities for young Saudi women to enhance their skills, contributing to gender equity and equality in Saudi Arabia 	 Thriving Economy Grow and diversify the economy
	6.a By 2030, expand international cooperation and capacity-building support to developing countries in water- and sanitation-related activities and programmes, including water harvesting, desalination, water efficiency, wastewater treatment, recycling and reuse technologies	<ul style="list-style-type: none"> • The implementation of the IHCC-GREENER System, which integrates efficient water-cooled chillers and wastewater treatment processes which reduced water consumption in Jeddah and Mecca • Collaboration with international companies to reduce water consumption. 	 Thriving Economy Grow and diversify the economy

UN SDG	UN SDG Target	How IHCC Aligns	Saudi Vision 2030
	7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology	<ul style="list-style-type: none"> • Promotes sustainable building practices to reduce environmental impact and enhance efficiency. • Supports green construction in Saudi Arabia with guidelines and a rating system. • Implements an EMS to manage environmental impacts and ensure compliance. 	 <div>  Vibrant Society Offer a fulfilling and healthy life. </div> <div>  Thriving Economy Grow and diversify the economy </div>
	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	<ul style="list-style-type: none"> • Supports academic programs to build a skilled workforce and drive innovation. • Promotes employment for persons with disabilities through training and accommodations. • Enhances health and safety with resources, training, and networking. 	   <div>  Vibrant Society Offer a fulfilling and healthy life. </div> <div>  Thriving Economy Grow and diversify the economy </div>
	9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all	<ul style="list-style-type: none"> • Conducts campaigns to diversify investments and promote sustainability. • Trains employees in first aid for effective emergency response. • Implements a QMS to improve customer satisfaction and performance. • Maintains a business continuity system to ensure quick recovery and minimize downtime. 	 <div>  Thriving Economy Grow and diversify the economy </div> <div>  Ambitious Nation Enable social responsibility. </div>

UN SDG	UN SDG Target	How IHCC Aligns	Saudi Vision 2030
	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	<ul style="list-style-type: none"> • Promotes employment for persons with disabilities through training and support. • Offers mobile clinics for health screenings and preventive care in underserved communities. • Improves employee well-being with mental health support and awareness programs. <div>   </div>	<div>  Thriving Economy Grow and diversify the economy </div> <div>  Ambitious Nation Enable social responsibility. </div> <div>  Vibrant Society Offer a fulfilling and healthy life. </div>
	11.a Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning	<ul style="list-style-type: none"> • LEED Framework for green building design and sustainability. • Promotes sustainable building practices with guidelines and a rating system. • Enhances health and safety with resources and training. • Reduces environmental impact and improves safety. • Ensures business continuity to minimize downtime. <div>   </div>	<div>  Ambitious Nation Enable social responsibility. </div> <div>  Vibrant Society Offer a fulfilling and healthy life. </div>
	12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	<ul style="list-style-type: none"> • Digitizes processes to enable remote work and reduce paper use. • Implements QMS and EMS to improve performance, compliance, and sustainability. <div>  </div>	<div>  Thriving Economy Grow and diversify the economy </div> <div>  Ambitious Nation Enable social responsibility. </div>
	13.2 Integrate climate change measures into national policies, strategies and planning	<ul style="list-style-type: none"> • Provides a framework for green building design, promoting sustainability and efficiency. • Promotes sustainable building practices in Saudi Arabia with energy, water, and resource-efficient guidelines. • Reduces environmental impact, waste, and enhances safety and productivity through sustainable practices. <div>   </div>	<div>  Ambitious Nation Enable social responsibility. </div> <div>  Vibrant Society Offer a fulfilling and healthy life. </div>



SHAPING A SUSTAINABLE FUTURE

IHCC advances green design and construction by prioritising environmental protection and resource efficiency. Through sustainable design, biodiversity conservation and careful management of waste, emissions and water consumption, IHCC aims to deliver innovative and sustainable solutions that make a positive impact on people and planet.



MATERIAL TOPICS COVERED

Energy management

Sustainable design

Climate change and GHG emissions

Waste and effluents management

Water management

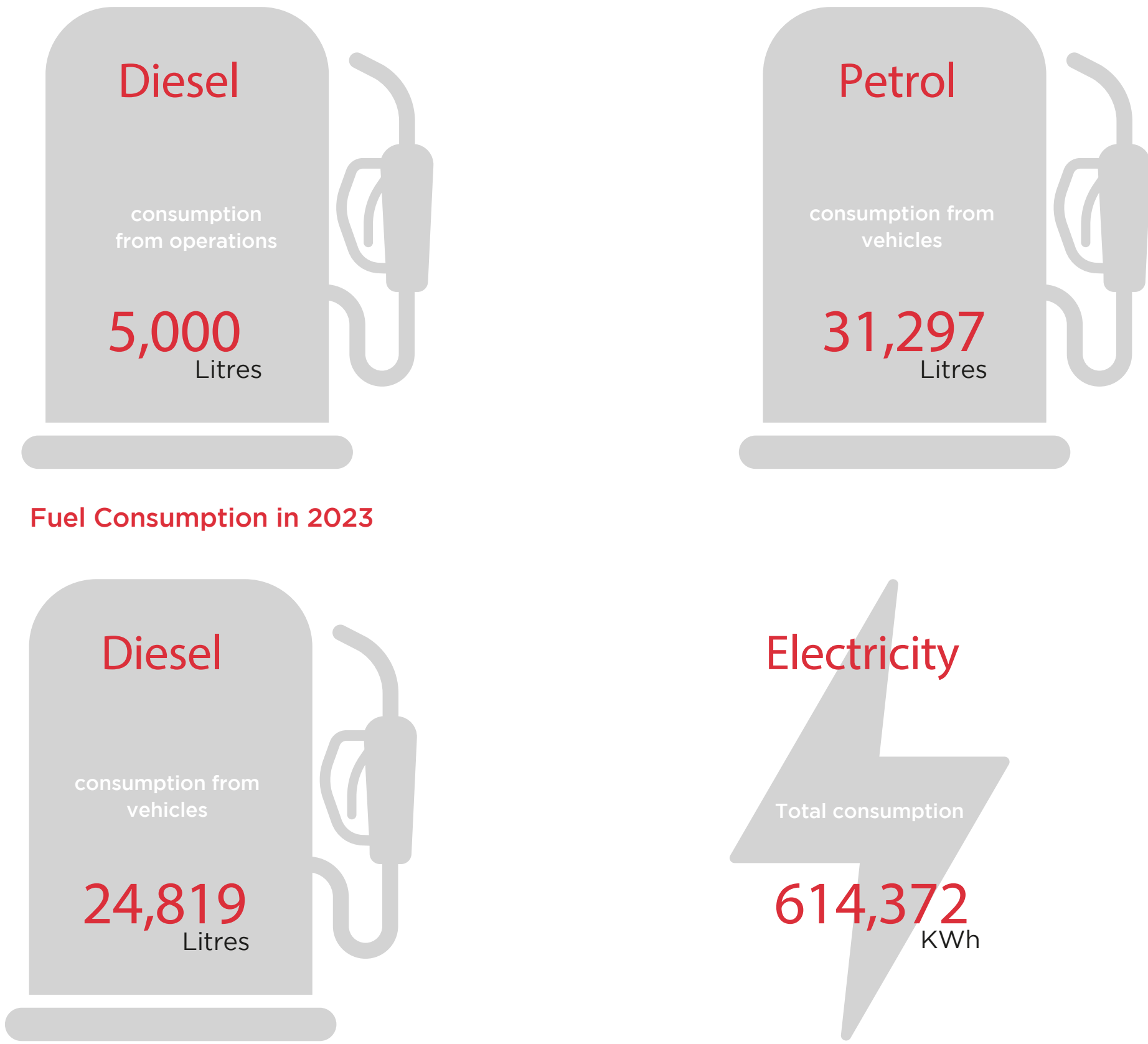
Biodiversity conservation

ENERGY MANAGEMENT

IHCC has implemented an Environmental Management System (EMS) ISO:14001 to provide a structured framework for identifying, prioritising, and managing environmental aspects and impacts, while ensuring continuous improvement. This system ensures compliance with environmental regulations and legal requirements while promoting pollution prevention, resource efficiency, and sustainability. Additionally, proactive environmental management enhances the organisation’s reputation and builds stakeholder trust, ultimately leading to cost savings through efficiency improvements.

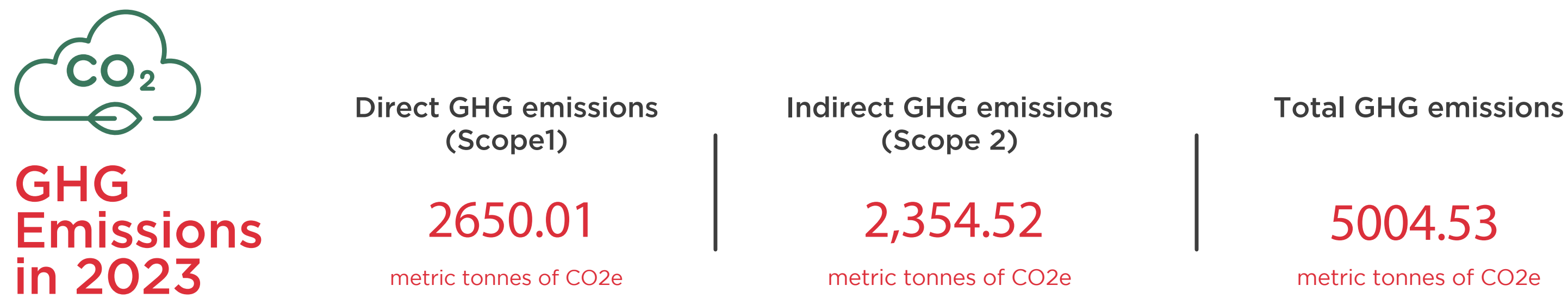
As part of its ongoing efforts in energy management, IHCC installed a 50kWp solar power system on the rooftop of its headquarters. This initiative has effectively reduced reliance on non-renewable energy sources, lowering greenhouse gas emissions and utility costs.

Additionally, the solar PV system accounts for approximately %15-%13 of the total offset from annual energy consumption. In 2023, a similar 50kWp system was installed at SGH-Makkah, contributing to a %2-1 reduction in the annual energy consumption of the facility. These initiatives demonstrate IHCC’s dedication to sustainable energy practices and further reinforce its environmental goals.



IHCC is exploring energy efficiency upgrades, such as updated lighting, HVAC systems, and other energy-saving measures.

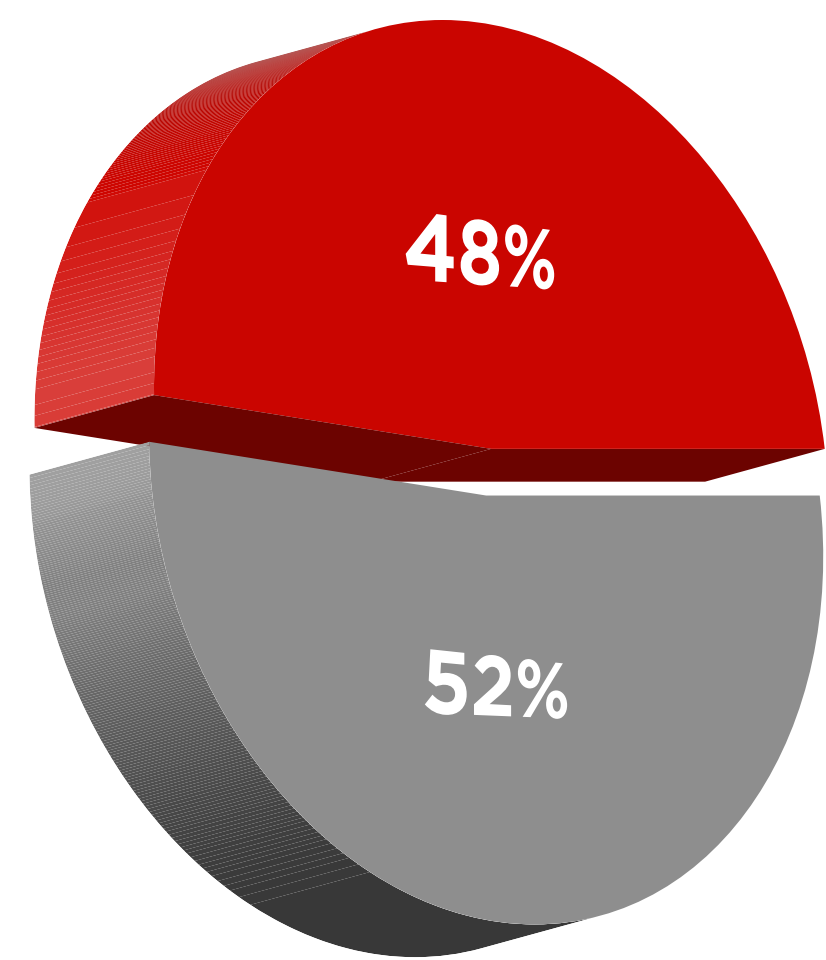
CLIMATE CHANGE AND GHG EMISSIONS



IHCC is dedicated to increasing transparency and accountability around its efforts to reduce greenhouse gas (GHG) emissions throughout its operations. As part of this initiative, IHCC annually discloses the GHG emissions inventory associated with its business activities, including architectural design, engineering services, and project management across various sectors such as hospitality, residential, commercial, retail, cultural, education, and master planning.

IHCC measures Scope 1 and Scope 2 emissions,that significantly contribute to IHCC 's overall carbon footprint.

The year 2023 is designated as the baseline year for IHCC's GHG emissions reporting. It is used as the reference point to compare future GHG emissions and to assess progress towards emission reduction targets.



In 2024, IHCC plans to enhance data collection and reporting capabilities. Additionally, the company will be implementing an ESG roadmap for 2030, reflecting a strong commitment to achieving its emissions reduction targets while addressing data gaps.

• **Scope 1**
 48% reduction by 2030 from baseline emission 2023

• **Scope 2**
 52% reduction by 2030 from baseline emission 2023

CLIMATE AND SUSTAINABILITY RISKS AND OPPORTUNITIES

A changing climate and sustainability landscape represents multiple risks to IHCC’s operations, including increased regulatory compliance, supply chain disruption, infrastructure damage and reputational risk. However, there are also significant opportunities to be had in addressing these risks, such as cost savings from efficiency measures, access to green financing, increased demand for sustainable infrastructure, and new investment opportunities in green energy projects. The Board and relevant ESG committees consider these risks and opportunities in detail when considering IHCC’s current and future plans and ambitions.

SUSTAINABLE DESIGN

IHCC prioritises green buildings by promoting the design, construction, and operation of structures that are healthy, highly efficient, and cost-effective. This approach emphasises environmentally sustainable practices while minimising the environmental impact of buildings. Key elements include achieving high levels of energy and water efficiency, selecting sustainable materials, enhancing indoor environmental quality, and developing sustainable sites. By addressing various aspects of building design and operations, the focus remains on improving environmental performance and promoting occupational health and wellbeing. IHCC's headquarters has received a Platinum LEED Green Building Rating System Certification, highlighting its dedication to sustainability in building practices.

IHCC has adopted Mostadam, a green building rating system developed by the Ministry of Housing of KSA . It promotes sustainable building practices and environmentally friendly construction throughout the Kingdom. Mostadam provides guidelines and standards for assessing and certifying the environmental performance of buildings, encouraging the adoption of energy-efficient, water-efficient, and resource-efficient design and construction practices. This system aims to reduce the environmental impact of buildings through energy and resource efficiency measures, improve indoor air quality and occupant comfort, and contribute to national sustainability goals and environmental conservation efforts.



WASTE & EFFLUENTS MANAGEMENT

IHCC uses a wide range of resources and materials in its operations, including raw materials such as wood and chemicals, packaging materials such as plastic and cardboard, and chemical and hazardous materials. Waste can arise through processes such as construction, administration and logistics.

IHCC monitors and manages generated waste and waste diverted from landfill via its Environmental Management System (EMS). Its Gold LEED Operations and Maintenance Green Building Rating System Certification and adherence to Mostadam green building rating system means IHCC promotes environmentally sustainable building practices and works to actively reduce the environmental impact of buildings, including waste.

IHCC is exploring waste minimisation by enhancing product design and streamlining processes to reduce waste production, as well as investigating waste-to-energy technologies to convert waste into usable energy, thereby reducing waste while generating alternative energy sources.

Within the workplace, IHCC is dedicated to waste reduction by minimising its reliance on paper-based processes. Key activities include digitisation, prioritising paperless operations and employee engagement to promote awareness of the importance of waste reduction.

Through these efforts, IHCC seeks to enhance environmental sustainability by minimising waste and fostering a culture of responsibility and conservation. This commitment to waste reduction will contribute to the overall goal of promoting a healthier planet.

Waste Generated in 2023
11,064 KG

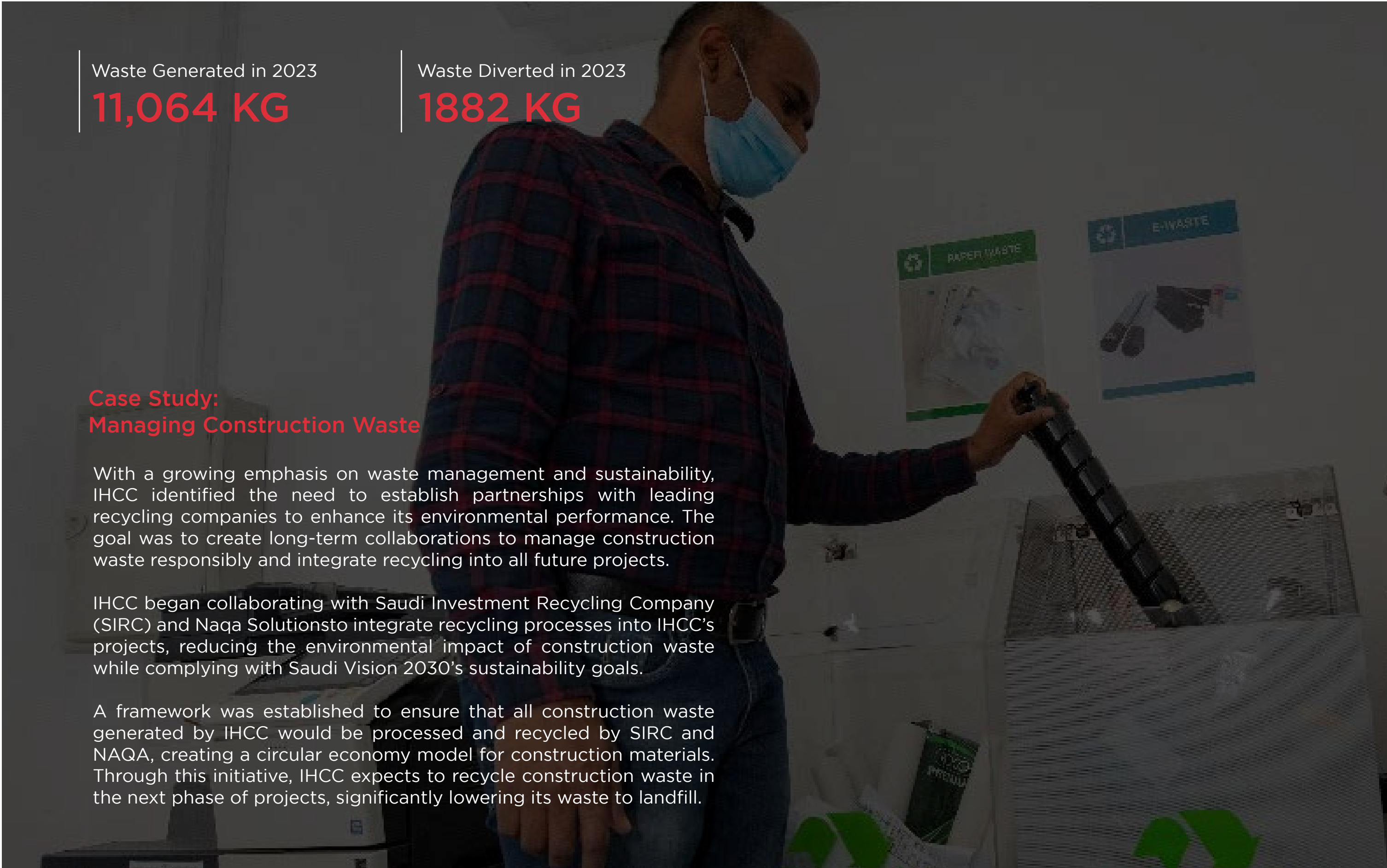
Waste Diverted in 2023
1882 KG

Case Study:
Managing Construction Waste

With a growing emphasis on waste management and sustainability, IHCC identified the need to establish partnerships with leading recycling companies to enhance its environmental performance. The goal was to create long-term collaborations to manage construction waste responsibly and integrate recycling into all future projects.

IHCC began collaborating with Saudi Investment Recycling Company (SIRC) and Naqa Solutionsto integrate recycling processes into IHCC’s projects, reducing the environmental impact of construction waste while complying with Saudi Vision 2030’s sustainability goals.

A framework was established to ensure that all construction waste generated by IHCC would be processed and recycled by SIRC and NAQA, creating a circular economy model for construction materials. Through this initiative, IHCC expects to recycle construction waste in the next phase of projects, significantly lowering its waste to landfill.



WATER MANAGEMENT

IHCC aims to manage and reduce water consumption throughout all its activities. The company is dedicated to sustainable building initiatives, including the target to achieve Mostadam certification, the Well Being Standard, and Gold LEED certification. These efforts are aligned with the company's goals to ensure water efficiency, conservation, and quality in all of its projects. IHCC has adopted innovative solutions to optimize water use efficiency across its operations. A key initiative is the implementation of the IHCC-GREENER System, which integrates efficient water-cooled chillers and wastewater treatment processes at at a large medical city in Makkah for the Saudi German Health Group.

This system is designed to significantly reduce water consumption, saving up to 109,500 cubic meters of water annually. By using treated wastewater for irrigation and cooling tower demand, IHCC not only conserves water but also minimizes wastewater disposal costs. For SGH-Makkah, the total estimated water consumption is 174,105 cubic meters, of which 109,500 cubic meters come from recycling, resulting in a %52.4 saving. The IHCC headquarters, with its target for Gold LEED certification, contributes an additional %30 saving. Across all projects in 2023, IHCC estimates a water saving of %40-30 through various water-saving measures and strategies.

The system is both cost-effective and sustainable, with an expected payback period of 3.9 years due to substantial reductions in energy, water supply, and disposal costs.

Total Water Consumption in 2023

4059.17 M³

By installing low flow aerators in the IHCC office,

55%

water saving was measured



HOW YOU CAN HELP US FURHTER?

- Use water wisely
- If you notice any water leakage issue, please inform the maintanance department



EXCELLENCE IN BUILDING COMMUNITIES

IHCC aims to strengthen relationships by delivering quality projects while ensuring the satisfaction, development and wellbeing of all of its stakeholders, including customers, workers, contractors, investors and the communities where the company operates.

1
NO POVERTY


2
ZERO HUNGER


3
GOOD HEALTH AND WELL-BEING


4
QUALITY EDUCATION


12
RESPONSIBLE CONSUMPTION AND PRODUCTION


MATERIAL TOPICS COVERED

- Excellence in products and customer service
- Quality education
- Community development
- Responsible supply chain

EXCELLENCE IN PRODUCTS AND CUSTOMER SERVICE

IHCC is dedicated to upholding the highest standards of product safety, quality, and customer experience. By prioritizing these aspects, IHCC strives to deliver exceptional value to its customers, fostering trust and loyalty. This commitment ensures that products and services consistently meet customer expectations, reflecting IHCC’s unwavering focus on excellence and continuous improvement.

IHCC has implemented a Quality Management System (QMS) based on ISO:9001 to meet customer requirements and enhance customer satisfaction. This system ensures consistency in the delivery of products and services while continually improving processes and overall performance. By focusing on improving product and service quality, IHCC enhances customer satisfaction and loyalty, increases efficiency and productivity, and minimises defects and rework. This proactive approach enhances competitiveness and market share.



LOCAL CONTENT

هيئة المحتوى المحلي
والمشتريات الحكومية
Local Content & Government
Procurement Authority



IHCC has made significant progress in advancing local content, aligning with Saudi Vision 2030. We have received the Local Content Certification from LCGPA for three consecutive years, showcasing our commitment to partnerships between government and the private sector. With a %38.33 local content score in construction, we contribute to the non-oil sector while promoting sustainability and cultural heritage. Our strategic committee guides our mission, and our roadmap outlines further enhancements to local content initiatives, fostering a vibrant future for Saudi Arabia through local talent and resources.



WORKFORCE

IHCC is committed to fostering a diverse and skilled workforce to drive innovation and contribute to the economic growth of Saudi Arabia.



CAPACITY BUILDING

IHCC aims to enhance the skills and qualifications of the local workforce.

- Support innovation and local tech creation.
- Export revenue enhancement.



GOODS OR SERVICES

IHCC is dedicated to building a sustainable and resilient supply chain.



ASSET

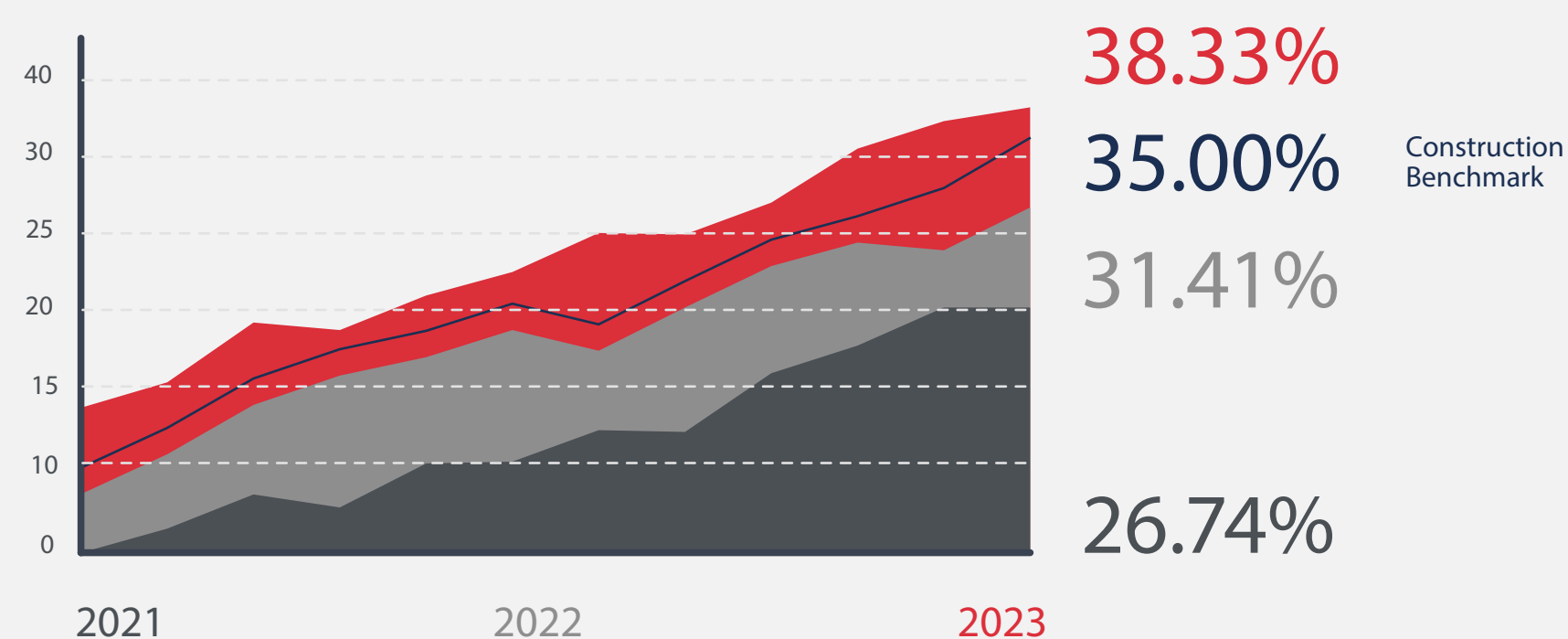
IHCC prioritizes local procurement to maximize economic impact.

LOCAL CONTENT

**هيئة المحتوى المحلي
والمشتريات الحكومية**
**Local Content & Government
Procurement Authority**



IHCC has demonstrated a consistent improvement in its local content score compared to the benchmark in the construction industry, as reported by LCGPA.



تَمْكِين TAMKEEN



Empowering Nationalization and Skill Development through IHCC's Tamkeen Initiative IHCC's Tamkeen initiative is a national program designed to enhance Saudi nationalization efforts by bridging the gap between education and market needs. With specific goals to improve employability, the initiative provides fresh Saudi engineering graduates/Technicians with essential on-the-job training (OJT).

Companies in the contracting sector face a number of challenges, such as high employee turnover, complex regulatory compliance and a skills gap. To address this, IHCC has created a dedicated Empowerment Programme called Tamkeen, which focused on specialised training in the contracting sector.

The program, launched in 2022 with 45 trainees across two intakes, targets high school students with zero experience. It delivers tailored training programs for each specialization, ensuring that participants gain relevant skills. The success of the program is measured by evaluating the skills of trainees before and after the training, with progress tracked through tests and certifications attested by Technical and Vocational Training Corporation (TVTC). Each training module culminates in employment opportunities, effectively bridging the gap between education and industry needs. Trainees gain practical expertise and relevant certifications, leading to higher employability rates. More candidates are expected to join the program in 2024, with the next phase of the program targeting fresh graduates from engineering colleges. This initiative not only addresses the skills gap but also enhances job stability and productivity within the industry, ultimately contributing to economic growth



COMMUNITY DEVELOPMENT

IHCC actively engages in community-based partnerships with local universities and various community centres to effectively address community needs and strengthen its community ties. Collaborating with universities, the company participates in internship and scholarship programmes that provide students with valuable work experience while fostering a pipeline of talent for the organisation. These partnerships also facilitate research and development initiatives that benefit both students and IHCC's operations.

Through partnerships with community centres, IHCC supports programmes focused on workforce development, education, and health initiatives. By providing resources, training, and volunteer support, the company helps empower local residents and enhance their skills, ultimately contributing to economic growth and community wellbeing.

In 2023, IHCC hosted an Interior Design Competition, a partnership between the Batterjee Foundation for community service and King Abdulaziz University's Faculty of Human Sciences & Design. The competition was aimed at uplifting local talent and empowering Saudi women.

The winners were notably honoured and offered full-time positions at IHCC, giving them the opportunity to work alongside the industry's leading design and build teams. IHCC has established partnerships and affiliations with several key educational institutions and community groups, including:



SPONSORSHIPS AND DONATIONS

The organisation’s principles for sponsorships and donations prioritise transparency, community benefit, and alignment with IHCC’s core values. The company focuses on initiatives that support education, environmental sustainability, and social welfare, ensuring that contributions have a meaningful impact. These principles are fully aligned with IHCC’s Code of Conduct, which emphasises ethical behaviour and social responsibility.

Community Investment	Units	2021	2022	2023
Community investment	SAR	NA	50,000	75,000
Community investment as % of pre-tax profits	Percentage	NA	%2.5	%12.79



PARTNERSHIP WITH EDUCATIONAL INSTITUTES & UNIVERSITIES

At IHCC, our initiatives align closely with Saudi Arabia's Vision 2030, emphasizing sustainable development and community engagement. We actively support the UN Sustainable Development Goals (SDGs) through strategic partnerships with educational institutions such as Dar Al-Hekma University, Effat University, the University of Business and Technology (UBT), King Abdulaziz University (KAU), and the King Abdullah Institute for Research and Consultation (HIPIT). These collaborations aim to nurture local talent by providing training and internship opportunities for fresh engineering graduates. By equipping these individuals with practical employability skills and experience, we not only enhance their community but also contribute to the growth of a skilled workforce. Our commitment to corporate social responsibility (CSR) ensures that we play a significant role in fostering economic development and innovation in the region.



CORPORATE SOCIAL RESPONSIBILITY

At IHCC, our commitment to corporate social responsibility (CSR) extends beyond traditional practices, as we actively engage in initiatives that foster community development and enhance the well-being of our employees. Our HR department plays a crucial role in driving these efforts, aligning our activities with Saudi Arabia's Vision 2030 and the United Nations Sustainable Development Goals (SDGs). Through various programs and initiatives, we aim to create a positive impact on society while promoting a culture of collaboration, inclusivity, and personal growth.

The following activities exemplify our dedication to CSR, demonstrating how we contribute to community engagement, employee development, and overall social well-being.



BUSINESS RESULT TRAINING AT TONY ROBBIN'S LEADERSHIP ACADEMY

At IHCC, hosting a Tony Robbins event for our employees represents our commitment to personal and professional development. This initiative provides our team with access to world-class motivational training and strategies that inspire growth, resilience, and leadership skills.

The event aligns with Saudi Arabia's Vision 2030 by promoting lifelong and empowerment within the workforce, essential for building a competitive and learning and empowerment within the workforce, essential for building a competitive and innovative economy. By investing in our employees' development, we contribute to the overall goal of enhancing human capital in the region.

Additionally, this initiative reflects our corporate social responsibility (CSR) values by fostering a culture of self-improvement and well-being. Employees gain valuable tools to enhance their productivity and work-life balance, ultimately leading to a more motivated and engaged workforce.

Overall, the Tony Robbins event reinforces our dedication to nurturing talent, inspiring individuals to reach their full potential, and contributing positively organizational culture at IHCC. to the





EMPOWERING PEOPLE

3
GOOD HEALTH
AND WELL-BEING


8
DECENT WORK AND
ECONOMIC GROWTH


5
GENDER
EQUALITY


10
REDUCED
INEQUALITIES


IHCC is building an inclusive and safe workplace that nurtures talent and drives development. By prioritising employee health, safety, and wellbeing, the company creates an engaged, productive workforce where people are able to fulfil their potential and bring further value to the business.

Material Topics Covered

- Employee health and safety
- Human and labour rights
- Talent attraction, development and Retention
- Diversity and inclusion

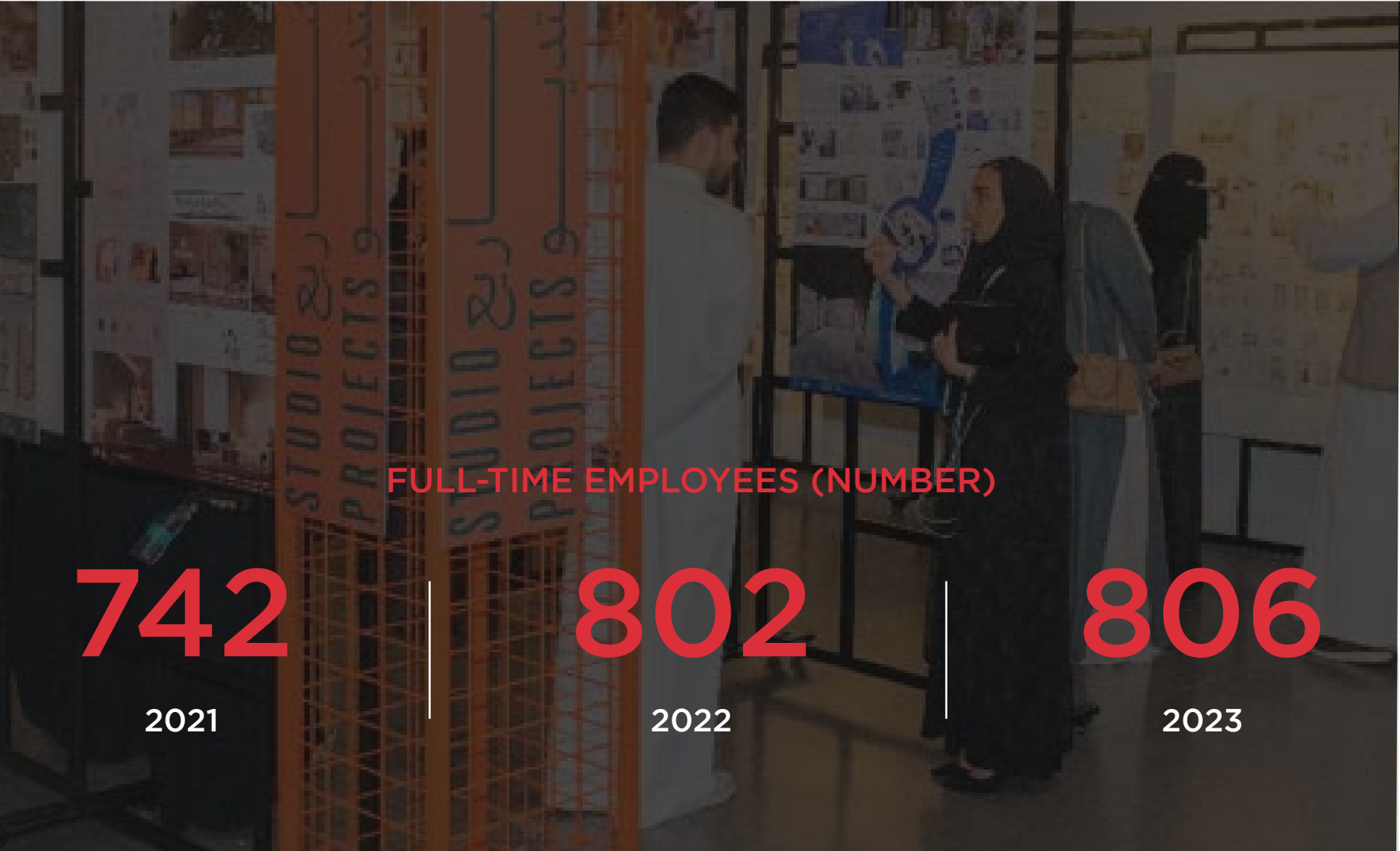


Human Rights

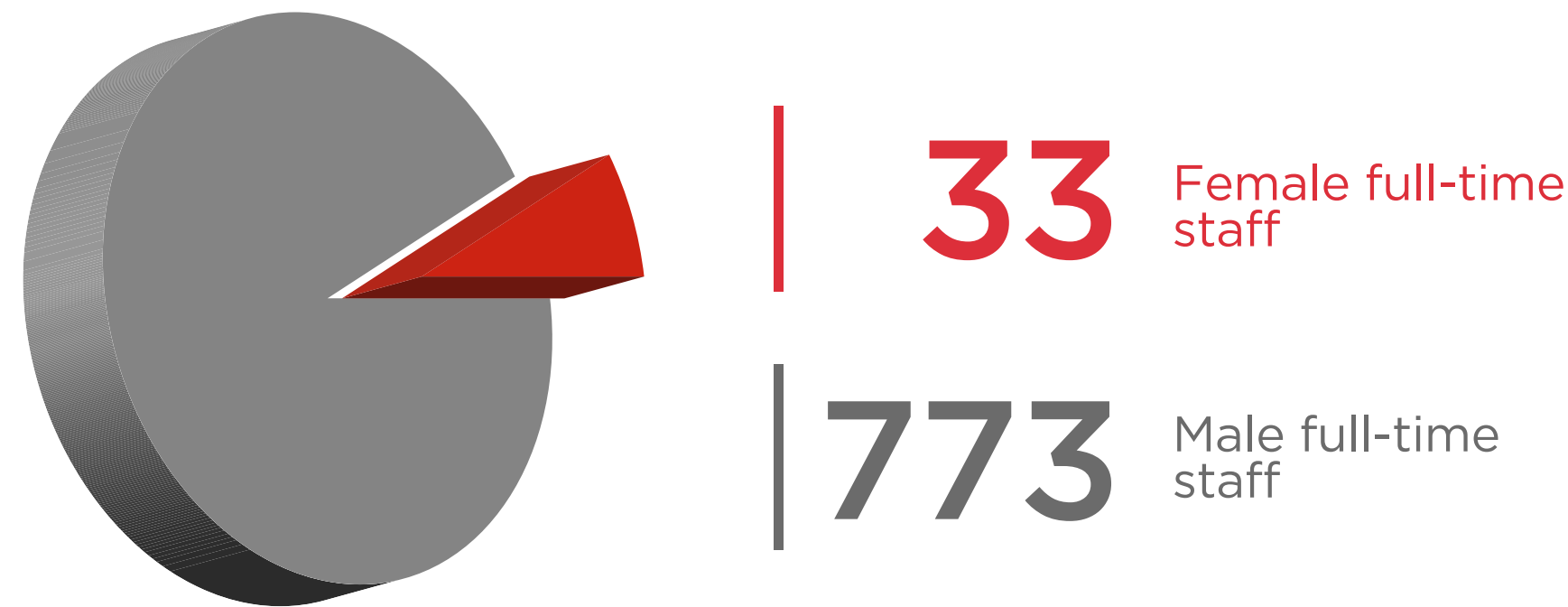
TALENT ATTRACTION, DEVELOPMENT AND RETENTION

IHCC prioritizes the strategic management of human capital through comprehensive HR policies and continuous training and development programs. The company upholds human rights and fair labour practices by ensuring equitable wages and reasonable working hours, in alignment with international standards and local regulations.

Workforce breakdown	Unit	2021	2022	2023
Full-time staff	Number	742	802	806
Female full-time staff	Number	25	31	33
Male full-time staff	Number	717	771	773
Part-time staff	Number	0	0	7
Female part-time staff	Number	0	0	4
Male part-time staff	Number	0	0	3
Others who are not staff	Number	121	168	191



Full-time staff Breakdown by Gender (Number)



New Hires	Unit	2021	2022	2023
Total number of new staff who joined the organization	Number	72	136	115
By gender				
Total number of new staff who joined the organization (female)	Number	10	12	16
Total number of new staff who joined the organization (male)	Number	62	124	99
By age				
30-18	Number	41	70	42
40-31	Number	22	54	43
50-41	Number	6	9	27
51+	Number	3	3	3

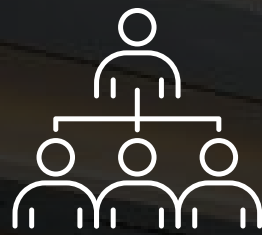
Parental Leave	Unit	2021	2022	2023
Total number of staff that were entitled to parental leave (female)	Number	8	11	10
Total number of staff that were entitled to parental leave (male)	Number	502	493	504
Total number of staff that took parental leave (female)	Number	0	0	1
Total number of staff that took parental leave (male)	Number	31	21	17
Total number of staff who returned to work after parental leave ended (return to work) (female)	Number	0	0	1
Total number of staff who returned to work after parental leave ended (return to work) (male)	Number	31	21	17
Total number of staff returned from parental leave who were still employed twelve months after return to work (retention) (female)	Number	0	0	1
Total number of staff returned from parental leave who were still employed twelve months after return to work (retention) (male)	Number	29	20	15



TRAINING AND DEVELOPMENT

IHCC has set a goal of an average 40 hours of training per employee against a baseline set in 2022. The company's management approach to employee training and development focuses on continuous improvement and alignment with organisational goals. The company conducts regular needs assessments to identify skill gaps and offer tailored training programmes that include workshops, online courses, and mentorship. A Performance Management System (PMS) features individual development plans to help employees set learning objectives aligned with their career aspirations.

IHCC also utilises a Learning Management System (LMS) for easy access to training resources and track progress. By fostering a culture of knowledge sharing, the organisation ensures that employees possess the skills and knowledge needed to excel in their roles. IHCC plans to provide three key trainings:



1- Sustainability Training

The company has a set a goal of 100% of employees receiving training on sustainability practices within their first year of employment. The comprehensive training programme covers topics such as energy efficiency, waste reduction, and sustainable construction practices through workshops, e-learning modules, and hands-on projects to engage employees. In support of this goal, several initiatives have already been undertaken. For instance, employees participated in external training on sustainability, while the Greener Team conducted internal training sessions to enhance sustainability awareness among company employees. These efforts have contributed to fostering a deeper understanding of sustainability across the organization.



2- Mentorship Programmes

IHCC aims to launch a mentorship programme that pairs at least 20% of new hires with experienced employees within the first six months of employment. The framework will include training for mentors, regular check-ins, and feedback mechanisms to ensure the programme's effectiveness.



3- Career Development Opportunities

The organisation aims to provide at least two professional development opportunities per employee each year. This will be achieved through a catalogue of training sessions, conferences, and workshops for employees, and support for personal development goals.



Training and Development	Unit	2021	2022	2023*
Total hours of training for total workforce	Hours	2551	1380	5705
Total hours of training for females	Hours	197	72	1883
Total hours of training for males	Hours	2354	1308	3822
Total hours of training for senior management	Hours	940	117	63
Total hours of training for middle management	Hours	70	170	288
Average hours of training per year per female employee	Hours per female employee	28	2.32	57.06
Average hours of training per year per male employee	Hours per male employee	29	1.7	4.94
Average hours of training per year per employee	Hours per employee	3.4	1.79	7.38
Average hours of training per year for senior management	Hours per senior management employee	67	3.25	1.5
Average hours of training per year for middle management	Hours per middle management employee	10	28.33	41.14

* The training figures in 2023 are not comparable with 2021 and 2022 since the measurement systems were being developed.

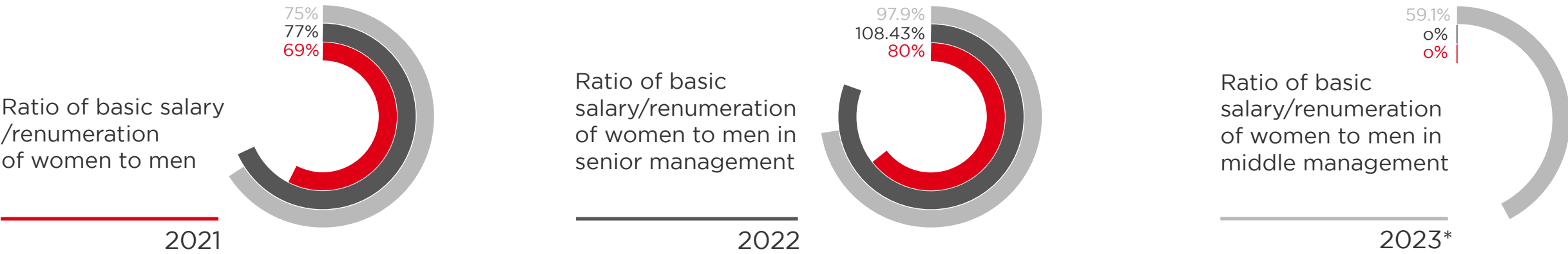
Anti-Corruption Training	Unit	2021	2022	2023
Total number of employees that the organisation's anti-corruption policies have been communicated to	Number	742	802	806
Percentage of employees that the organisation's anti-corruption policies have been communicated to	Percentage	%100	%100	%100



Performance Reviews	Unit	2021	2022	2023*
Percentage of total employees who received a regular performance and career development review during the reporting period	Percentage	%39	%40	47.8%
Percentage of female employees	Percentage	%3.8	%4.5	4.7%
Percentage of male employees	Percentage	%96.1	%96.1	95.9%
Percentage of senior management employees	Percentage	%0.66	%0.74	0.86%
Percentage of middle management employees	Percentage	%0.66	%0.74	0.86%

Employee Wages and Benefits

Full-time employees of IHCC may receive a range of benefits, including comprehensive medical insurance including dental and vision care for themselves and their families, life insurance coverage with options for additional coverage, and the payment of government-related fees, such as licensing and certification costs. Employees are typically offered structured retirement plans, including defined contribution plans, to help ensure financial security in their retirement years.



* Female representation in 2021 and 2022 was in its initial stages of development, with 2023 marking a significant milestone as female employees joined the workforce. This progress reflects our ongoing commitment to gender diversity and inclusion.



EMPLOYEE ENGAGEMENT AND WELLBEING

During this reporting period, IHCC achieved a number of significant employee-related milestones, including: the implementation of a new Talent Management System (TMS) to enhance recruitment in a competitive labour market; improved diversity and inclusion initiatives that elevated hiring practices and employee satisfaction; and a refined Flexible Work Policy to support remote work and work-life balance.

Additionally, IHCC has introduced a Stay Fit program to promote physical activity and healthy lifestyle choices at work, offering fitness assessments, nutrition counseling, and weight management support. The company has also launched mental health initiatives, including awareness campaigns, workshops, and confidential counseling, to enhance employee wellbeing. These efforts aim to boost morale, engagement, and productivity while reducing absenteeism and turnover.

These accomplishments contribute to IHCC’s key targets of achieving a 90% employee engagement score by 2025, building on the baseline of 85%, and a 70% employee participation rate in company wellness programs. These efforts reflect the company’s commitment to fostering a supportive and inclusive workplace culture and are closely aligned with Saudi Arabia’s 2030 Vision.



LABOUR RELATIONS AND COLLECTIVE BARGAINING

IHCC provides a minimum of four weeks’ notice to employees and their representatives prior to implementing significant operational changes that could substantially affect them. The Human Capital team facilitates this process by communicating the changes through official channels and organising consultations to discuss impacts and gather feedback. This approach ensures that employees feel supported and informed during transitions.

If collective bargaining agreements are in place, the notice period and provisions for consultation and negotiation are typically outlined within those agreements. This ensures that the rights and interests of employees are considered during significant operational changes.

DIVERSITY AND INCLUSION

As part of IHCC’s commitment to fostering inclusivity, diversity, and equal opportunity (DEI), the company conducts several initiatives, including Qaderoon and Mowaamah programmes. These initiatives are designed to ensure employment opportunities and equitable access for individuals with disabilities to the workforce. IHCC is extremely proud to have secured third place in the Qaderoon Competition, which highlights its commitment to inclusivity and ensures that its buildings and centres meet all obligations for individuals with diverse abilities.

IHCC’s DEI initiatives include support and training, tailored development programs, accessibility improvements, workplace awareness, and networking to connect employers with candidates with disabilities for suitable job prospects. IHCC has implemented initiatives, such as ‘Tamkeen Women’, which aim to empower young Saudi women and promote gender equity. These provide opportunities for young women to enhance their skills and capabilities, fostering personal and professional growth. They also contribute to achieving gender equality in Saudi Arabia by creating and promoting opportunities for women across various sectors. IHCC’s ambition is to raise the percentage of leadership roles filled by women, supporting gender diversity at senior levels.

IHCC has a Anti-Harassment Policy approach to harassment and discrimination and has clear reporting mechanisms in place. The HR and Administration department has recently updated its policies to clarify reporting procedures and strengthen accountability, ensuring a more inclusive and responsive working environment.



Workforce by Category and Gender	Unit	2021	2022	2023
Senior Management	Number	35	36	42
Male staff in senior management	Number	32	33	39
Female staff in senior management	Number	3	3	3
Middle Management	Number	6	6	7
Female staff in middle management	Number	1	0	1
Male staff in middle management	Number	5	6	6
Entry-level staff	Number	701	760	757
Female staff	Number	21	28	29
Male staff	Number	680	732	728

Workforce by Age Group	Unit	2021	2022	2023
30-18	Number	177	189	162
40-31	Number	350	380	379
50-41	Number	151	159	181
51+	Number	64	74	84

Workforce by Nationality	Unit	2021	2022	2023
Number of full-time national staff	Number	143	167	163
Female national staff	Number	24	29	32
Male national staff	Number	119	138	131
National full-time staff in senior management	Number	10	10	9

Full-time national staff	143	167	163
	2021	2022	2023



IHCC RECOGNIZED WITH BRONZE PLACEMENT IN THE MOAMAH PROGRAM

IHCC Recognized with Bronze Placement in the Moamah Program IHCC Achieves Bronze Placement in Moamah Program IHCC is honored to receive Bronze Placement in the Moamah Program, recognizing our commitment to workplace inclusivity for people with disabilities. This achievement aligns with Saudi Vision 2030 and reinforces our dedication to creating an accessible and diverse work environment. We will continue driving impactful change and fostering equal opportunities for all.



EMPOWERING PEOPLE WITH DISABILITIES:

Empowering People with Disabilities: IHCC's Commitment to InclusivityAs IHCC's Commitment to InclusivityIHCC actively participates in the Qadroom Initiative, empowering people with disabilities and promoting social inclusion in Jeddah. Aligned with Saudi Vision 2030, our efforts have earned IHCC a top three ranking in Saudi Arabia for supporting and empowering individuals with disabilities. We remain dedicated to fostering diversity, accessibility, and equal opportunities, driving meaningful impact within our organization and the wider community.



EMPLOYEE HEALTH AND SAFETY

IHCC's Health, Safety, and Environment (HSE) Policy is firmly rooted in full legal compliance and alignment with internationally recognized standards, particularly ISO 45001:2018 for Occupational Health and Safety and ISO 14001:2015 for Environmental Management. This commitment is demonstrated through tangible actions such as regular Health and Safety Committee meetings, the provision of tailored Personal Protective Equipment (PPE), routine site inspections to proactively identify and mitigate hazards, and comprehensive training programs tailored to address specific site risks.

IHCC also maintains detailed emergency response plans and robust monitoring systems, including incident reporting mechanisms and health surveillance, to support continuous improvement and risk management.

Beyond procedural compliance, IHCC fosters a strong safety culture through active employee engagement. This includes regular safety talks, visible leadership involvement, and collaboration with external safety consultants for audits and improvement opportunities.

Employee well-being is a top priority, supported by comprehensive health insurance coverage, mental health support programs, regular health screenings, and vaccination campaigns. The company also promotes awareness and engagement through initiatives such as World Day for Safety and Health at Work and World Mental Health Day, alongside focused programs like smoking cessation workshops and employee empowerment sessions.

This integrated and holistic approach underscores IHCC's enduring commitment to a safe, healthy, and environmentally responsible workplace.



Health and Safety Management	Unit	2021	2022	2023*
Workers covered by the Health and Safety Management System	Number	8,093	9,446	7,308
Total workers covered by the Health and Safety Management System	Percentage	%100	%100	%100
Workers covered by the Health and Safety Management System that has been internally audited	Number	742	802	806
Total workers covered by the Health and Safety Management System that has been internally audited	Percentage	%100	%100	%100
Workers covered by the Health and Safety Management System that has been audited or certified by an external party	Number	742	802	806
Total workers covered by the Health and Safety Management System that has been audited or certified by an external party	Percentage	%100	%100	%100
Workforce represented in joint management-worker Health and Safety committees	Percentage	%100	%100	%100
Occupational Health and Safety	Unit	2021	2022	2023*
Total employee man hours	Number	822,808.00	373,074.00	627,583
Total contractor man hours	Number	756,381.00	3,418,448.00	2,645,064

HSE DEPARTMENT - ROSPA – THE ROYAL SOCIETY FOR THE PREVENTION OF ACCIDENTS.

Our company is a proud member of the ROSPA (Royal Society for the Prevention of Accidents) organization, reinforcing our commitment to the highest safety standards. We actively conduct HSE campaigns on various construction and lifestyle-related topics, including hazard awareness, road safety, mental health, and first aid training.

Additionally, our First Aid campaigns equip employees with essential life-saving skills, such as CPR, emergency response, and injury management. Through these initiatives, we continuously promote a culture of safety, well-being, and proactive risk prevention across all our projects.



Membership Certificate

IHCC

Is a Member of RoSPA until
27/09/2025

As a member, this organisation supports
RoSPA's mission to save lives and reduce
injuries

Membership No: 410755578



Errol Taylor
Chief Executive of RoSPA

The Royal Society for the Prevention of Accidents
Patron: Her Majesty The Queen
Registered Charity No. 207823



OSHA Participation – STAND-DOWN To Prevents Falls In Construction

SAFE + SOUND WEEK 2023

Our company actively participated in the Stand-Down to Prevent Falls in Construction campaign led by OSHA. This initiative reflects our commitment to enhancing safety awareness and preventing fall-related incidents on our worksites.

Through safety briefings, training sessions, and proactive engagement with our workforce, we continue to uphold the highest safety standards, reinforcing a culture of protection and responsibility across all our projects.



WORLD DAY FOR SAFETY & HEALTH AT WORK 2023

IHCC celebrates “World Day For Safety & Health At Work 2023”. On this day we all stand together to create awareness among people regarding health and safety measures necessary at the workplace to make the environment safe, healthy and positive.



WORLD DAY FOR SAFETY & HEALTH AT WORK

28TH APRIL, 2023

IHCC celebrates World Day for Safety & Health at work to promote the prevention of workplace accidents & illness.



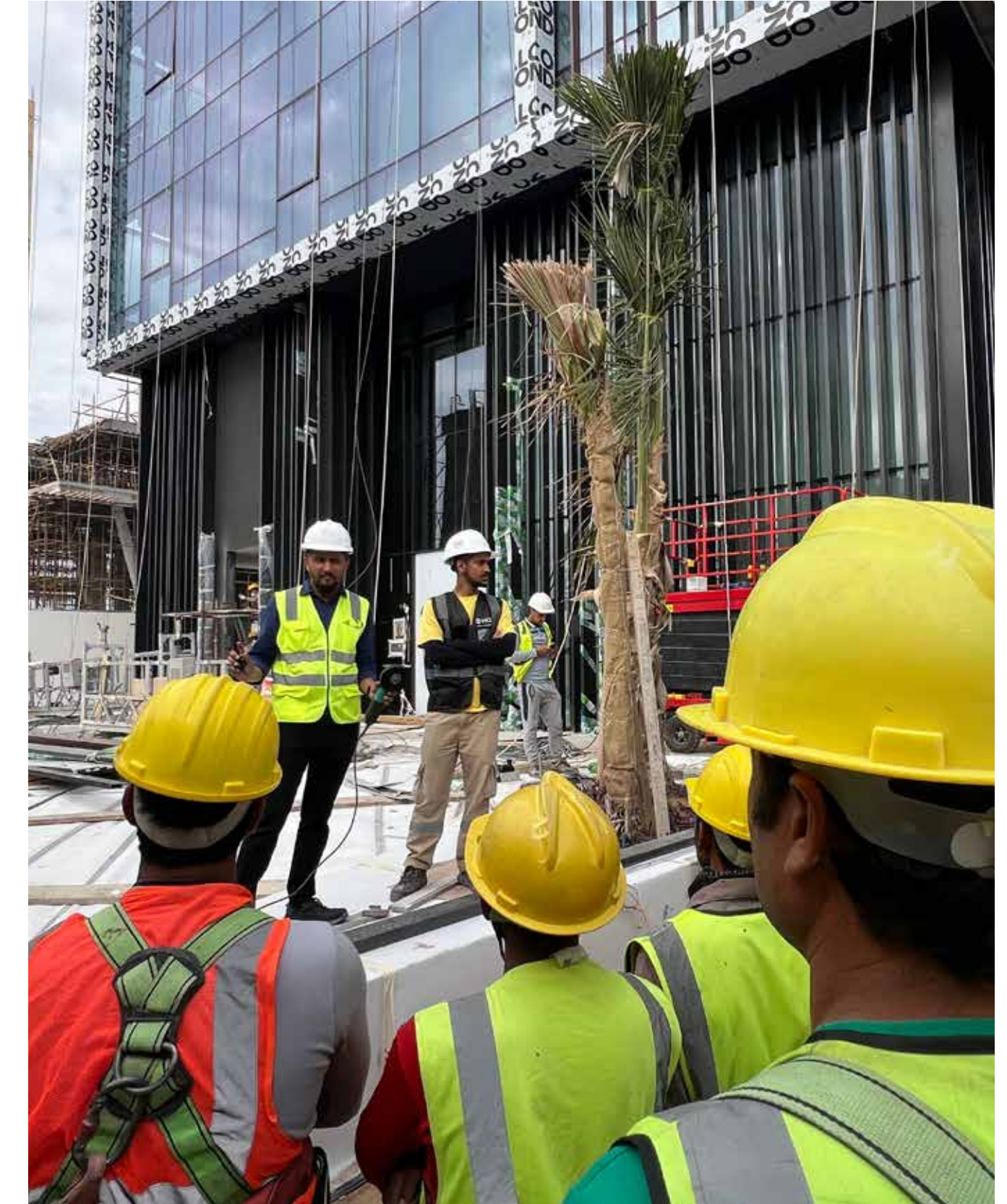
ON-SITE TRAININGS

286 ON-SITE TRAININGS



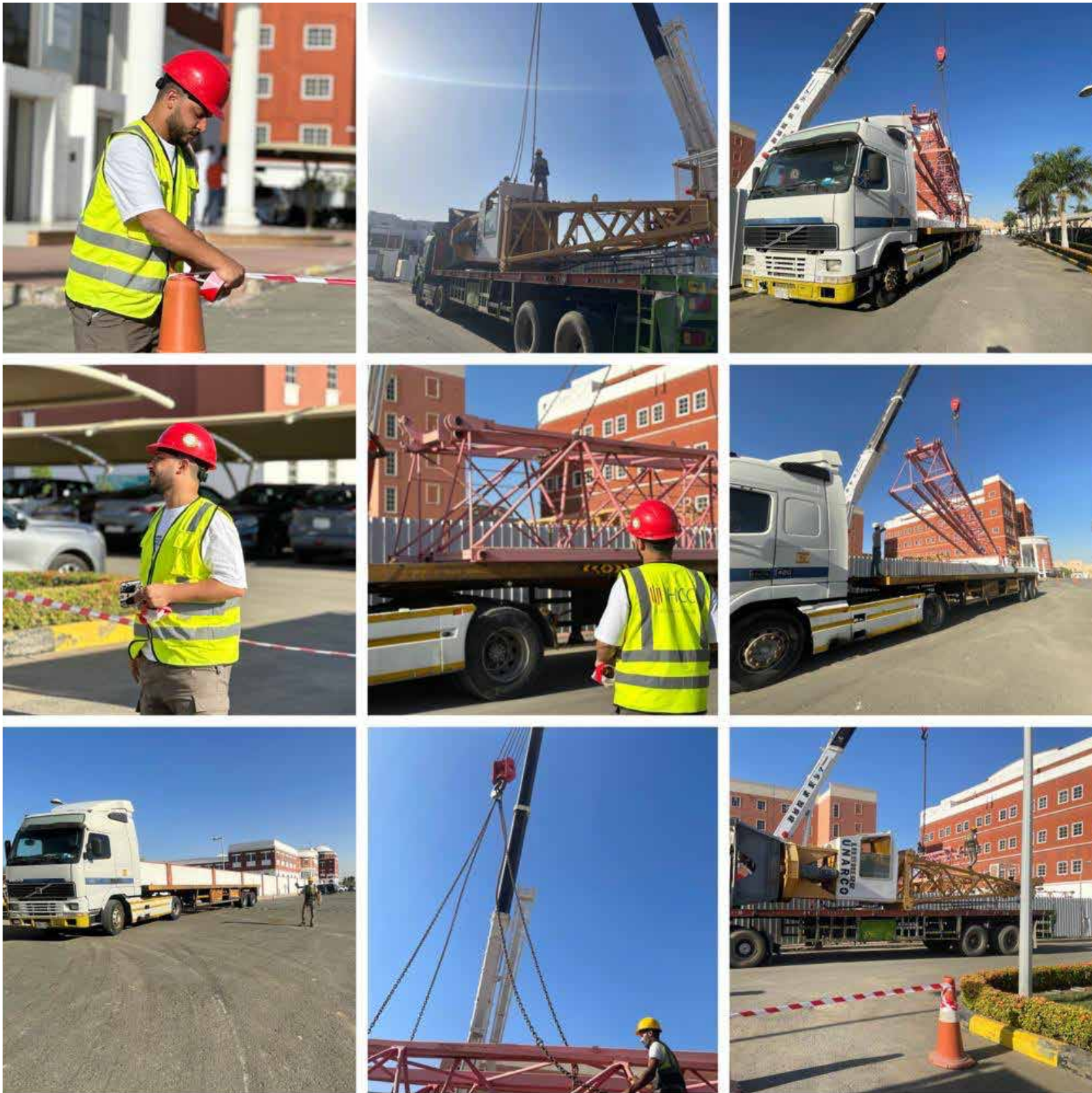
TOOL-BOX TALKS

786 TOOL-BOX TALKS



SITE INSPECTIONS

1095 SITE INSPECTIONS



PROJECT MANAGEMENT WALKTHROUGH'S

346 Project's Management Walkthrough's



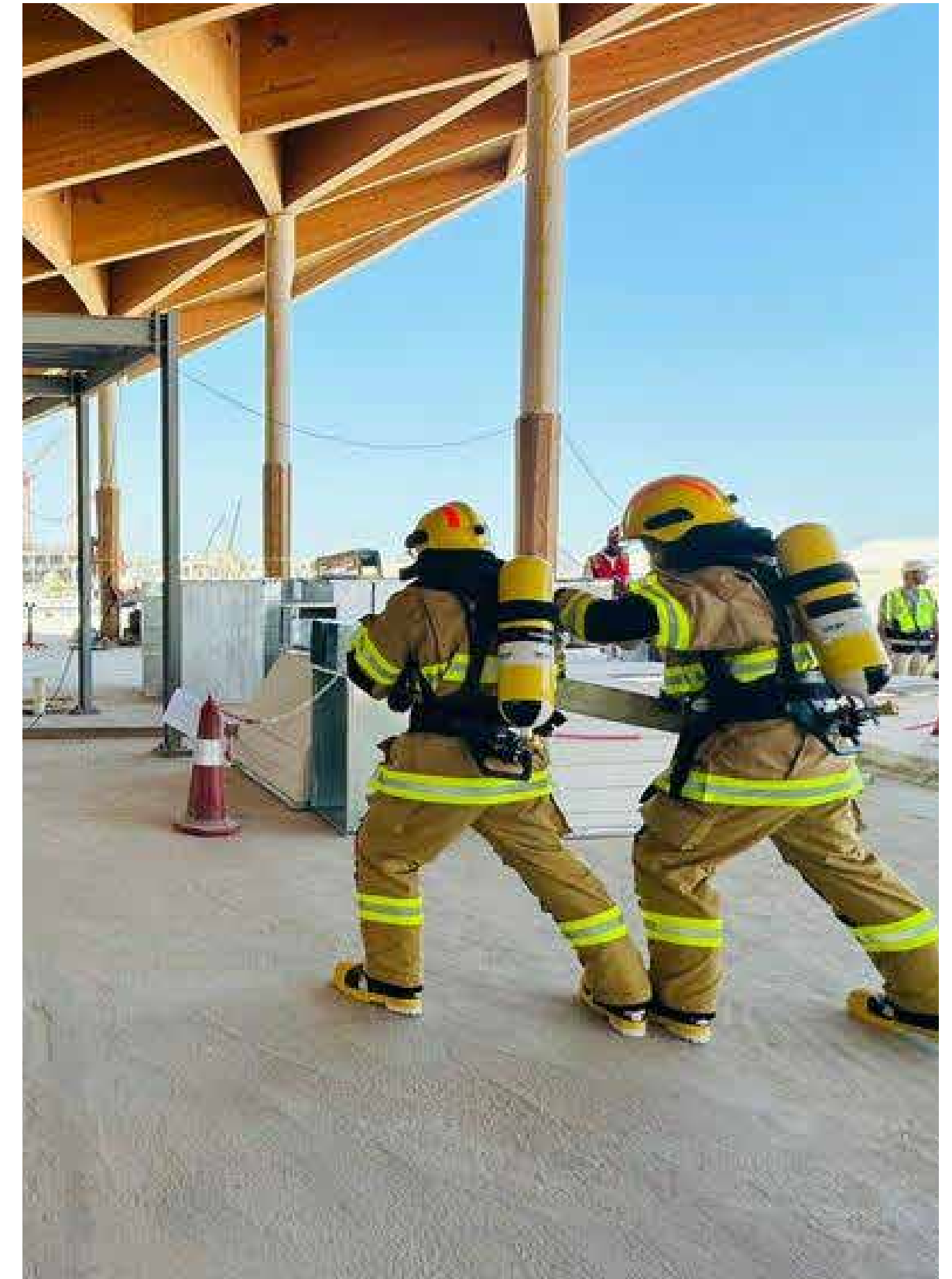
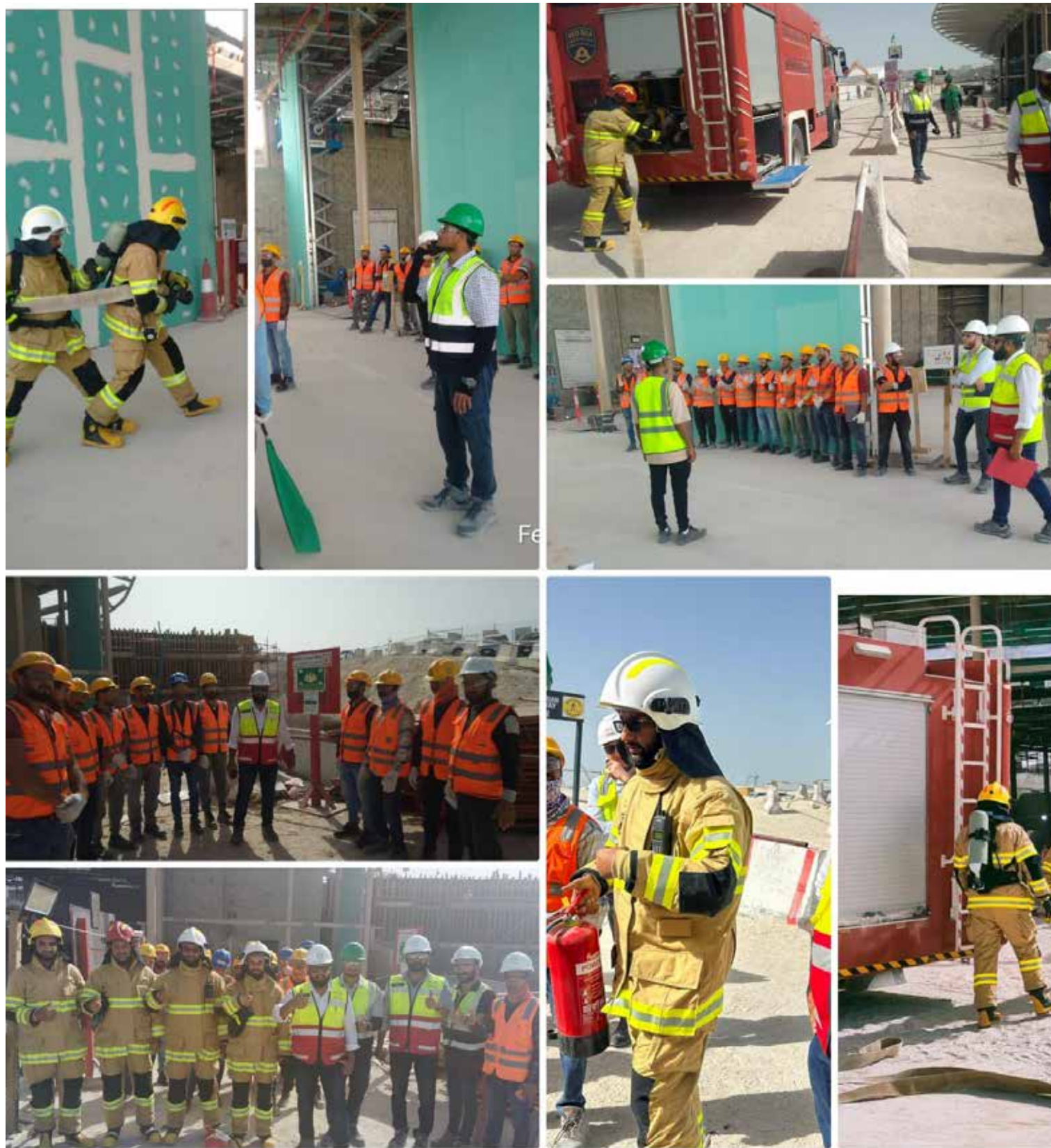
SENIOR MANAGEMENT WALKTHROUGH'S

30 Senior Management Walkthrough's



EMERGENCY DRILLS

14 Drills



HAZARD MANAGEMENT

IHCC has comprehensive systems in place for hazard identification and risk assessment, including regular workplace inspections and job safety analysis, as well as a risk matrix used to evaluate the likelihood and severity of identified hazards, helping prioritise them for action.

IHCC operates a culture of continuous improvement, so all hazard assessments and control measures are documented and periodically reviewed to ensure accuracy and effectiveness. Key performance indicators (KPIs) related to safety incidents, compliance, and training completion are tracked and analysed, and regular feedback from workers and safety committees is encouraged to identify gaps and areas for improvement in the OHSMS(Occupational Health and Safety Management System).

IHCC has a robust hazard reporting mechanism is place, enabling workers to report hazards through various channels, anonymously if preferred. Employees receive training on how to identify hazards and the importance of reporting them. This includes information on the reporting process and the mechanisms available for their protection. Reports are promptly assessed by safety personnel. Immediate actions are taken for urgent hazards, while less critical issues are prioritized based on risk. Workers are informed of the status of their reports and any corrective actions taken, ensuring transparency.

A clear Non-Retaliation Policy is in place, stating that any form of retaliation against workers who report hazards will not be tolerated. This policy is communicated to all employees and is included in training materials. Reports are treated confidentially, ensuring that the identity of the reporting individual is protected, especially when using non-anonymous channels.

IHCC has a zero-tolerance approach to non-compliance with its health and safety policies. If a worker, supplier or contractor repeatedly fails to comply with OHS standards or corrective actions, IHCC may terminate the relationship to avoid further risks.





ETHICAL LEADERSHIP

IHCC champions ethics and transparency in all aspects of governance and growth. By prioritising responsible business, the company positions itself as a respected leader in its field, driving valuable partnerships and opportunities for innovation that contribute to its overall economic performance.



MATERIAL TOPICS COVERED

Governance, ethics and transparency	Responsible supply chain
Economic performance	R&D and innovation

GOVERNANCE FRAMEWORK

At IHCC, we are committed to maintaining a robust governance framework that aligns with our mission, supports sustainable practices, and contributes to Saudi Arabia's Vision 2030. Our governance structure is designed to ensure transparency, accountability, and effective decision-making across all levels of the organization.

- **Strategic Planning and Performance Management:** To achieve our strategic objectives, we implement a comprehensive performance management framework that includes:
- **Strategic Annual Review Process (STRAP):** This annual assessment sets the long-term direction for our strategies, ensuring alignment with our organizational goals and national objectives.
- **Quarterly Business Review (QBR):** Conducted quarterly, these evaluations foster collaboration among business units to assess progress, identify challenges, and realign strategies. This process enhances accountability and encourages cross-departmental teamwork.
- **Monthly Operational Review (MOR):** Monthly reviews provide departments with the opportunity to track performance metrics, share best practices, and address operational challenges in real time. This ensures that all teams remain focused on achieving their targets.
- **Weekly Huddle Meetings:** These meetings serve as a platform for teams to highlight recent victories, identify obstacles requiring support from stakeholders, and set weekly priorities. By fostering open communication and collaboration, we ensure that our efforts are aligned and effective.
- **Continuous Improvement and Stakeholder Engagement:** Our governance processes not only drive performance but also cultivate a culture of continuous improvement. By integrating these structured reviews, we enhance stakeholder engagement and ensure that our strategies are responsive to both internal and external needs.

Through these efforts, IHCC demonstrates its commitment to responsible governance, aligning with our corporate social responsibility (CSR) initiatives and the broader goals of sustainability and community development.



GOVERNANCE, ETHICS AND TRANSPARENCY

IHCC is led by the Board – the highest governance body – supported by various committees. Each committee has designated members with specific roles and responsibilities, focusing on key areas such as compliance, finance, and strategy. These committees are tasked with achieving defined milestones that align with the organisation’s goals. Regular meetings are held to ensure accountability and progress tracking.

Members of the Board are selected based on a combination of expertise, experience, and alignment with the organisation’s values. The selection process typically involves nominations from existing members or committees. Members serve for a defined tenure, often ranging from three to five years, with the possibility of reappointment.

The Board delegates responsibility for managing the IHCC’s impact on the economy, environment, and people by appointing senior executives to oversee initiatives. Additionally, employee ambassadors are designated to lead specific sustainability initiatives, ensuring integrated efforts across the organisation.

Within the next two years, IHCC plans to enhance governance practices by strengthening its compliance framework through updated policies and training programmes. A governance committee will be established to oversee risk management and ethical practices, fostering clearer accountability. Additionally, transparency will be improved by implementing a governance dashboard for real-time insights into compliance metrics. Stakeholder engagement processes will be enhanced through regular forums for dialogue, aligning governance with stakeholder expectations. IHCC is also exploring digital solutions to streamline governance operations, ensuring efficiency and effectiveness in its practices.



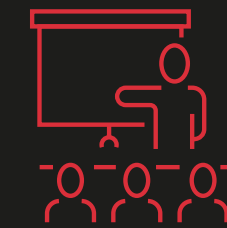
ESG GOVERNANCE

The ESG Ambassador's, ESG Execution, and ESG Strategic Committees play a critical role in overseeing sustainability and climate-related risks and opportunities. These committees conduct detailed evaluations, set strategic sustainability goals, and provide assessments that guide the broader committee in managing risks and identifying opportunities. Sustainability issues are reviewed regularly, typically at quarterly board meetings, with established timelines for achieving milestones and accountability for management.

By aligning with global standards such as the UN SDGs, Saudi Vision 2030, Saudi Net Zero 2060, and the Saudi Green Initiatives, IHCC is focused on fostering a culture of continuous ESG improvement, aiming to showcase leadership and transparency in its ESG performance. The ESG committees monitor the ESG efforts and ensure the effective operation and implementation of ESG initiatives.



The ESG Ambassadors Committee collaborates with external stakeholders to address ESG issues, communicate efforts effectively, integrate ESG into products and marketing, regularly review performance, and support stakeholders in understanding ESG trends and improvements.



The ESG Execution Committee implements ESG training programmes to increase employee awareness and understanding, establishes systems to track and manage ESG-related risks effectively, collaborates with supply chain partners to improve ESG performance across the value chain, and explores opportunities for innovation and differentiation through ESG initiatives.



The ESG Strategic Committee develops long-term sustainability goals aligned with ESG objectives, identifies emerging trends, anticipates future challenges, and monitors regulatory developments to adapt as needed.

Oversight of sustainability is managed by the Human Capital team in collaboration with senior leadership. This team is responsible for setting targets related to sustainability risks and opportunities, and monitors progress through regular assessments. To reinforce accountability, performance metrics will be tied to these sustainability goals and included in remuneration policies, linking individual performance to broader sustainability objectives. Sustainability targets and goals are reviewed and updated annually as part of the Strategic Planning (STRAP) process, and communicated to stakeholders through the IHCC website, stakeholder meetings and community engagement.

INTEGRITY IN SUPPLY CHAIN MANAGEMENT

IHCC has a Supplier Code of Conduct and Sustainable Procurement Policy. The Code of Conduct establishes ethical and legal guidelines for all suppliers and subcontractors associated with IHCC and its subsidiaries. It helps suppliers identify and address ethical challenges, outlines processes for reporting unethical behaviour, and promotes a culture of integrity and accountability. This Code of Conduct aligns with IHCC’s mission to deliver superior quality turnkey projects that make a positive impact on people and communities.

The Sustainable Procurement Policy outlines IHCC’s dedication to integrating sustainability considerations into all procurement activities. By adopting this policy, IHCC aims to minimise environmental impacts, promote social responsibility, achieve long-term economic value and align with the organisation’s overall sustainability goals. This policy applies to all goods, services, and works procured by IHCC.



IHCC SUSTAINABLE PROCUREMENT AND SUPPLY CHAIN FRAMEWORK

Responsible and Sustainable Procurement - GRI (3-3), (204-1)

At IHCC, sustainability is at the heart of our procurement and supply chain operations. Guided by Saudi Vision 2030 and aligned with global standards such as GRI and ISO certifications, our approach fosters ethical, sustainable, and innovative practices that drive value across our projects.

Code of Conduct and Sustainable Procurement Policy

IHCC enforces a Supplier Code of Conduct and a Sustainable Procurement Policy to ensure all suppliers and subcontractors uphold ethical and legal responsibilities. These policies:

- Establish guidelines for fair labor, health, safety, and environmental standards.
- Promote a culture of accountability, integrity, and continuous improvement.
- Embed sustainability into procurement decisions, driving value for all stakeholders.



KEY FOCUS AREAS IN SUSTAINABLE PROCUREMENT

Local Supplier Development

IHCC actively supports local businesses by integrating them into our supply chain. This initiative:

- Strengthens economic growth in local communities.

Supplier Relationship Management: (LTA) Long-Term Agreement

Fostering collaboration with strategic suppliers to enhance value delivery.

ESG in Vendor Prequalification (PQ) Process

IHCC has embedded ESG criteria into its PQ process to:

- Ensure vendors align with environmental, social, and governance goals.
- Select suppliers who adhere to labor rights, health, safety, and ethical frameworks.
- Support IHCC's ability to meet LEED certification goals across major projects.

Digitalization and Supply Chain Visibility (Reduced Scope): Streamlined Communication:

Digital platforms are used for enhancing supplier coordination and communication.

- Basic Transparency: Focused data sharing to track supplier performance and ensure compliance with project timelines.
- Selective Paperless Processes: Key procurement functions are digitized to reduce administrative overhead and paper usage.



KEY FOCUS AREAS IN SUSTAINABLE PROCUREMENT

Commitment to Continuous Improvement:

IHCC remains committed to refining its sustainable procurement practices by:

- Regularly updating ESG criteria to align with evolving global standards.
- Expanding supplier training on sustainability initiatives.
- Enhancing technology-driven processes for greater efficiency and transparency.

Together, We Build Excellence and Sustainability:

This draft integrates IHCC's achievements, case studies, and metrics with a focus on sustainability and localization, mirroring the format and content provided. Let me know if further adjustments are needed!

Cost Optimization and Value Engineering:

Efficiency Improvements: Identifying cost-saving opportunities while maintaining quality and sustainability.
Value Engineering: Collaborating with suppliers to optimize resources and streamline procurement cycles.

Risk Management and Compliance:


Proactive Risk Mitigation: Training suppliers on risk identification and mitigation strategies.
Compliance Assurance: Ensuring alignment with local and international regulations, including labor laws and environmental policies.
Certifications: Supply chain certified in ISO 37001 and ISO 20400 to enforce anti-corruption and sustainable



R&D AND INNOVATION

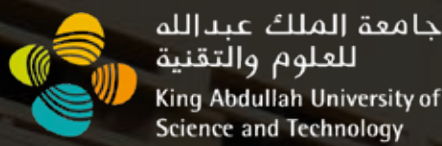
IHCC designs and builds the future. With the capabilities, resources and a proven track record in delivering complex building works across the MENA region, IHCC is setting the standard for turnkey solutions. Using the latest technologies and best practices, IHCC is proud to deliver innovative and sustainable solutions that make a positive impact on people and planet.

As part of its commitment to fostering innovation, empowering talent, and advancing sustainability, IHCC has formed strategic collaborations with leading academic institutions across the Kingdom:




Strategic Partnership with King Abdulaziz University:

IHCC has partnered with King Abdulaziz University to design and develop a state-of-the-art Fab Lab, empowering engineering students to bring their projects to life. This hands-on learning environment fosters creativity and enhances technical skills. IHCC also offers mentor and capsule mentorship programs to provide students with valuable guidance and professional growth opportunities. Furthering its engagement with academia, IHCC actively participates in career fairs and design exhibitions at more than six universities, connecting with future talent and supporting students as they explore career paths and showcase their creativity.



Collaboration with KAUST (King Abdullah University of Science and Technology):

Through joint R&D programs, IHCC and KAUST are advancing technology and sustainability. Key focus areas include sustainability, solar energy, energy efficiency, e-mobility solutions, and the testing and commissioning of new technologies. This partnership also extends to KAUST's innovation companies and startups, fostering groundbreaking solutions that drive the Kingdom's innovation ecosystem. Additionally, IHCC leverages KAUST's research facilities, resources, and industry engagement programs to further its mission of sustainable development.



New Collaboration with King Fahd University of Petroleum and Minerals (KFUPM):

IHCC's latest partnership with KFUPM strengthens its R&D capabilities, with a focus on energy, sustainability, and advanced technologies. This collaboration supports joint research projects, mentorship opportunities, and workforce development to prepare the next generation of skilled professionals for future technological advancements.

These initiatives underscore IHCC's unwavering dedication to advancing innovation, sustainability, and talent development. By partnering with institutions like King Abdulaziz University, KAUST, and KFUPM, IHCC is shaping a sustainable and technologically advanced future while setting the benchmark for excellence in the MENA region.

Digitisation and Privacy

IHCC follows a robust Data Privacy Policy that aligns with legal requirements. In compliance with GDPR, the company obtains explicit consent for data collection and is transparent about its data usage, enabling data access and deletion requests. IHCC also ensures data protection through encryption and secure storage, along with regular audits and employee training on data handling practices.

IHCC is ISO:27001 certified for information security management and has a dedicated Data Security Department overseeing security management and the implementation of protective measures. The company performs internal and external audits to evaluate the effectiveness of its privacy and security systems. Comprehensive cybersecurity stress tests, including vulnerability assessments and penetration testing, are conducted to strengthen IT infrastructure security.

IHCC has also implemented three email security gateways that process and filter over 20,000 emails daily, ensuring robust protection against email-based threats. Additionally, Extended Detection and Response (XDR) has been deployed across all user PCs and servers, enhancing threat detection and mitigation. Daily monitoring of public network traffic further helps to proactively identify and address security risks.

IHCC engages in public-private partnerships to tackle complex challenges in security and risk management. These collaborations allow us to share resources, expertise, and best practice with government agencies and other organisations.

Cyberattacks	Unit	2023
Attempted cyberattacks	Number	100,000
Actual cyberattacks	Number	10



GRI CONTENT INDEX

Statement of use	International Hospitals Construction Co. Ltd has reported in accordance with the GRI Standards for the period 2023/1/1 till 2023/12/31.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standards



For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 5-6			
	2-2 Entities included in the organization’s sustainability reporting	Page 3, 5			
	2-3 Reporting period, frequency and contact point	Page 3			
	2-4 Restatements of information	IHCC is a first time reporter			
	2-5 External assurance	IHCC does not seek external assurance			
	2-6 Activities, value chain and other business relationships	Page 5			
	2-7 Employees	Page 56			
	2-8 Workers who are not employees	Page 56			
	2-9 Governance structure and composition	Page 80-82			
	2-10 Nomination and selection of the highest governance body	Page 80-82			
	2-11 Chair of the highest governance body	Page 80-82			
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 80-82			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					

GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Page 80-82			
	2-14 Role of the highest governance body in sustainability reporting	Page 28, 80-81			
	2-15 Conflicts of interest	Page 81			
	2-16 Communication of critical concerns	Page 81			
	2-17 Collective knowledge of the highest governance body	Page 80-82			
	2-18 Evaluation of the performance of the highest governance body	Page 80-82			
	2-19 Remuneration policies	-		Confidentiality constraints	Due to company's internal policies
	2-20 Process to determine remuneration	-		Confidentiality constraints	Due to strategic sensitivity
	2-21 Annual total compensation ratio	-		Confidentiality constraints	Due to strategic sensitivity
	2-22 Statement on sustainable development strategy	Page 30			
	2-23 Policy commitments	Page 78, 81, 83, 84, 86			
	2-24 Embedding policy commitments	Page 81			
	2-25 Processes to remediate negative impacts	Page 81			
	2-26 Mechanisms for seeking advice and raising concerns	Page 81			
	2-27 Compliance with laws and regulations	Page 38, 66, 86, 85, 88			
	2-28 Membership associations	Page 7-8			
	2-29 Approach to stakeholder engagement	Page 33			
	2-30 Collective bargaining agreements	Page 63			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 31			
	3-2 List of material topics	Page 32			
Energy Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 38			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 38			
	302-4 Reduction of energy consumption	Page 38			
Climate Change and GHG Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 39, 40			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 39			
	305-2 Energy indirect (Scope 2) GHG emissions	Page 39			
	305-5 Reduction of GHG emissions	Page 39			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
Waste and Effluents Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 42			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 42			
	306-2 Management of significant waste-related impacts	Page 42			
Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 43			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 43			
	303-2 Management of water discharge-related impacts	Page 43			
	303-5 Water consumption	Page 43			
Biodiversity Conservation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 32			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
Talent Attraction, Development and Retention					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 56, 59			
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Page 61			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Page 60, 86			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 57			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 61, 62			
	401-3 Parental leave	Page 58			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Page 63			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 60			
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 59			
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 61			
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Page 61			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
Diversity and Inclusion					
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Page 61			
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 63			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 64			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 64			
Employee Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 66			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 66			
	403-2 Hazard identification, risk assessment, and incident investigation	Page 78			
	403-3 Occupational health services	Page 66, 68-69			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 68-77			
	403-5 Worker training on occupational health and safety	Page 67			
	403-6 Promotion of worker health	Page 66			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 66, 68-69			
	403-8 Workers covered by an occupational health and safety management system	Page 67			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
Human and Labour Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 63			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 63, 84, 86			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 63, 84, 86			
Community Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 49			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page 49-53			
Governance, Ethics and Transparency					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 81			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Page 60			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 81			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 15, 18			

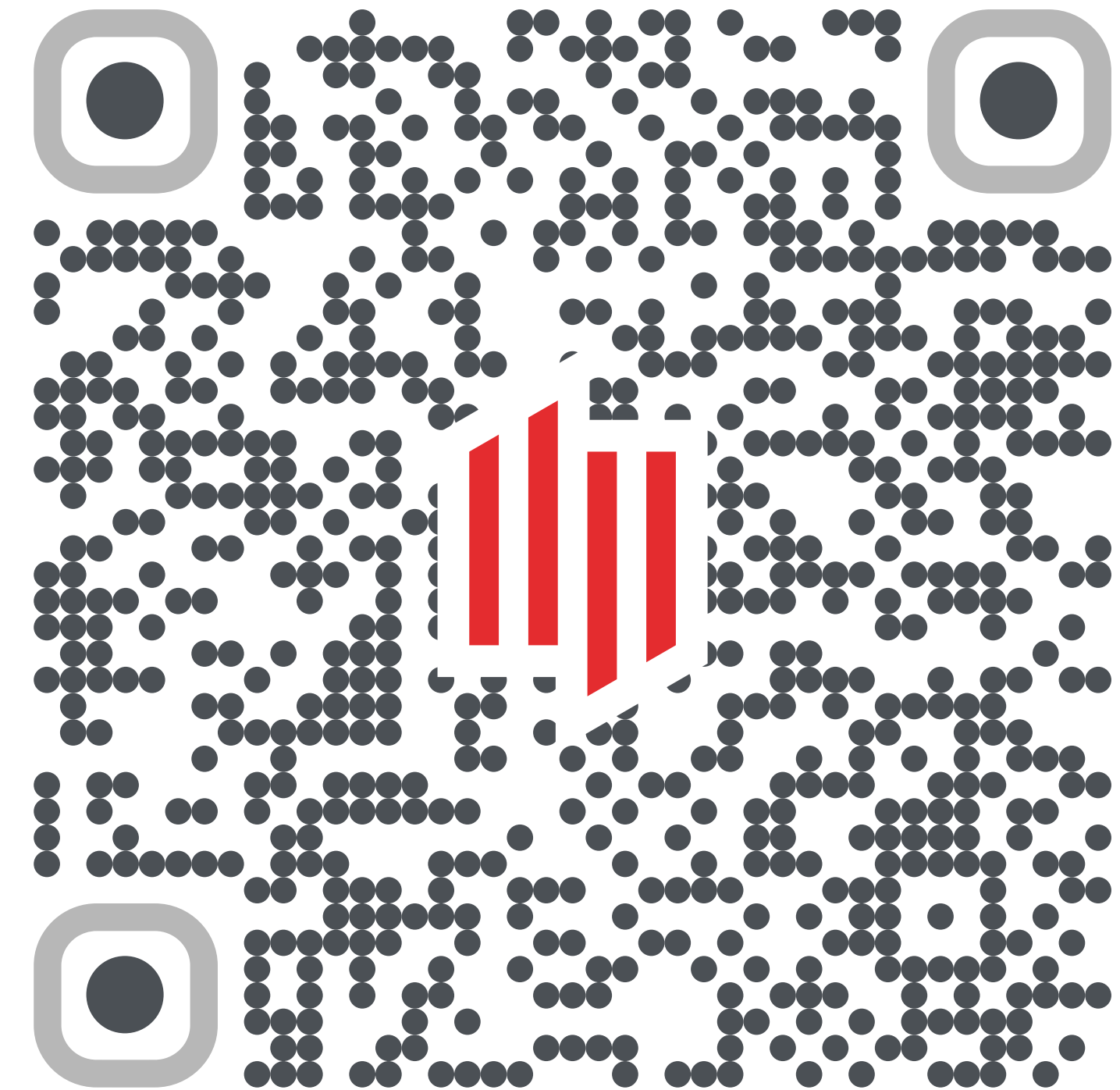
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION/ DIRECT ANSWER	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
Responsible Supply Chain					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 83			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 83			
R&D and Innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 87			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 88			

IHCC also reports on topics that are determined as material to the company but not covered by GRI Topic Standards

Sustainable Design					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 41			
Excellence in Products and Customer Service					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 45			

GET IN TOUCH

    @ihccsa



www.ihcc.sa