



Esnad AlRiyad Sustainability Report



اسناد الرياض
Esnad Alriyad

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Esnad AlRiyad

Sustainability Report

Esnad AlRiyad is a Saudi company established in 2020 with 5,000-1,001 employees. It is specialized in Human Resources services, training, development, HR consulting and solutions.

We aim to provide the best specialized skills and experiences with the best practice in market to support our clients' vision.

Vision:

To become a leader in outsourcing solutions and Human Capital services by providing innovative, efficient and reliable services that exceed our clients' expectation.

Mission:

Provide our professional service for our clients to help them achieve their strategic goals.

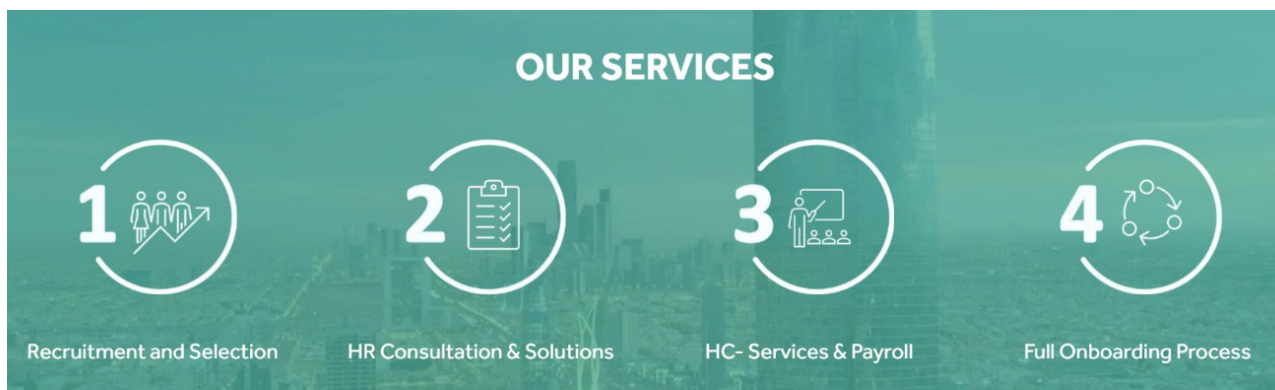
Strategy:

Most Supportive and talent enabled, more productive and most valuable recruiter of choice.

Our Goals:

- To provide Human capital services with the highest level of professionalism.
- Foster a positive and engaging work environment that attracts and retains top talents.
- To minimize the risks associated by dealing with external companies.
- To ensure compliance with the highest standards in work procedures.

Our Services:



Introduction:

This report marks Esnad AlRiyad first step toward embedding sustainability within its corporate strategy.

The journey began with a comprehensive materiality assessment, which helped identify key ESG priorities and set the foundation for future initiatives.

These priorities include:

defined targets in place for Scope 1 and Scope 2 emissions, and paper reduction.

On the social front, the company is proud to exceed Vision 2030 benchmarks for female workforce participation, and remains fully aligned with both Saudi labor laws and SAMA guidelines.

More detail may be found below:

Environmental (E):

• Paperless Operations

Esnad AlRiyad has officially implemented digital contracts and transitioned to fully operational cloud storage systems. The target is reducing paper usage by %90 by 2027. This transition reflects our ongoing efforts to reduce our carbon footprint through digitization. We are actively minimizing paper consumption by adopting digital documentation solutions across all departments.

• Carbon Emissions – Scope 2 & 1

Esnad AlRiyad operates under Riyadh Bank and shares the same building and infrastructure. As a result, carbon emissions from Esnad's operations fall under the same calculation and reduction targets as Riyadh Bank's environmental strategy. In alignment with this strategy, the combined operations aim to achieve a %24 reduction in Scope 1 and Scope 2 greenhouse gas (GHG) emissions by the end of 2025. This shared commitment supports Saudi Arabia's Vision 2030 and demonstrates our unified approach to environmental responsibility, climate action and our commitment to Net Zero by 2060.

Social (S):

We are committed to creating a fair diverse and inclusive workplace that aligns with Vision 2030 and promotes employee well-being and growth. As of this reporting period, Saudization stands at %74, our future target for 2027 to increase it to %80, and women represent %39 of our workforce, exceeding Vision 2030 expectation.

- Inclusive Hiring**

Our recruitment policy focuses on qualifications and merit, regardless of gender or background.

- Fair Compensation**

We ensure transparent, competitive, and prejudice-free compensation aligned with Saudi labor laws and SAMA guidelines.

- Upskilling and Career Development**

In collaboration with Riyadh Bank, we provide training programs to align employee capabilities with future job market demands.

- Employee Engagement**

We implement strategies to boost employee retention, engagement, and internal mobility for long term career development.

Governance (G):

We uphold the highest standards of regulatory compliance, ethical conduct, and transparency. As all decisions are taking by the Board.

- Regulatory Adherence**

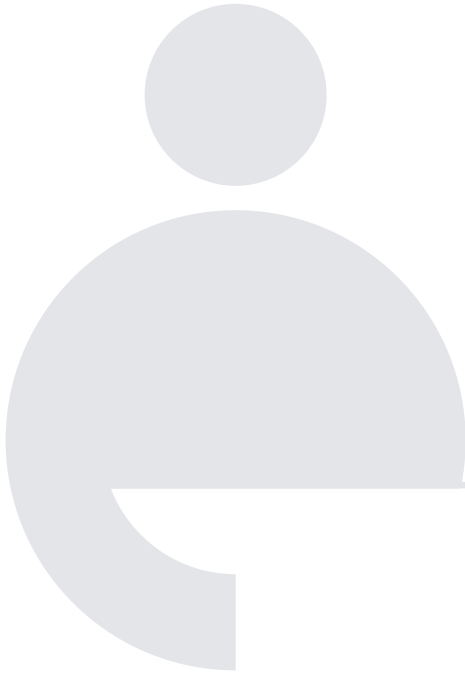
We fully comply with Saudi labor laws, GOSI regulations.

- Data Protection**

Our operations adhere strictly to Riyadh Bank's data protection and cybersecurity systems.

- Anti-Corruption Measures**

We follow Riyadh Bank's Anti-Corruption and Fair Business Practices, with clear policies on conflict of interest and ethical HR.



Thank you..