



Teamwork Spirit

We believe that by working as a team, we can achieve so much more than as individuals. We work with a cooperative approach to achieve our common goals.



Insight

We encourage envisioning future outlooks and employ insightful employees who have the ability to think beyond the limits of the present. We further support the future thinking and planning and continuously work for achieving development, enhancement and growth.



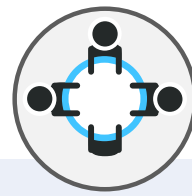
Compliance

Compliance directs our business and forms our culture. We meet and even exceed expectations; we respect deadlines and achieve required results.



Passion

The driving force that nurtures our group power pushes us to achieve objectives and instills our desire to excel and achieve the Company's progress. We are passionate about our work which motivates us to achieve exceptional results.



Adaptability

We work as a group which requires us to ensure the optimum business model and to achieve adaptability between added values for the Group companies, to best use the resources to serve stakeholders, benefit from experiences and various potentials, dedicate such potentials to expand the scope of business, to enhance our market presence, promote innovation and provide an exceptional value to our customers.

6 - Operational Model and Sustainable Development

Maharah abides by achieving sustainable development in its business model. It further shoulders its social responsibility and contributes to achieving economic development in line with the Kingdom's Vision 2030. Ever since its establishment, Maharah has been keen on implementing a developed business model that provides high quality services to its customers, by employing the latest state-of-the-art digital technologies in operational activities, thus contributing to achieving efficiency and competitiveness in the market.

Furthermore, the Company abides by the ESG principles in its business model, having adopted the principles of sustainability and preserving natural resources in a way that contribute to the role played by the Company to achieve the sustainable development in the communities in which it works.

The Company is also keen to giving special attention to the human aspect, enhancing

living conditions of its manpower, their families and the local community as a whole, while preserving the environment, highlighting moral principles and abiding by international specifications and standards, stemming from the Company's belief that such abundance is the best way to achieve sustainable development.

The Company has extended its sustainability strategy from the UN objectives of sustainable development, as the Company continues to focus on valuable and substantial factors in the field of ESG.

Among the Company's priorities is to maintain the prosperity and productivity of its employees. In this respect, the Company has been awarded the Great Place to Work (GPTW) certification for the best work environment in 2023G – 2024G, as the Company always seeks to provide the best environment for its manpower and human resources, stemming from its belief that investing in the human capital is the best

support for attaining achievements and achieving leadership.

In terms of governance, Maharah has completed the implementation of a comprehensive framework for the Company's governance. In light of which, the Company prepared fair and transparent mechanisms to file the reports, including the whistleblowing policy, which allows employees to report with good intentions the problems and concerns they have without fearing any retaliation that might negatively affect them.

The Company's ESG department is generally responsible for controlling, supervising and ensuring the compliance with the governance initiatives and preparing reports thereon. This shall include the ESG obligations inside the Company. This department further works on the constant development of the sustainability strategy, which shall positively affect the individuals and other parties like communities and shareholders.