

The following summarizes progress made in 2024 against our major initiatives, which are aligned with our LEAP strategy.

LEAP

TO EVOLVE

Charting the future

Projects focused on strategies and policies.

Initiative	Key objective	Status
New real estate entity	Establish a dedicated real assets subsidiary to consolidate all real estate and infrastructure activities under one platform.	Ongoing <div><div></div></div> (40%)
Management trainee program	Develop future leaders by providing trainees with skills, knowledge, and experience necessary for managerial roles.	Completed <div><div></div></div> (100%)
C-Level succession plan and executive development	Prepare senior leaders for top-tier roles by building leadership, strategic thinking, and decision-making skills.	Completed <div><div></div></div> (100%)
PMO's Road to Maturity project	Assess PMO maturity, service performance, and organizational impact to identify areas for improvement in project delivery.	Completed <div><div></div></div> (100%)

LEAP

TO DELIVER

Gearing for excellence

Projects that require on-ground team and resource deployment.

Initiative	Key objective	Status
Becoming a Major Shareholder in Budget Saudi through the sale of AutoWorld	Supports SEDCO Holding's strategy to shift from majority owner/ operating shareholder to minority position roles in larger businesses with strong management and shareholder profiles.	Completed <div><div></div></div> (100%)
Enterprise Content Management (ECM)	Streamlines document management processes, improving efficiency and compliance, beginning with Finance and Legal.	Ongoing <div><div></div></div> (65%)
Pool process automation and payment integration - finance (B2B)	Integrates with the banking system and aligns with best practices, to optimise SEDCO Holding's payment operations.	Completed <div><div></div></div> (35%)
ZATCA e-invoice	Implements an electronic invoicing solution for 11 SEDCO entities, adhering to ZATCA's phased rollout.	Completed <div><div></div></div> (70%)
Diwaniyat SEDCO	Provides a platform for annual networking, knowledge-sharing, and discussions on global and local economic outlooks.	Completed <div><div></div></div> (100%)

LEAP

TO SUSTAIN

Sustainable trajectory

Projects related to governance practices, continuity and ESG.

Initiative	Key objective	Status
SH policies, procedures, and charts (PPC)	Reviews, updates, and develops policies, procedures, committee charters, and related templates for various departments and functions.	Ongoing <div><div></div></div> (17%)
MSCI ESG Score 2024	Assess our sustainability performance, through the annual MSCI ESG rating assessment.	Completed <div><div></div></div> (100%)