



For Makkah

Hospitality and Concern for a Sustainable Impact

Annual Sustainability Report 2024



(رَبَّنَا إِنِّي أَسْكَنْتُ مِنْ ذُرِّيَّتِي بِوَادٍ غَيْرِ ذِي زَرْعٍ عِنْدَ بَيْتِكَ الْمُحَرَّمِ
رَبَّنَا لِيقِيمُوا الصَّلَاةَ فَاجْعَلْ أَفْنِدَةً مِّنَ النَّاسِ تَهْوِي إِلَيْهِمْ
وَأَرْزُقْهُمْ مِّنَ الثَّمَرَاتِ لَعَلَّهُمْ يَشْكُرُونَ)



Custodian of the Two Holy Mosques

King Salman bin Abdulaziz Al-Saud

May God Protect Him



His Royal Highness, Prince

Mohammed bin Salman bin Abdulaziz Al-Saud

Crown Prince and Prime Minister

May God Protect Him



His Royal Highness Prince

Khalid Al-Faisal bin Abdulaziz Al-Saud

Advisor to the Custodian of the Two Holy Mosques, Governor of Makkah Region

May God Protect Him



His Royal Highness Prince

Saud bin Mishal bin Abdulaziz Al-Saud

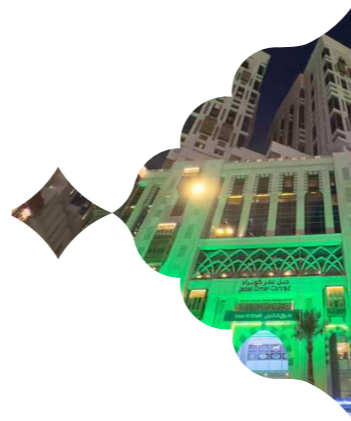
Deputy Governor of Makkah Region

May God Protect Him

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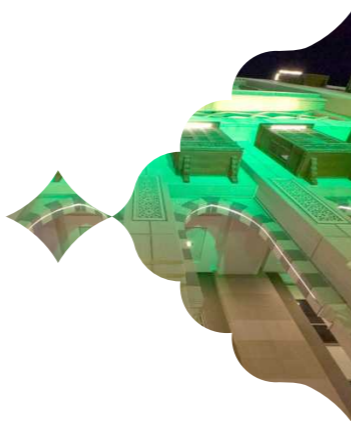
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About this Report

Why do We Provide the Sustainability Report?

Jabal Omar Development Co. (JODC) issues sustainability reports, providing comprehensive, measurable data on its environmental, social, and governance (ESG) performance. These reports provide stakeholders with a full overview of such activities, thus bolstering transparency by demonstrating specific, quantifiable sustainability data. This also elevates the Company's reputation and brand by demonstrating its support for environmental, social, and governance (ESG) principles, among other sustainability elements.

Report Period

This report offers a comprehensive overview of JODC's sustainability program, covering its performance from January 1 to December 31, 2024, and explaining our operating model. The report also sheds light on significant sustainability highlights.



Report Objectives

This report is crucial for both current and potential investors and stakeholders. The report clarifies how JODC generates value and how all stakeholders can benefit. The report also details how JODC protects stakeholder rights and mitigates risks to their interests, covering investors, employees, customers, regulators, and the broader community.

Standards and Frameworks

JODC's sustainability reports adhere to both internationally and locally recognized standards and frameworks. These include national standards like the Saudi Capital Market Authority (CMA) Corporate Governance Regulations, environmental laws, local regulations related to real estate development, the Saudi Tadawul Group's Environmental, Social and Corporate Governance (ESG) Disclosure Guidelines, and the Kingdom's Vision 2030, particularly its "Ambitious Nation" and "Smart Makkah" pillars. In addition to international standards, the report aligns with the Global Reporting Initiative (GRI) disclosure indicators. The report also aligns highly with the United Nations Sustainable Development Goals (SDGs). This is all achieved by leveraging leading sustainability frameworks, maintaining a deep commitment to sustainability principles and responsible business practices, and focusing on key sustainability issues for both the Company and its stakeholders. A GRI content index is included in the appendices section at the end of the report.

Our Commitment

We assure our customers, shareholders, employees, and all stakeholders that we remain steadfast in our commitment to sustainability across all its facets. We're dedicated to improving our carbon footprint, reducing waste, recycling water, and optimizing energy use. This ongoing effort ensures we preserve value for current generations and build a more sustainable future for those to come, all in line with the Kingdom's Vision 2030 and the directives of our top management.



Chairman's Message

It is with considerable pride that I present Jabal Omar Development Co. (JODC) inaugural Sustainability Report. This milestone arrives as we reflect upon nearly two decades of profound achievements that have distinguished our Company across financial and operational fronts, alongside significant advancements in bolstering our sustainability initiatives. Every endeavor, every success, is dedicated "For Makkah: Hospitality and Concern for a Sustainable Impact".

2024 marked a year of significant achievement for JODC highlighted by its strongest financial performance since 2018. The Company reported its highest revenues and gross profit, with net profit surging by an impressive 433.6% to surpass SAR 200 million. JODC attributes this remarkable turnaround to the successful execution of its transformation strategies, which effectively navigated prevailing challenges. Key initiatives included a capital structure optimization program, accelerated project phases, and a robust revenue maximization program. These measures collectively drove the company's journey towards increased success and profitability, fueled by reduced financial costs, enhanced operational efficiency, higher occupancy rates, robust revenue growth, and elevated confidence among partners and investors.

JODC's operational efficiency surged in 2024, with its hotels reaching full occupancy during both the Ramadan and Hajj seasons. This robust performance was significantly bolstered by securing final licenses from the Ministry of Hajj and Umrah in February 2024, allowing the Company to serve 80,000 international hajjis. This expansion of operational activities had a tangible positive impact on the Company's overall performance throughout the past year.

JODC made significant strides in sustainability during 2024, successfully shrinking its projects' carbon footprint. This was achieved through the adoption of sustainable building materials and the installation of renewable energy systems, notably solar panels. Further, the implementation of rainwater harvesting and greywater recycling systems substantially cut reliance on traditional water sources. Concurrently, deploying smart building management systems led to both reduced energy consumption and lower operating costs.

In today's landscape, mastering advanced sustainability principles is no longer optional; it's essential. JODC is actively integrating sustainable building techniques and designs that significantly curb energy and water consumption. We're also exploring and deploying technologies to reduce carbon emissions, particularly within our hotel and commercial projects. Strengthening partnerships with global hotel operators helps us implement best environmental practices in our operations. Crucially, we embed health, safety, and environmental (HSE) standards across all phases of development and operation.

In alignment with our unwavering commitment to sustainability, we are advancing our development initiatives in harmony with the Kingdom Vision 2030's "Ambitious Nation" pillar, specifically focusing on establishing Makkah as a smart and sustainable city. Our efforts are directed towards fostering a green urban environment through sustainable project design, optimizing resource efficiency, actively implementing social responsibility programs, and seamlessly integrating environmental and social governance (ESG) principles throughout our business model.

Simultaneously, we are dedicated to maximizing the value proposition of our operations for all stakeholders. This is achieved by managing world-class hotels that provide distinct cultural and religious experiences, cultivating dynamic commercial facilities tailored to the needs of both guests and residents, fostering robust relationships with guests and shareholders through transparent disclosure, and continuously enhancing our work environment to empower employees, thereby boosting loyalty and productivity.

I conclude by expressing my profound gratitude to our wise leadership for their steadfast support and strategic direction. My sincere appreciation also extends to our shareholders, customers, and dedicated employees for their relentless commitment to embedding sustainability principles, a cornerstone of their undeniable contribution to the Company's remarkable achievements.

Saeed Mohammed A. AlGhamdi
Chairman of the Board

Our Strategy to Achieve Success in Sustainability

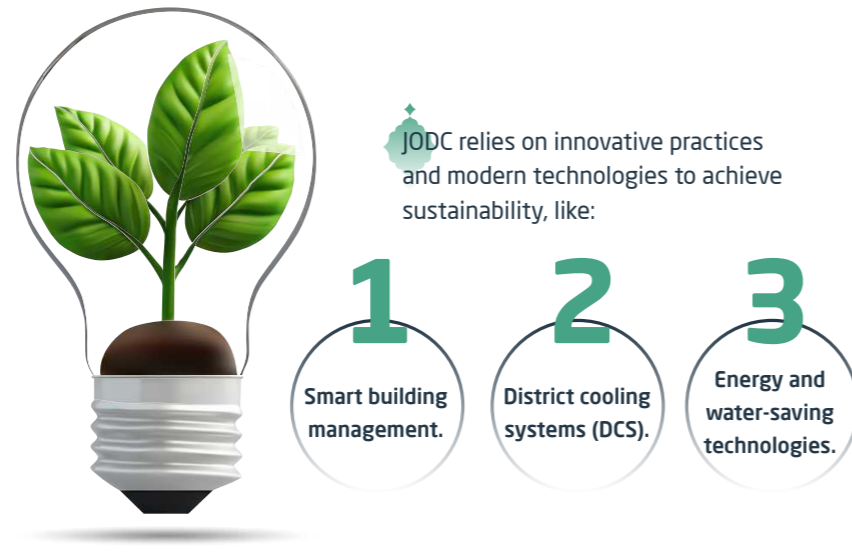
JODC's strategic vision is embodied in achieving a qualitative transformation in serving pilgrims by offering exceptional and innovative real estate solutions, in accordance with global standards and an ambitious national vision. The Company also seeks to strengthen its position as a leading company in real estate development in the Middle East, with a focus on sustainability, quality, professionalism, partnership, and innovation.

JODC has a strong commitment to integrating sustainability into its operations and projects. This year, JODC's theme, "For Makkah, Constructing a Sustainable Future", highlighted its strategic commitment to sustainable development around the Holy Mosque, aligning with the Kingdom's Vision 2030. The upcoming theme, "For Makkah, Hospitality and Concern for a Sustainable Impact", signals the Company's continued drive to complete projects faster and boost efficiency and sustainability.

JODC's sustainability vision is centered on building a sustainable urban environment that enhances the quality of life for Hajjis "the Guests of Allah". This vision aligns with the strategic objectives of the Kingdom's Vision 2030, particularly in promoting environmental, social, and economic sustainability, as follows:

Sustainability is an integral part of the Company's strategic plans, ensuring a balance between economic growth and environmental protection.

JODC aims to serve as a leading model in implementing sustainability standards across the Kingdom and the region.



The transition to renewable energy sources is crucial for reducing greenhouse gas emissions. Therefore, JODC strives to lower its carbon footprint in its projects by expanding the use of renewable energy systems, such as solar panels. Additionally, JODC seeks to maximize resource efficiency to increase revenue.

The Company significantly altered its approach to sustainability principles in 2024. JODC placed a greater emphasis on environmental sustainability by integrating green initiatives into construction and utilizing carbon emission reduction technologies. JODC also implemented a distinct cooling system (DCS) and rainwater harvesting.

JODC focuses its sustainable development on efficiently managing resources (energy, water, and waste), integrating with the community, and promoting Islamic values. Additionally, JODC strives to create sustainable job opportunities, empower women, and ensure operational quality aligns with environmental compliance.

At JODC, we champion a sustainability culture by issuing annual reports on sustainable development, involving our team in awareness initiatives, and executing projects that merge real estate expansion with social responsibility. We also aim to deepen community interactions via markets and events.

Key sustainability initiatives expected to be launched by the Company in 2025 are:



Brief



Jabal Omar Development Co. (JODC) is one of the largest real estate development companies in the Middle East. The Company has been recognized by the Guinness World Records for constructing the highest prayer room in the world. The Company takes pride in its contribution to realizing the Kingdom's Vision by increasing the capacity for pilgrims and Umrah performers visiting the Holy Mosque. Through the development of the central area surrounding the Grand Mosque in Makkah, JODC provides visitors and residents with a unique spiritual and living experience.

Jabal Omar Development Co. (JODC) was established as a Saudi joint stock company by Royal Decree No. M/63, dated 25/09/1427H (corresponding to 18th October 2006G). The Company's capital is SAR 11,800,229,050.

The Company's core business activities include the development and urbanization of the Jabal Omar area, as well as the ownership, development, master planning, management, investment, and sale of real estate properties.

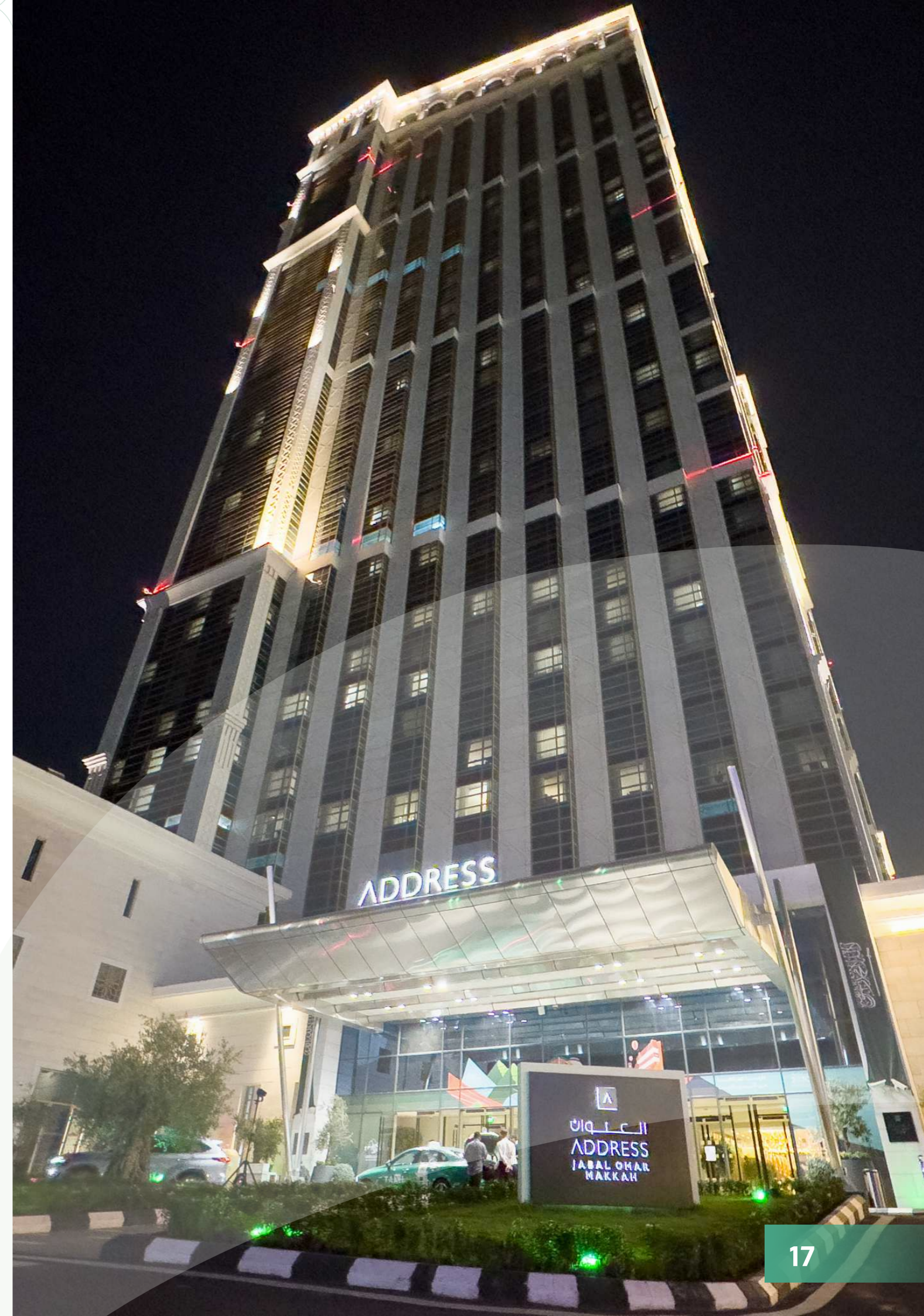
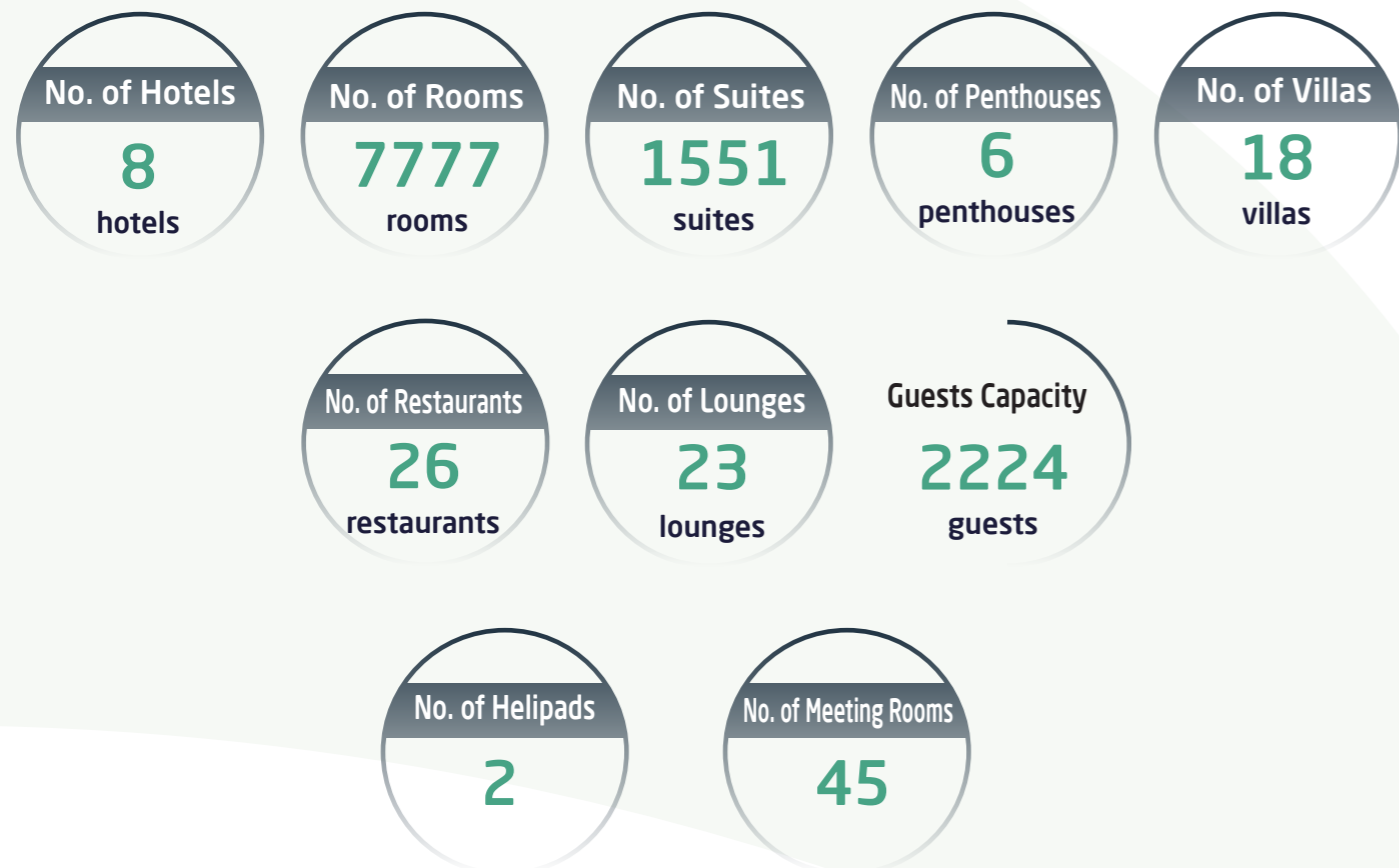
Summary of Jabal Omar Project

Project Upon Completion



It is worth noting that the data mentioned regarding the number of towers, rooms, parking spaces, and leasable areas is based on the currently approved plan for the project, upon its completion.

Completed Hotels



Commercial Centers



Future Projects

S11
Consists of two towers, each comprising 24 hotel floors (a total of 560 rooms and suites). The completion rate reached 67.1% in 2024, compared to 61.3% in 2023.

S10
Consists of two towers, each comprising 24 hotel floors (a total of 581 rooms and suites). The completion rate reached 65.8% in 2024, compared to 60.57% in 2023.

S09
Consists of three towers, each comprising 24 hotel floors (a total of 655 rooms and suites). The completion rate reached 89.74% in 2024, compared to 80.34% in 2023.

Commercial Centers
A four-story Commercial Center. The completion rate reached 84.2% in 2024, compared to 77.3% in 2023.

Parking Spaces
551 parking spaces under construction. The completion rate reached 84.36% in 2024, compared to 77.27% in 2023.

Cultural Museums
Jabal Omar Project includes a number of exhibitions and cultural museums, along with various service facilities located within Hilton Hotel and Convention Jabal Omar. The first floor houses the "Magnificence and Beauty" Museum, while the ground floor features the "Superior Moral Character of Prophet Muhammad" exhibition and "Al Masjid Al Haram" Museum.



Operating Model

The primary objective behind the establishment of the Company was the development and reconstruction of Jabal Omar area adjacent to the courtyard of Al-Haram Mosque from the western side. This included infrastructure development and undertaking all necessary works related to construction, development, maintenance, demolition, and surveying.

JODC's operations consist of three primary sectors including: land development, construction, property sales, and hotel management and operation, and commercial center operation and leasing.

JODC is one of the largest real estate development companies in the Kingdom, particularly in Makkah. The Company's operating model can be summarized as follows:



The Company's 2024 Key Efforts to Implement Sustainability Principles and Promote Business Model:

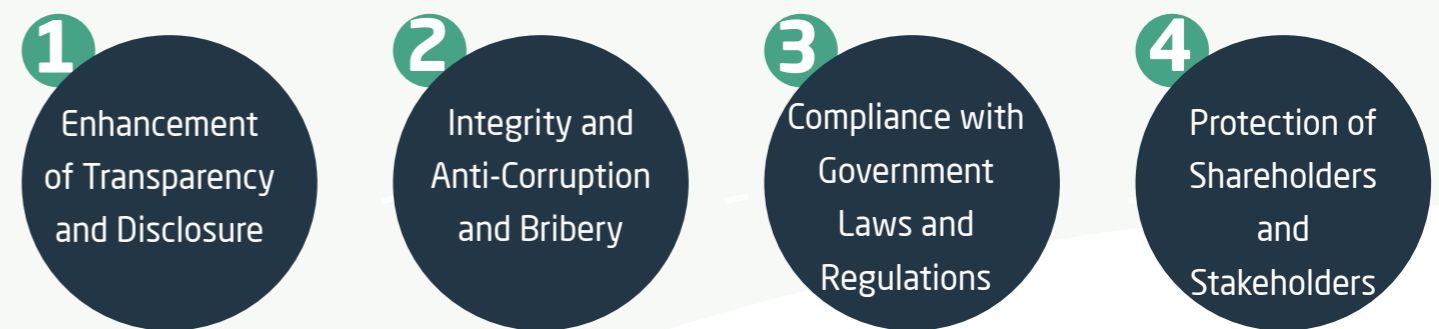
On the Environmental Level:



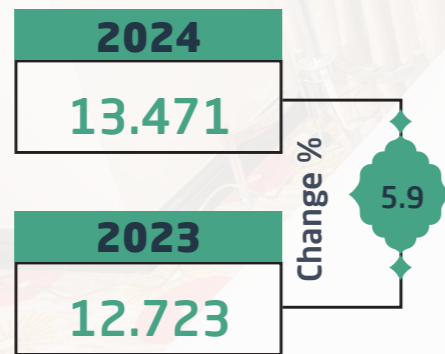
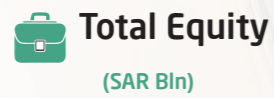
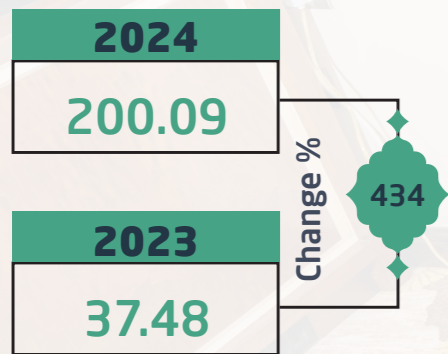
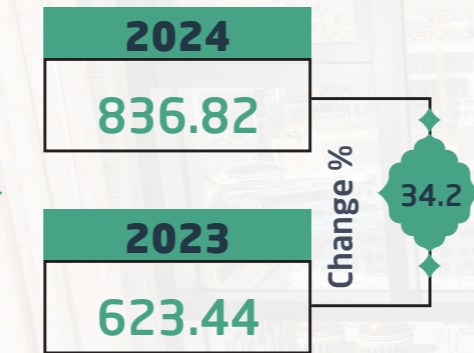
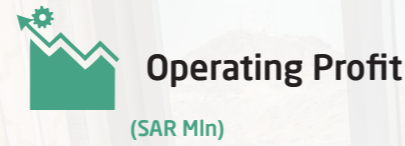
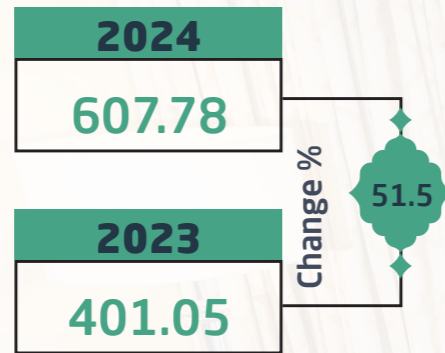
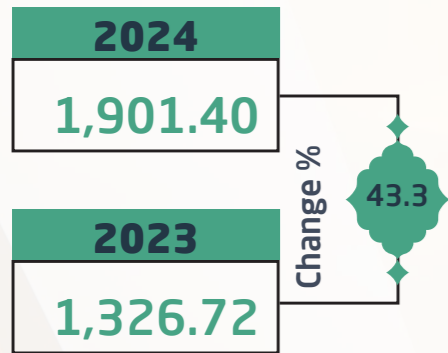
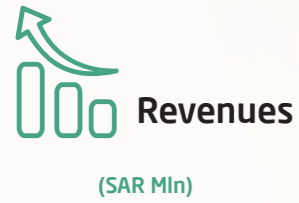
On the Community Level:



On the Governance Level:



Key Financial Indicators (KFI)



Pursuing Leadership in the Real Estate Industry and Sustainability

Jabal Omar Development Company (JODC) is a leading real estate developer in the Middle East and is among the largest real estate companies listed on the Saudi stock market. JODC plays a pivotal role in a large-scale, multi-use real estate project, thanks to its strategic location near the Grand Mosque. Its expertise, which combines international and local quality, has also made a significant contribution to the region's urban landscape.

JODC maintains its leadership in the field of real estate development through:



JODC Welcoming Guests of Rahman: The Green Revolution in Hospitality

As for sustainability, JODC is seeking to achieve leadership in this aspect. The Company is proud to support sustainable hospitality in the Holy City of Makkah, serving the Guests of Rahman with innovative, environmentally responsible solutions. Through the implementation of an advanced District Cooling System (DCS), JODC significantly adopts initiatives to reduce energy consumption and carbon emissions while ensuring optimal cooling efficiency for its hotels. With a total installed capacity of 55,812 trillion, DCS achieves up to 60% lower carbon emissions compared to conventional cooling systems—delivering 20-50% energy savings while maintaining superior performance.

JODC 2024 Sustainability Highlights

- Carbon Emissions Savings:** Our DCS reduces annual CO₂ emissions by over 100,000 metric tons. This is equivalent to the carbon absorption of more than 4.5 million mature trees, reinforcing our commitment to environmental stewardship.
- Energy Efficiency:** By optimizing chilled water distribution through a state-of-the-art underground network, JODC minimizes energy consumption while ensuring reliable cooling services for its hospitality properties.
- Premier Portfolio:** JODC's environmentally friendly cooling system supports leading hospitality brands, ensuring sustainability is integrated into the experience of every pilgrim and traveler in Makkah.

JODC's Hotels



Total Rooms
426



Total Rooms
764



Total Rooms
484



Total Rooms
438



Total Rooms
676



Total Rooms
1033



Total Rooms
656



Total Rooms
1484

Awards and Certifications

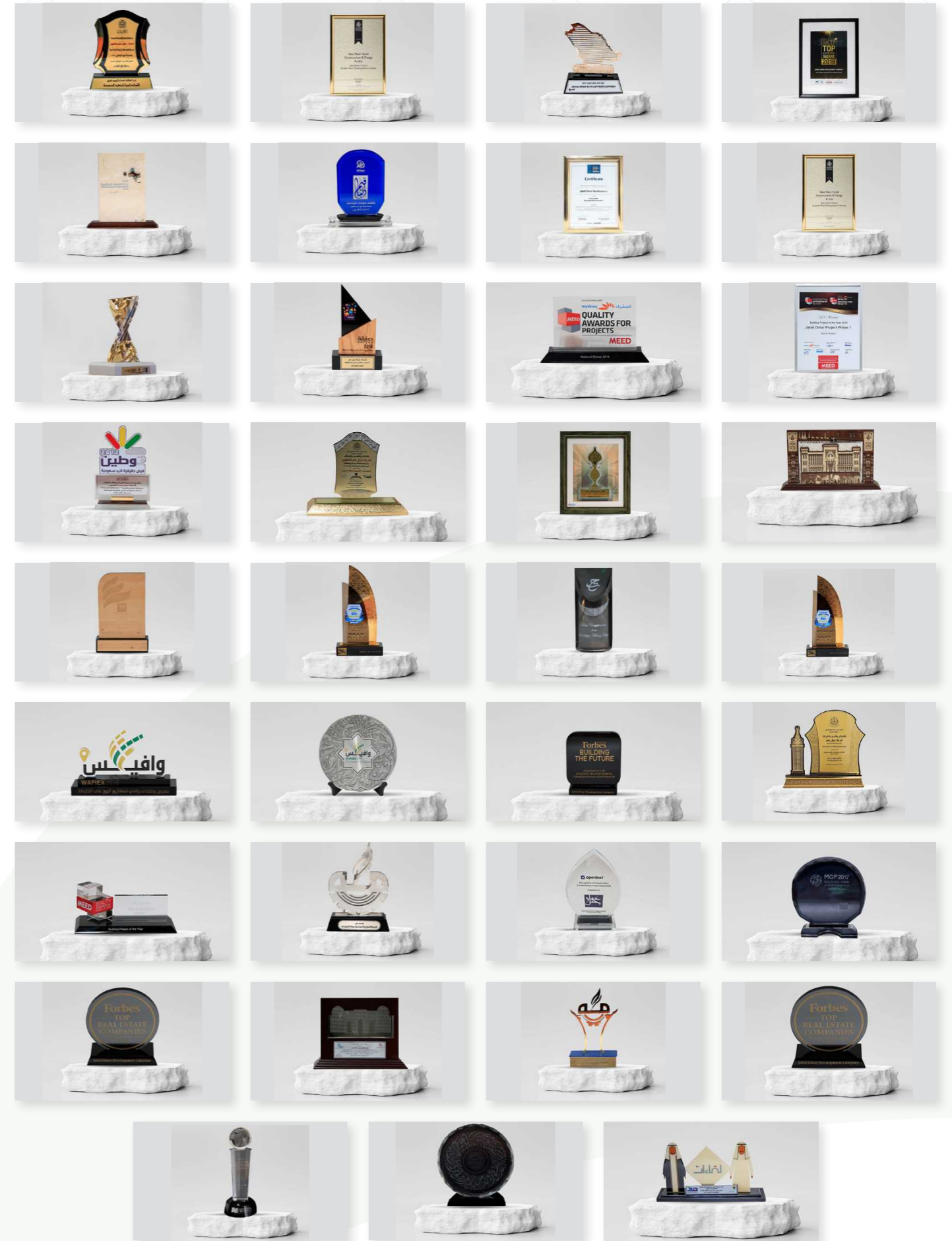
Guinness World Records Certification for constructing the highest prayer room in the world at "Address - Jabal Omar".

Operating a number of major hotels as per global sustainability and hotel operation standards.

Jumeirah Hotels operating certificates from the Ministry of Tourism.

LEED certification for some projects as globally recognized green buildings.

Recently, JODC was awarded several awards including:





Jabal Omar Chilled Water System A Green Revolution in the Holy City

JODC's commitment to cutting-edge DCS technology sets new benchmarks in energy efficiency and environmental stewardship. This initiative not only optimizes operations but also plays a vital role in reducing Makkah's carbon footprint—ensuring a greener, more sustainable future for hospitality in this sacred city.

CO² Savings Calculation (Simplified for Easy Understanding)

Cooling System	Annual CO ² Emissions (Metric Tons)	Equivalent Mature Trees (Approx.)
Conventional Cooling	167,000	7,600,000
District Cooling System	67,000	3,045,000
Savings (Reduction)	100,000	4,555,000

- A traditional cooling system of this size typically emits 167,000 metric tons of CO² per year.
 - JODC's DCS reduces this by 60%, cutting emissions to approximately 67,000 metric tons annually.
 - This results in an annual CO² savings of 100,000 metric tons, which is equivalent to planting more than 4.5 million mature trees.
- These calculations showcase how JODC's sustainable cooling initiative not only improves operational efficiency but also plays a significant role in environmental stewardship by offsetting a tremendous amount of CO²—as if nature itself planted millions of trees each year.

Chilled Water System: Connotation and Environmental Impact

Chilled Water Systems are a common air conditioning solution for large commercial buildings, such as hospitals, hotels, and airports. These systems use water as a cooling medium instead of directly relying on air or refrigerants, making them more efficient for large-scale projects.

The chiller cools water to a frigid 6-8°C. This super-chilled water is then pumped through a network of pipes to air handling units (AHU) or fan coil units (FCU), where it absorbs heat from the building's indoor air. As the air cools, the now-warm water returns to the chiller to be re-cooled, creating a continuous loop. For water-based chillers, a cooling tower is a critical component, dissipating the heat from the condenser and ensuring the system operates at peak efficiency.

Chilled water systems are a dual-edged sword in the push for green building standards. On the one hand, their integration with the Building Management System (BMS) can significantly cut electricity consumption, directly leading to a reduction in carbon emissions. The use of recycled water in cooling towers further boosts their sustainability credentials. However, the technology isn't without its challenges. The systems consume vast quantities of water through evaporation. Additionally, some older refrigerants still pose environmental risks, underscoring the need for the industry to adopt modern, less harmful alternatives.

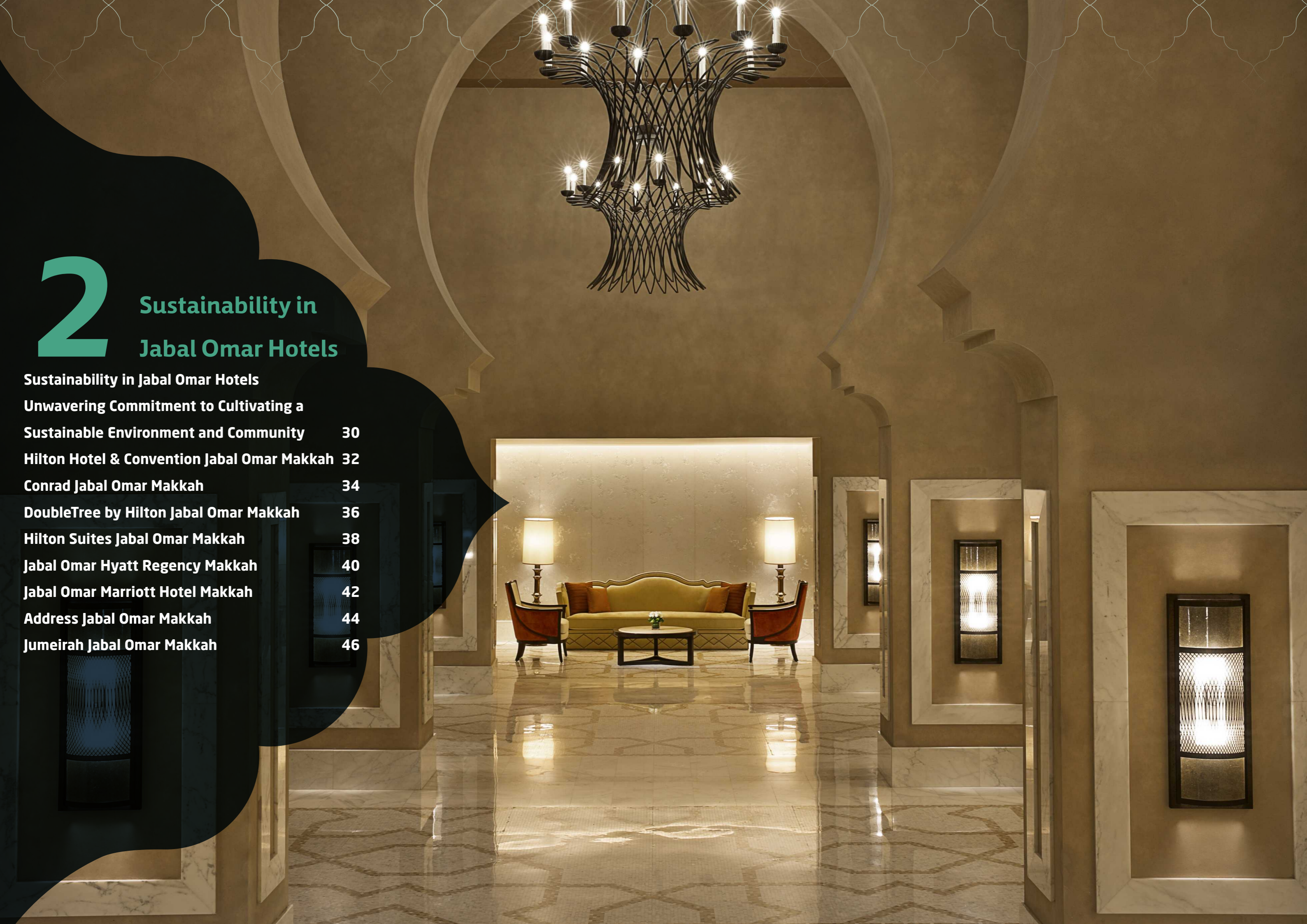
Despite some challenges linked to water consumption, chilled water systems remain a viable and environmentally friendly option for large-scale projects, especially when companies implement modern technologies such as low-emission chillers and intelligent control systems (ICSS). Chilled water systems offer a compelling balance between energy efficiency and environmental sustainability.

2

Sustainability in Jabal Omar Hotels

Sustainability in Jabal Omar Hotels

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Sustainability in Jabal Omar Hotels Unwavering Commitment to Cultivating a Sustainable Environment and Community

Jabal Omar project in Makkah is a testament to integrated, sustainable development, seamlessly blending the spiritual essence of the Holy City with unparalleled global luxury. This iconic development proudly features eight prestigious international 5-star hotels, boasting a total of 6,195 rooms and 1,551 suites. Guests can also indulge in an exquisite culinary journey at 26 diverse restaurants, all committed to delivering the highest standards of hospitality.

At Jabal Omar Development Company (JODC), we're deeply committed to integrating environmental and social sustainability into the very fabric of our hotel operations. Our strategy is built on four core pillars: energy efficiency, water resource management, waste management, and enhancing social performance.

Every hotel department within the project operates under an annual operational plan meticulously designed to incorporate both environmental and social objectives. We rigorously measure performance and evaluate results against clearly defined indicators and standards. We're proud to report that the majority of our affiliated hotels have achieved impressive progress towards these goals, a clear testament to the effectiveness of our policies and the unwavering commitment of our operational teams.

At Jabal Omar Hotels, environmental initiatives comprise implementing state-of-the-art energy management systems to significantly reduce electricity consumption and utilizing smart technologies for optimal water conservation. We also champion comprehensive waste sorting and recycling programs. Socially, we're dedicated to nurturing human capital, creating meaningful job opportunities for Saudi nationals, and actively supporting the local community through impactful social responsibility initiatives.

Through such initiatives, we aim to significantly reduce the environmental footprint of our hotels and activate their crucial role as socially responsible institutions. This includes actively contributing to job creation for local talent, empowering national expertise, and fostering deeper integration with the surrounding community. This forward-thinking approach is a cornerstone of our broader strategy, solidifying the project's position as a leading model in sustainable hospitality across the region.

In this Section, we'll delve into the environmental and social sustainability performance of several of our hotels throughout 2024. We'll highlight key indicators and achievements, showcasing our unwavering commitment to supporting the Saudi Vision 2030's ambitious goals for sustainability and operational excellence.

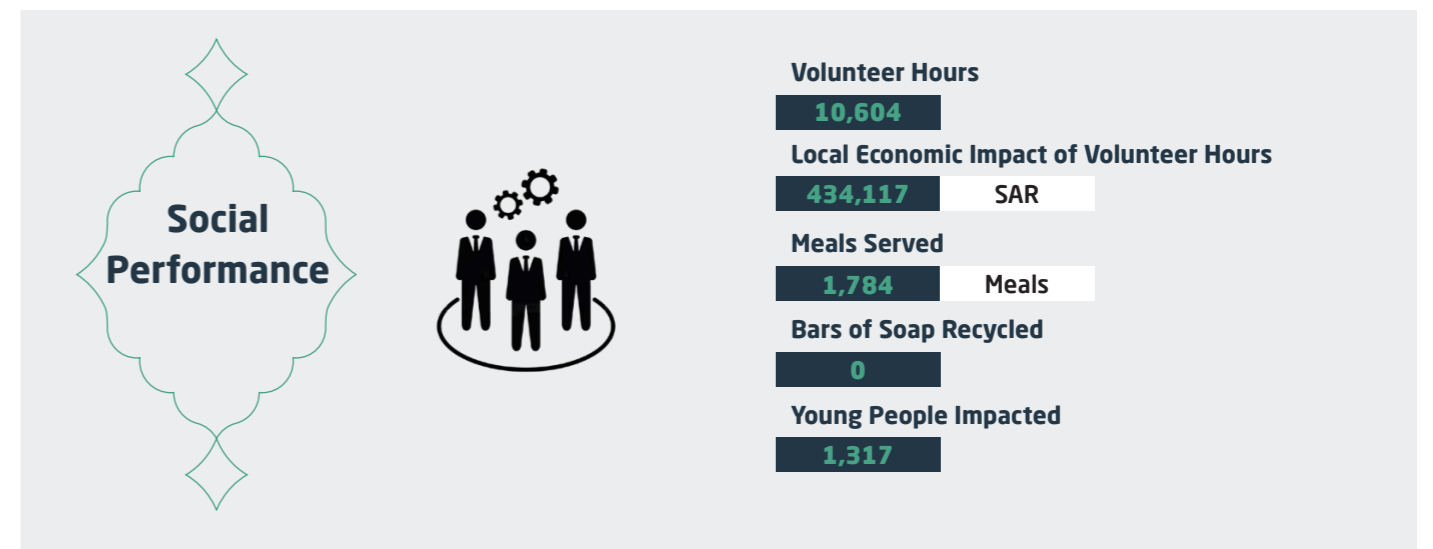
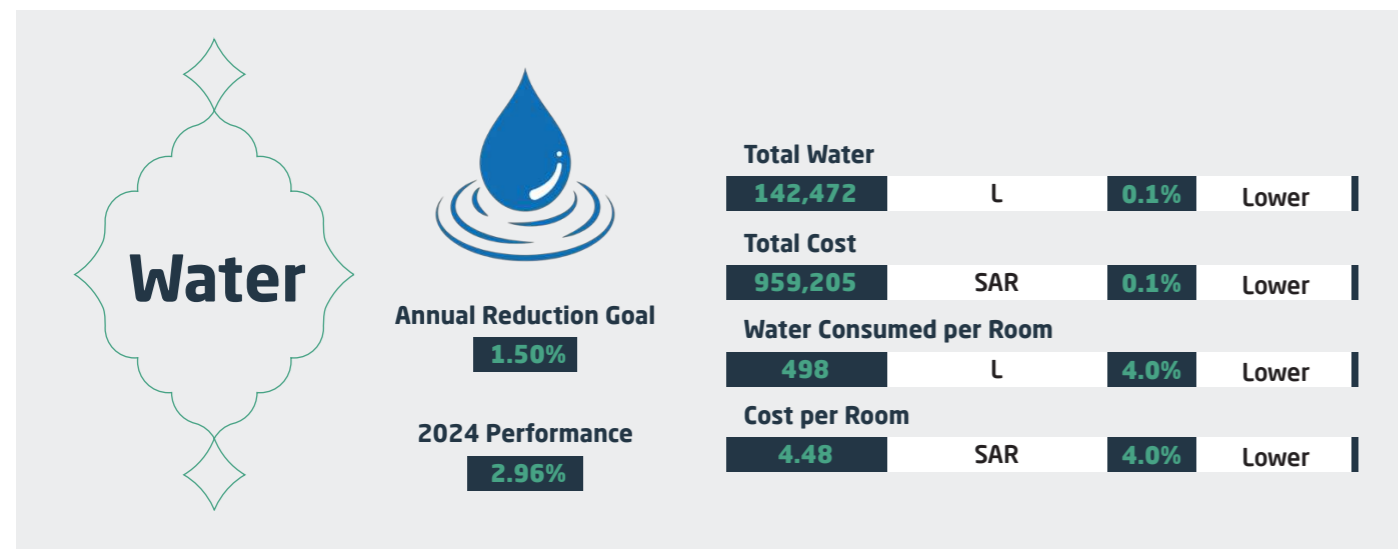
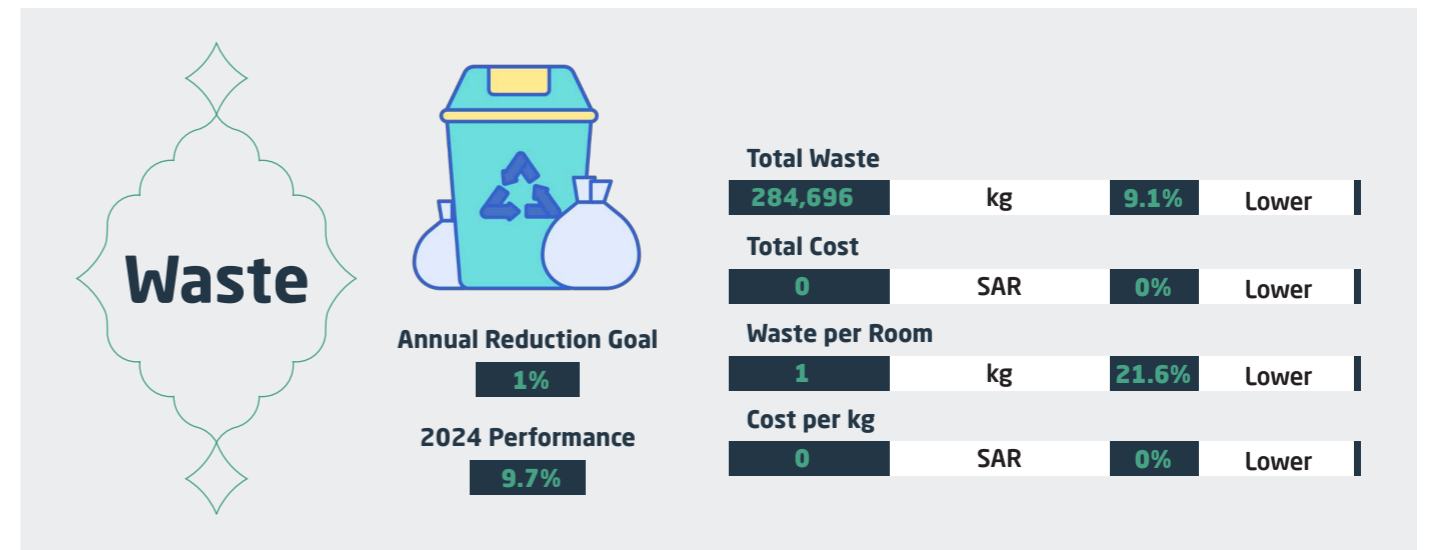
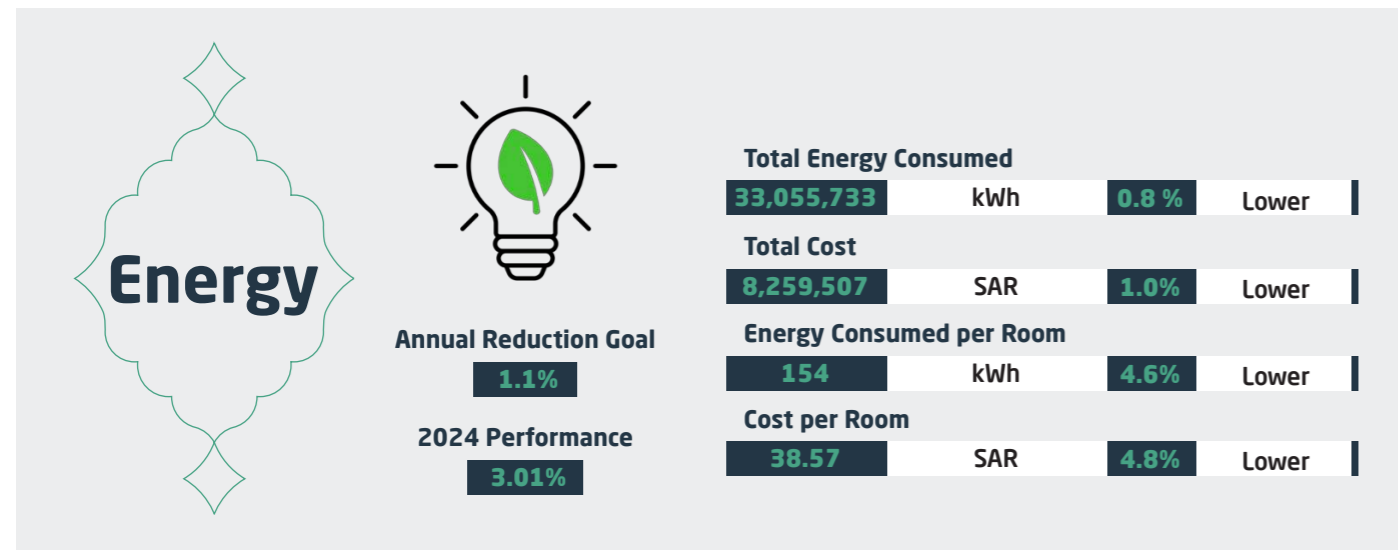


Hilton Hotel & Convention Jabal Omar Makkah

Hilton Hotel & Convention Jabal Omar Makkah, a 5-star property, opened in Rajab in 1438 H, located just 3 minutes from the Holy Mosque. The hotel comprises two towers with a capacity to accommodate over 2371 guests daily, offering 723 rooms and 41 hotel suites.



The Hotel Management successfully exceeded its 2024 sustainability goals by reducing consumption of energy by 3.01%, water by 2.96%, and waste by 9.7%. The Management also socially contributed more than 10,600 volunteer hours.



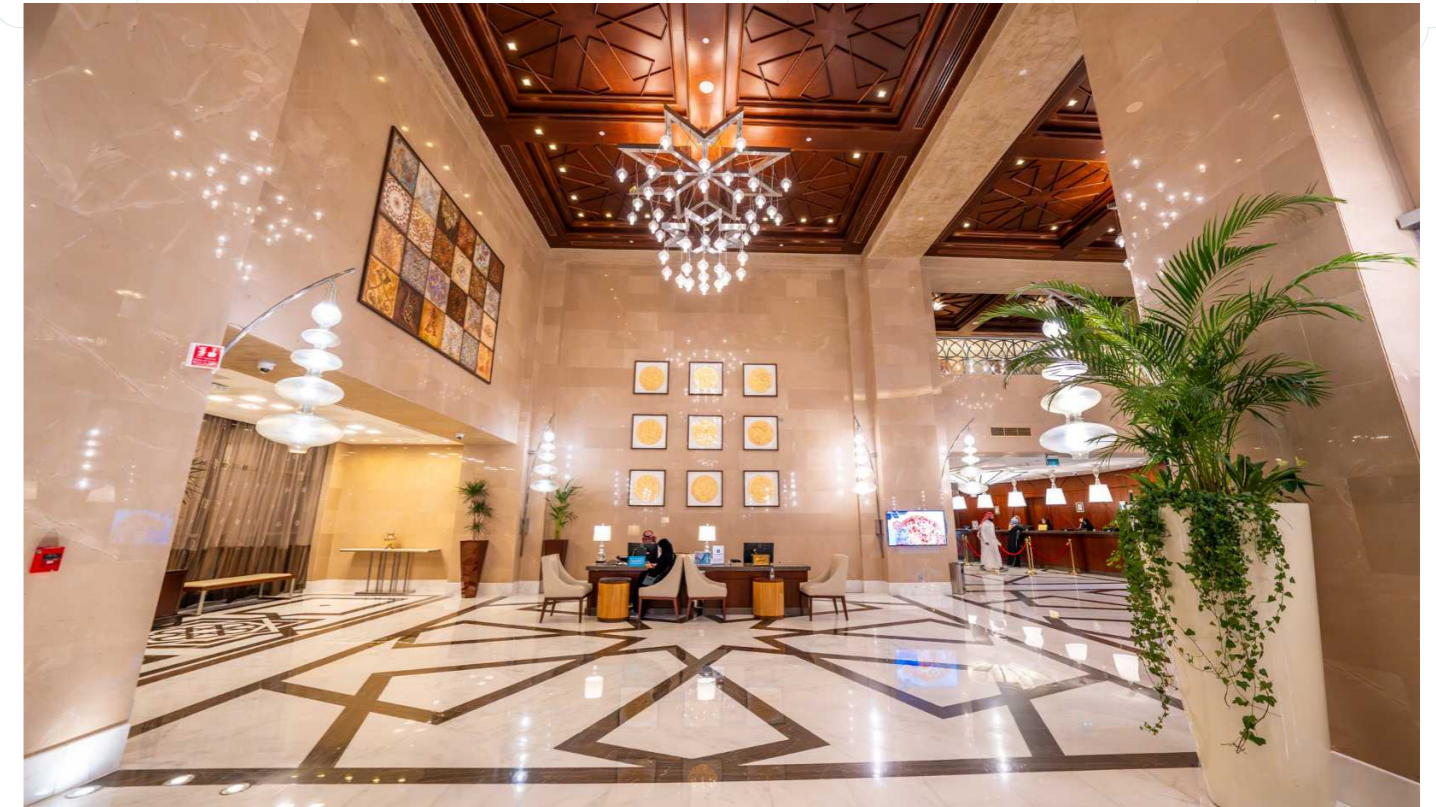
Conrad Jabal Omar Makkah

Conrad Jabal Omar Makkah, a 5-star property operated by Hilton International Co., opened in Ramadan 1437 H, offering serene views of the Haram courtyards. The Hotel comprises two towers, each with 20 floors, totaling 376 rooms and 62 suites, accommodating up to 1,376 guests daily.

CONRAD[®] JABAL OMAR MAKKAH

كونراد جبل عمر مكة

In 2024, the Hotel Management succeeded in reducing consumption of energy by 1.49% and waste by 13.1%, but water consumption hiked 10.47%. The Management socially contributed more than 12,700 volunteer hours.



Energy



Annual Reduction Goal

1.1%

2024 Performance

3.01%

Total Energy Consumed

33,055,733 kWh 8.0% Higher

Total Cost

8,259,507 SAR 1.0% Higher

Energy Consumed per Room

154 kWh 4.6% Higher

Cost per Room

38.57 SAR 4.8% Higher

Waste



Annual Reduction Goal

2%

2024 Performance

13.1%

Total Waste

260,234 kg 31.1% Lower

Total Cost

37,167 SAR 3.2% Higher

Waste per Room

2 kg 20.1% Lower

Cost per kg

0.14 SAR 3.2% Higher

Water



Annual Reduction Goal

1.50%

2024 Performance

2.96%

Total Water

142,472 L 0.1% Higher

Total Cost

959,205 SAR 0.1% Higher

Water Consumed per Room

498 L 4.0% Higher

Cost per Room

4.48 SAR 8.4% Higher

Social Performance



Volunteer Hours

12,763

Local Economic Impact of Volunteer Hours

639,288 SAR

Meals Served

8,017 Meals

Bars of Soap Recycled

0

Young People Impacted

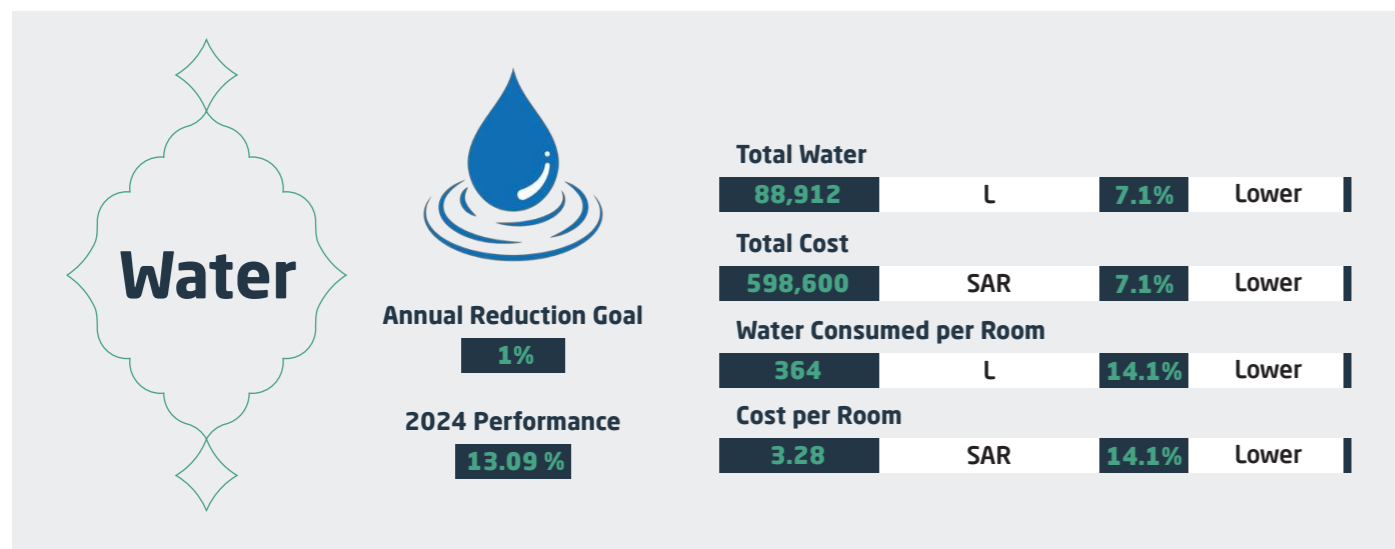
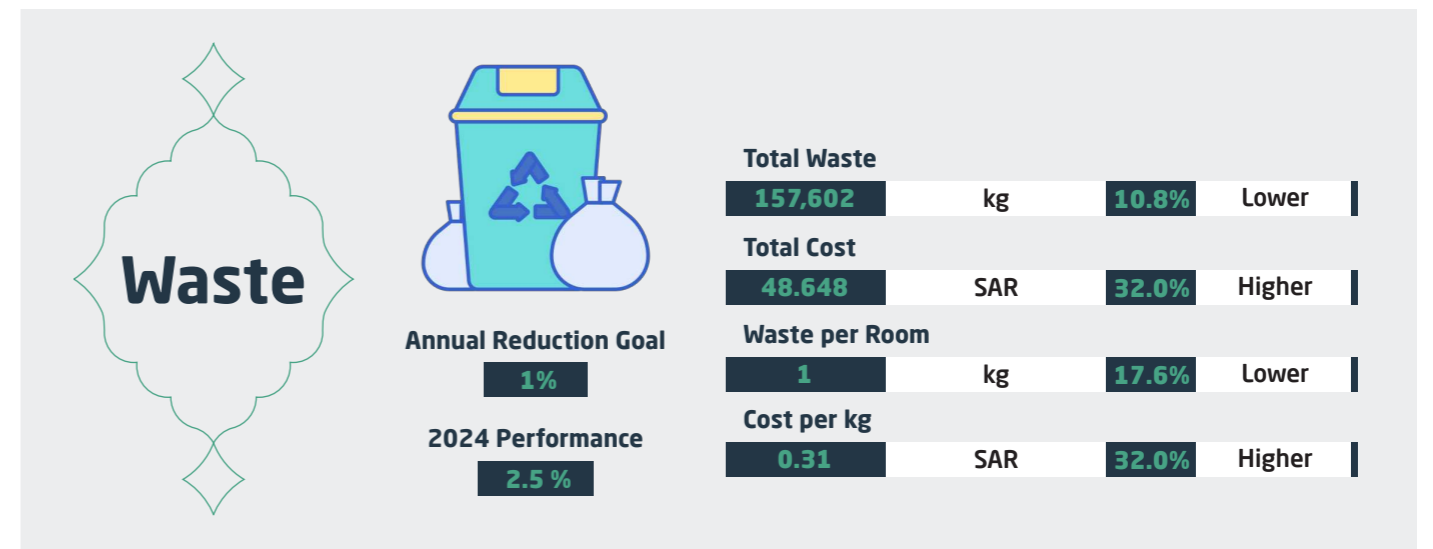
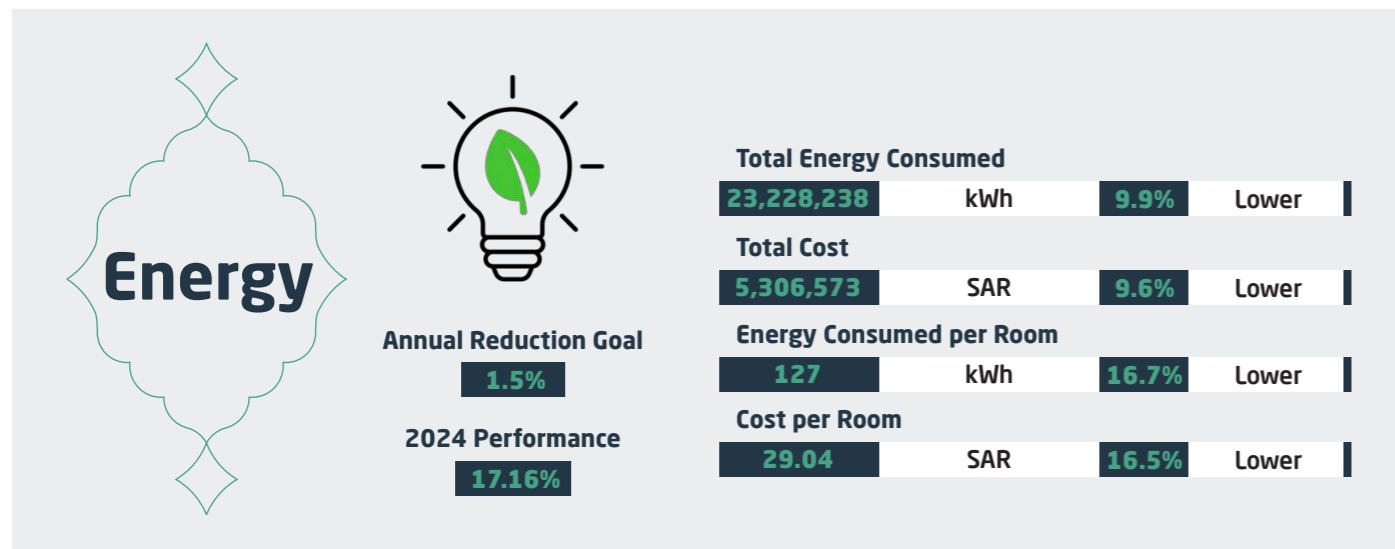
1,921

DoubleTree by Hilton Jabal Omar Makkah

DoubleTree by Hilton Jabal Omar Makkah, a 5-star property, opened in 1441 H, located just 5 minutes from the Holy Mosque. The hotel comprises 224 rooms and 228 suites, accommodating up to 2,256 guests daily.



The Hotel Management successfully achieved its 2024 sustainability goals with good rates by reducing consumption of energy by 17.16%, water by 13.09%, and waste by 2.5%. The Management also socially contributed more than 10,500 volunteer hours.



Hilton Suites Jabal Omar Makkah

Hilton Suites Jabal Omar Makkah, a 5-star hotel, opened in Ramadan 1435 H, just 100 meters away from the Holy Mosque. With a spiritual view of the Haram courtyards, the Hotel consists of two towers, each with 20 floors, totaling 484 rooms and hotel suites, accommodating 1820 guests daily.



The Hotel Management successfully achieved its 2024 sustainability goals with good rates by reducing consumption of energy by 7.36%, water by 5.41%, and waste by 9%. The Management also socially contributed about 22,200 volunteer hours.



Energy



Annual Reduction Goal

1.5%

2024 Performance

7.36%

Total Energy Consumed

29,370,895 kWh 0.9% Higher

Total Cost

6,969,645 SAR 1.9% Higher

Energy Consumed per Room

199 kWh 6.8% Lower

Cost per Room

47.25 SAR 5.8% Lower

Waste



Annual Reduction Goal

1%

2024 Performance

9%

Total Waste

126,429 kg 11.6% Lower

Total Cost

36 SAR 0% Lower

Waste per Room

1 kg 18.4% Lower

Cost per kg

0.28 SAR 0% Lower

Water



Annual Reduction Goal

1.5%

2024 Performance

5.41%

Total Water

120,340 L 1.9% Higher

Total Cost

792,189 SAR 0.6% Lower

Water Consumed per Room

610 L 5.9% Lower

Cost per Room

5.37 SAR 8.2% Lower

Social Performance



Volunteer Hours

22,199

Local Economic Impact of Volunteer Hours

1,515,571 SAR

Meals Served

2,201 Meals

Bars of Soap Recycled

0

Young People Impacted

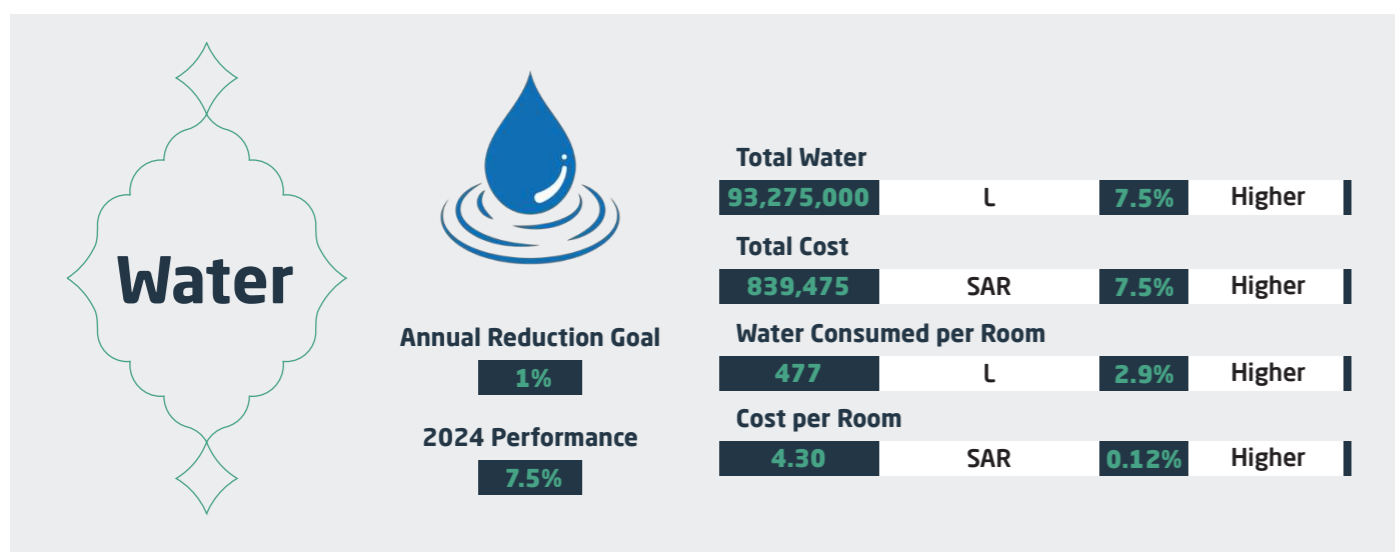
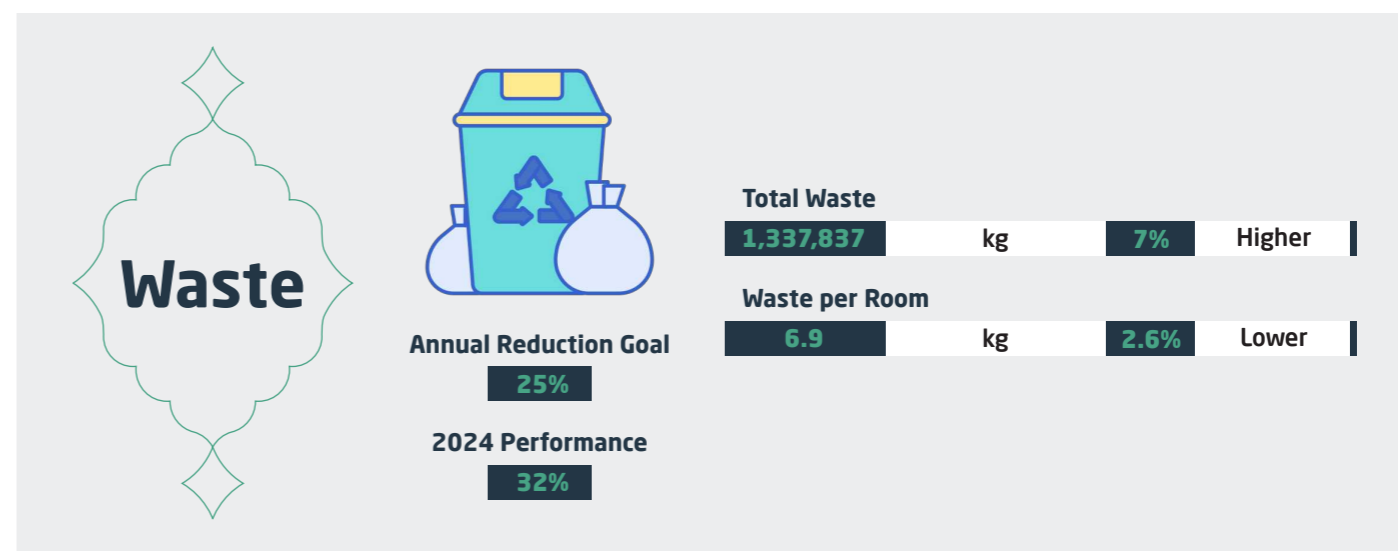
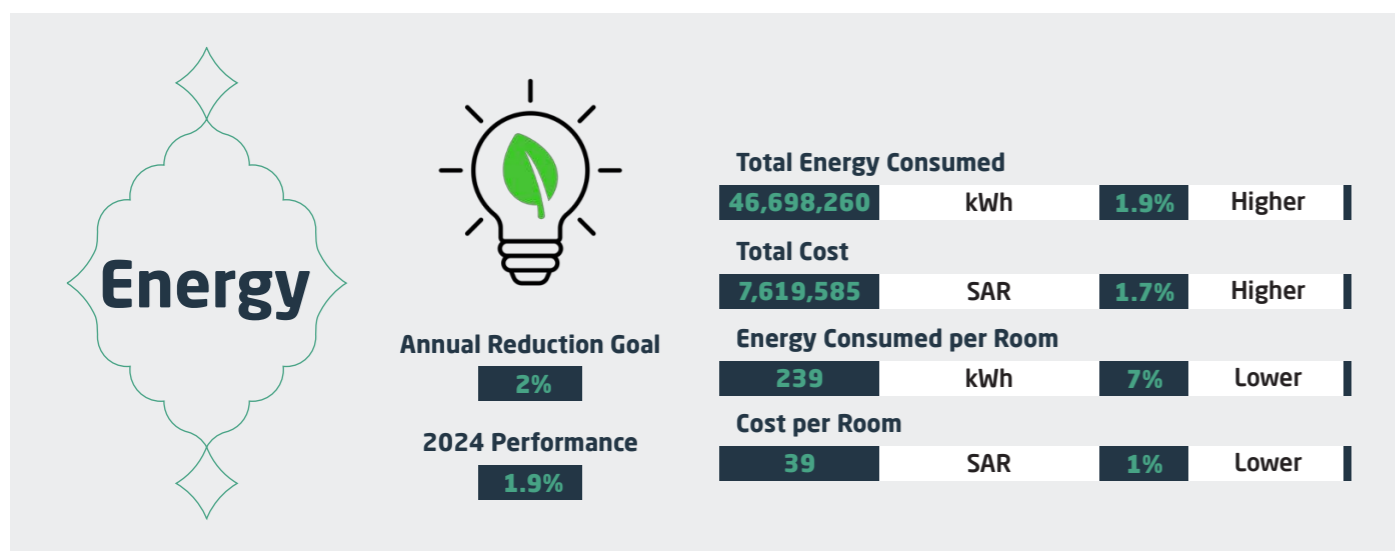
3,978

Jabal Omar Hyatt Regency Makkah

Jabal Omar Hyatt Regency Makkah, opened in Ramadan 1436 H, is a premier five-star hotel with an exceptional location, offering 656 luxurious rooms and suites which allows to accommodate 1993 guests daily. The exceptional location, sleek design, contemporary furnishings, and upscale amenities set a new standard for luxury hospitality, providing guests with easy access to the holy city's spiritual landmarks.



The Hotel Management successfully achieved its 2024 sustainability goals via reducing consumption of energy by 1.9%, water by 7.5%, in addition to waste by 32%.

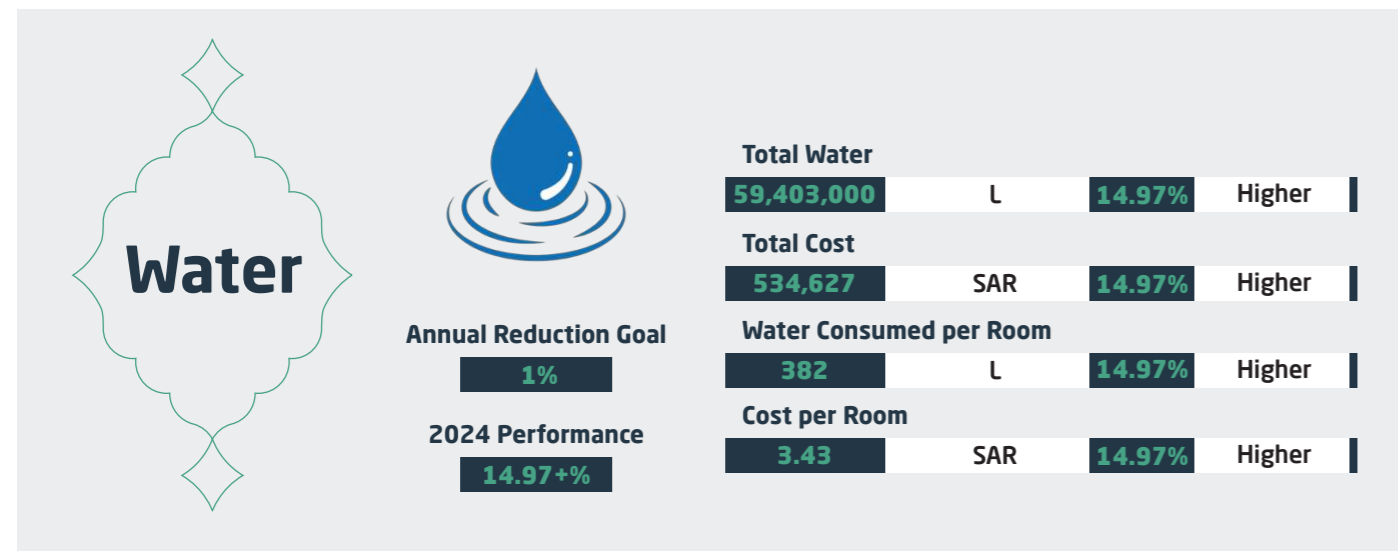
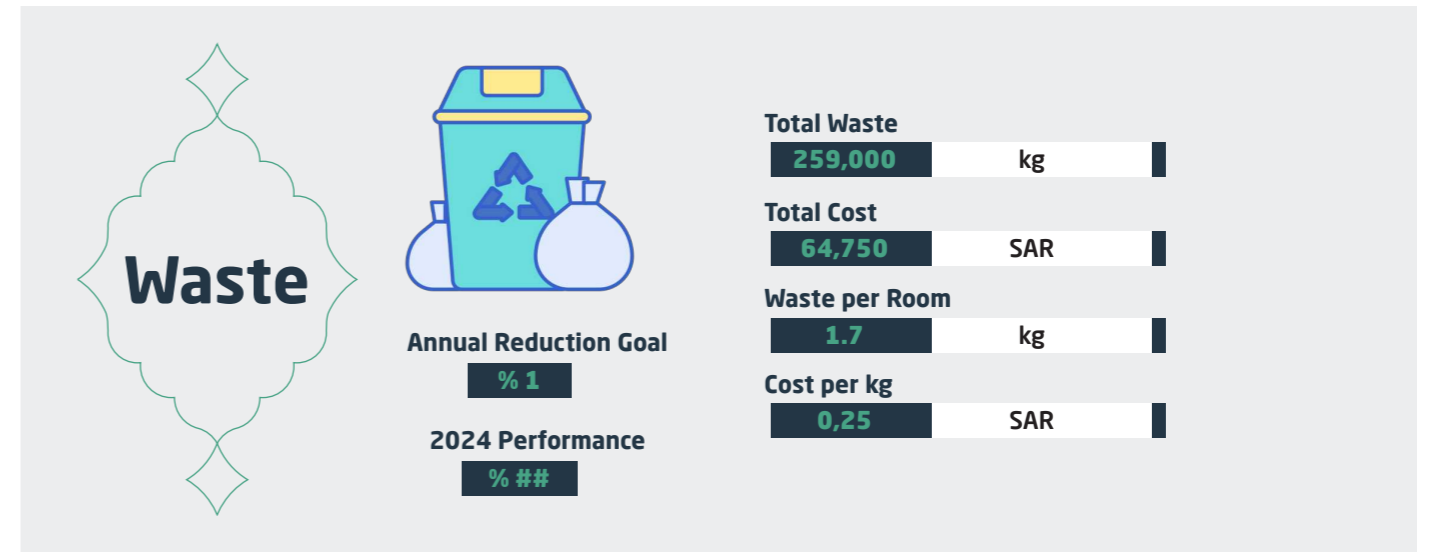
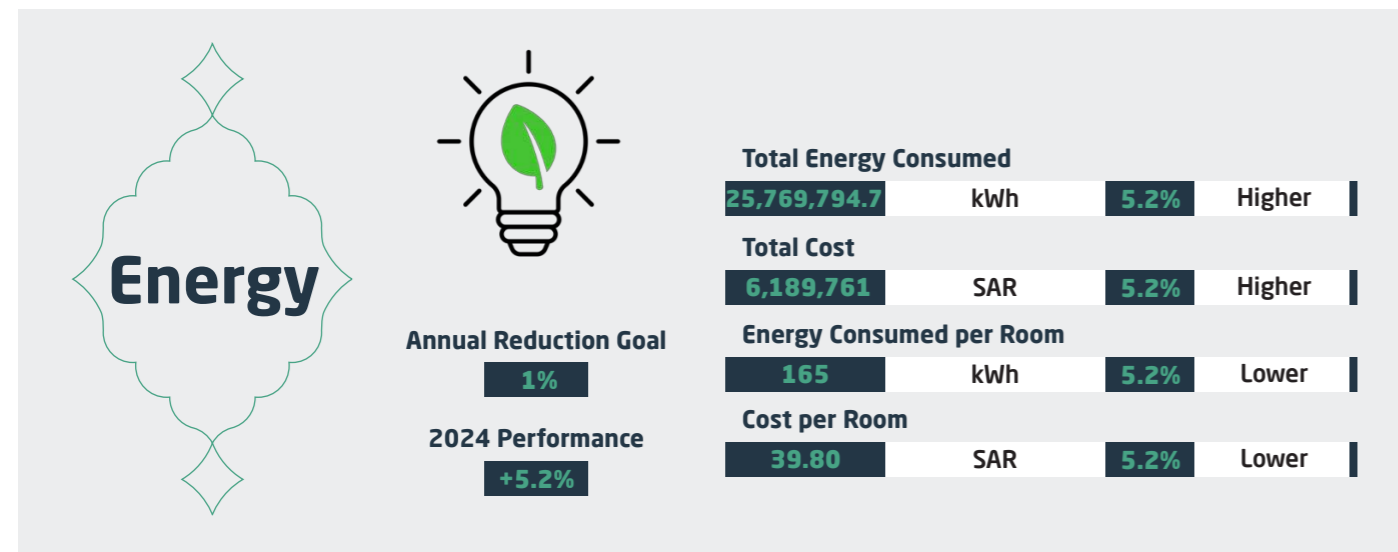


Jabal Omar Marriott Hotel Makkah

Jabal Omar Marriott Hotel Makkah, a five-star property, opened in Ramadan 1436 H, offering a view of the Holy Mosque. The Hotel consists of two towers: the first with 11 floors and the second with 20 floors, comprising a total of 374 rooms and 52 hotel suites, providing visitors with a unique experience that combines spirituality and tranquility.



The Hotel Management successfully achieved its 2024 sustainability goals by reducing consumption of energy and water,



Address Jabal Omar Makkah

Address Jabal Omar Makkah, a 5-star property, opened in the year 1445 H, is located just 7 minutes from the Holy Mosque. Comprising two interconnected towers topped by the world's highest suspended prayer hall, the hotel includes 1268 rooms and 212 hotel suites, accommodating up to 3,710 guests daily.



ADDRESS JABAL OMAR MAKKAH

The Hotel Management successfully achieved its 2024 sustainability goals by reducing consumption of energy and water.



Energy



Total Energy Consumed

27,194,219 kWh

Energy Consumed per Room

7,135 kWh

Cost per Room

2,778 SAR

Water



Total Water

180,670 m³

Water Consumed per Room

121.74 L

Cost per Room

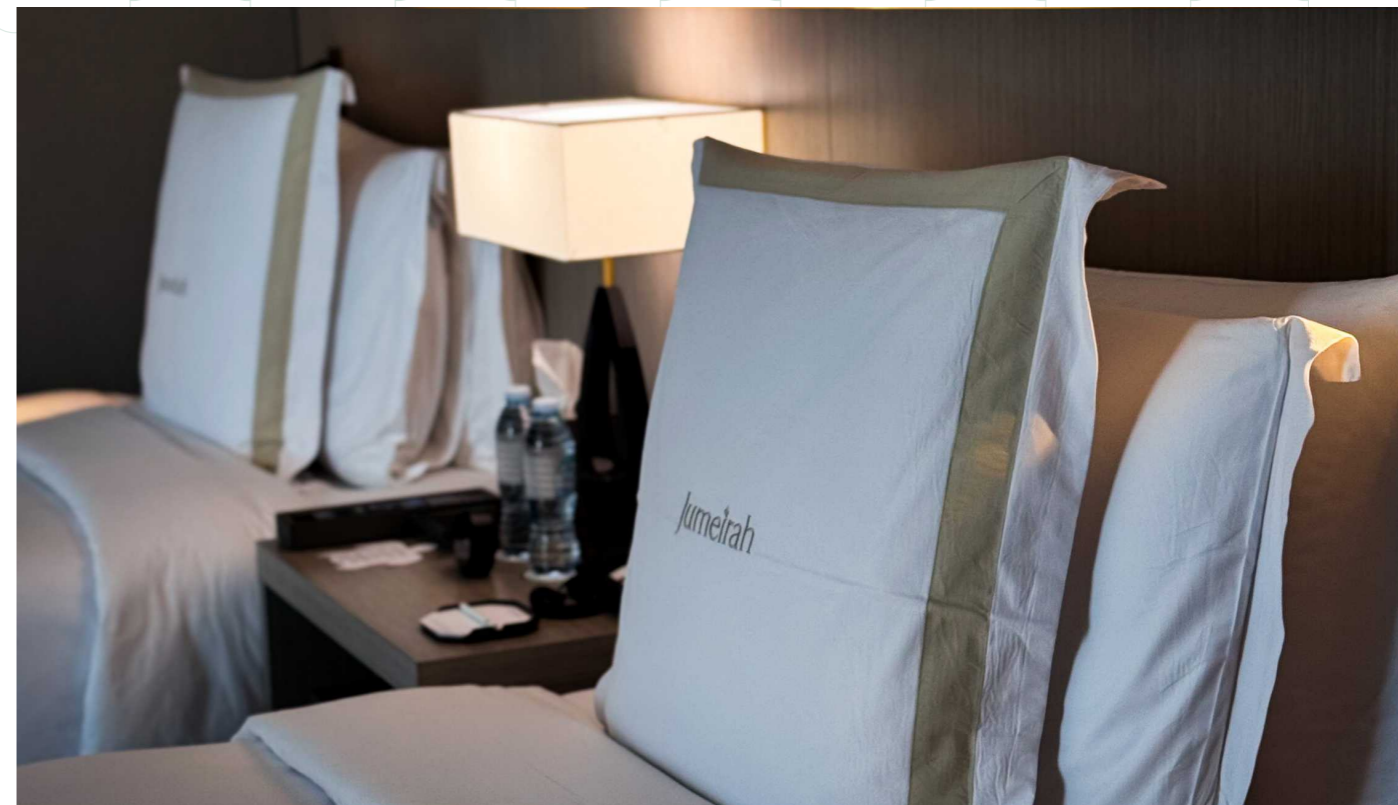
1,095.70 SAR

Jumeirah Jabal Omar Makkah

Jumeirah Jabal Omar Makkah, a 5-star hotel, opened in 1445 H, just 100 meters away from the Holy Mosque. The Hotel comprises four towers, each with 19 floors, totaling 696 rooms and 337 hotel suites.

JABAL OMAR Jumeirah MAKKAH

The Hotel Management successfully achieved its 2024 sustainability goals by reducing consumption of energy energy and water.



Total Energy Consumed	24,462,543.48	kWh
Energy Consumed per Room	2,368,1.06	kWh
Cost per Room	7,739,839	SAR

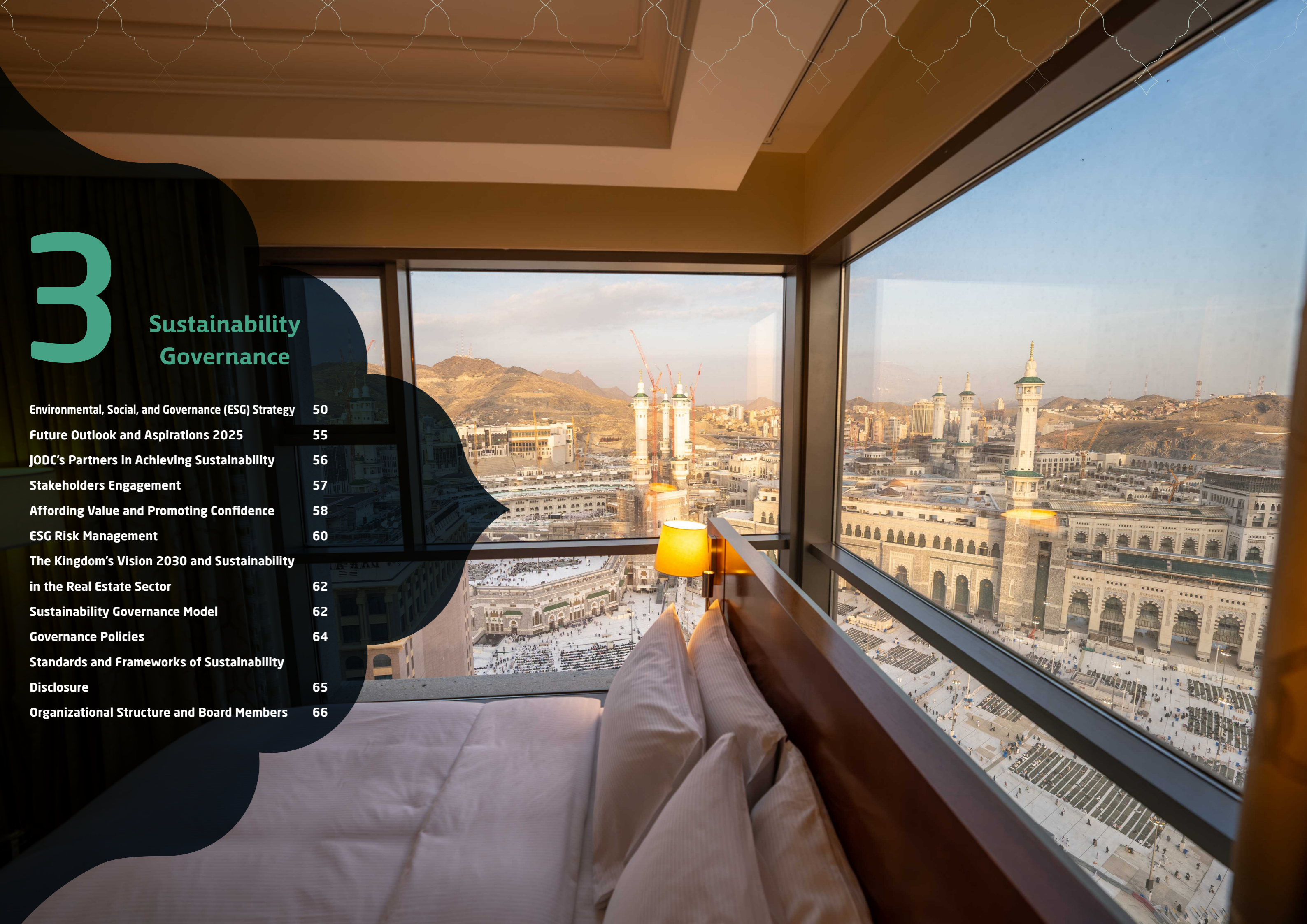


Total Water	1,608,057	L
Water Consumed per Room	183.75	L
Cost per Room	1,556.69	SAR

3

Sustainability Governance

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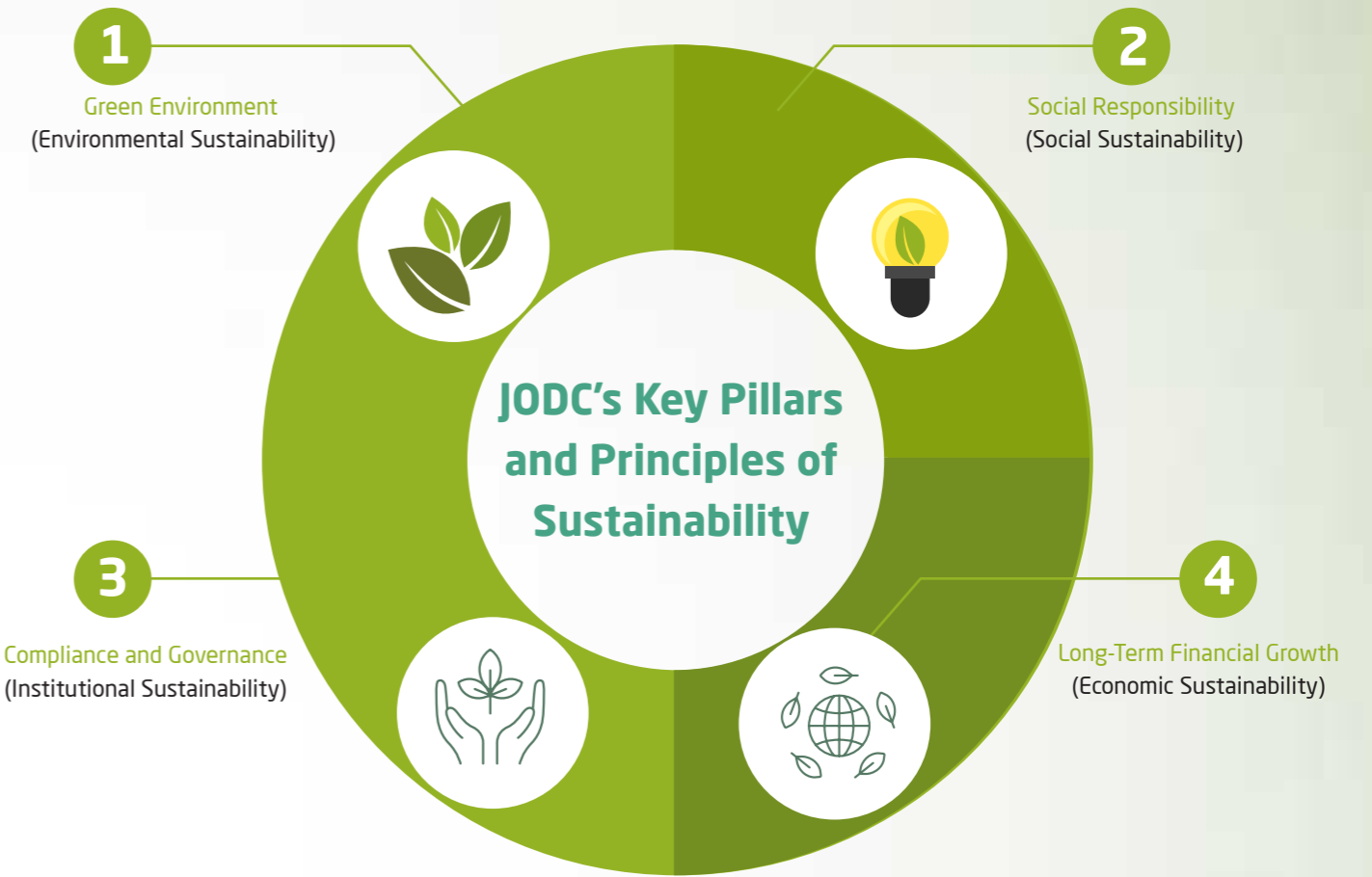
Environmental, Social, and Governance (ESG) Strategy

Jabal Omar Development Co. (JODC) is prioritizing environmental sustainability, particularly reducing carbon emissions, as a cornerstone of its strategy. This focus stems from the Company's commitment to the millions of Hajj and Umrah performers visiting the Holy Mosque in Makkah annually, making environmental stewardship a critical aspect of the Company's strategy and care. In 2024, the Ministry of Hajj and Umrah (MHU) reported a record 18.5 million Hajj and Umrah performers, with over 1.3 million visiting Al-Rawdah Al-Sharifah. These unprecedented numbers pose substantial environmental challenges, including increased waste, heightened energy consumption, and carbon emissions from transit and lodging. Mitigating these impacts will require implementing robust waste management systems, energy-efficient infrastructure, and eco-friendly transportation solutions.

JODC believes that sustainability is not just about minimizing environmental harm but also about enhancing and improving the overall Hajj and Umrah experience. Eco-friendly accommodations provide greater comfort by reducing environmental impact and lowering the carbon footprint. The Company believes that integrating sustainability into every aspect of Hajj and Umrah services, from transportation to accommodation, allows the Guests of Allah to experience a spiritually enriching journey with a lower environmental impact.

By adopting sustainable practices, such as increasing the use of renewable energy sources and enhancing water conservation efforts, the Company helps mitigate climate-related risks and ensures a safer environment for pilgrims and Umrah performers. Saudi Arabia is a leader in promoting sustainability, as the Kingdom's Vision 2030 aims to diversify the economic resources while improving the quality of life through sustainable development goals. By prioritizing sustainability during Hajj, the Kingdom sets an example for other countries on how to align religious tourism with global efforts to combat climate change and enhance environmental stewardship.

For 2024, the Company embraced the theme **"For Makkah, Constructing a Sustainable Future"**, underscoring its dedication to sustainability and its strategic focus on developing the Holy Mosque area in line with the Kingdom's Vision 2030. Looking ahead to 2025, the Company continues to drive to complete projects faster and boost efficiency and sustainability under the upcoming theme, **"For Makkah, Hospitality and Concern for a Sustainable Impact"**, aiming to extend these efforts.



Sustainable Strategy

JODC, despite the market challenges erupted due to the increase of interest rates globally, continues its successful march to pursue strategic priorities following these changes, by adopting a clear long-term strategy with an ongoing focus on strengthening financial and operational performance, improving capital structure, accelerating the pace of existing project delivery, and achieving financial sustainability. This is being accomplished through the development of the Company's land and entry into the Hajj and Umrah business sector, following the final licenses obtained during 2024 from the Ministry of Hajj and Umrah (MHU) to provide services to pilgrims from abroad, with a capacity of 80,000 pilgrims.

Thanks to its adopted sustainable strategy, the Company successfully overcame financial challenges related to securing liquidity and necessary funding to complete phases II, III, and IV of JODC's project. Specifically, the Company signed a SAR 1.9 billion Murabaha facility agreement with Alrajhi Bank in January 2024, guaranteed by the Ministry of Finance.



The Company's Commitments Towards Sustainability

Developing "Ambitious Nation" Pillar in Line with the Kingdom's Vision 2030

Focusing on Makkah as a smart and sustainable city

Attaining a Green Urban Environment

Hinges on sustainable project design and enhanced resource efficiency

Activating Social Responsibility Initiatives

Integrating environmental and social governance (ESG) principles into the business model

JODC's Sustainability Philosophy

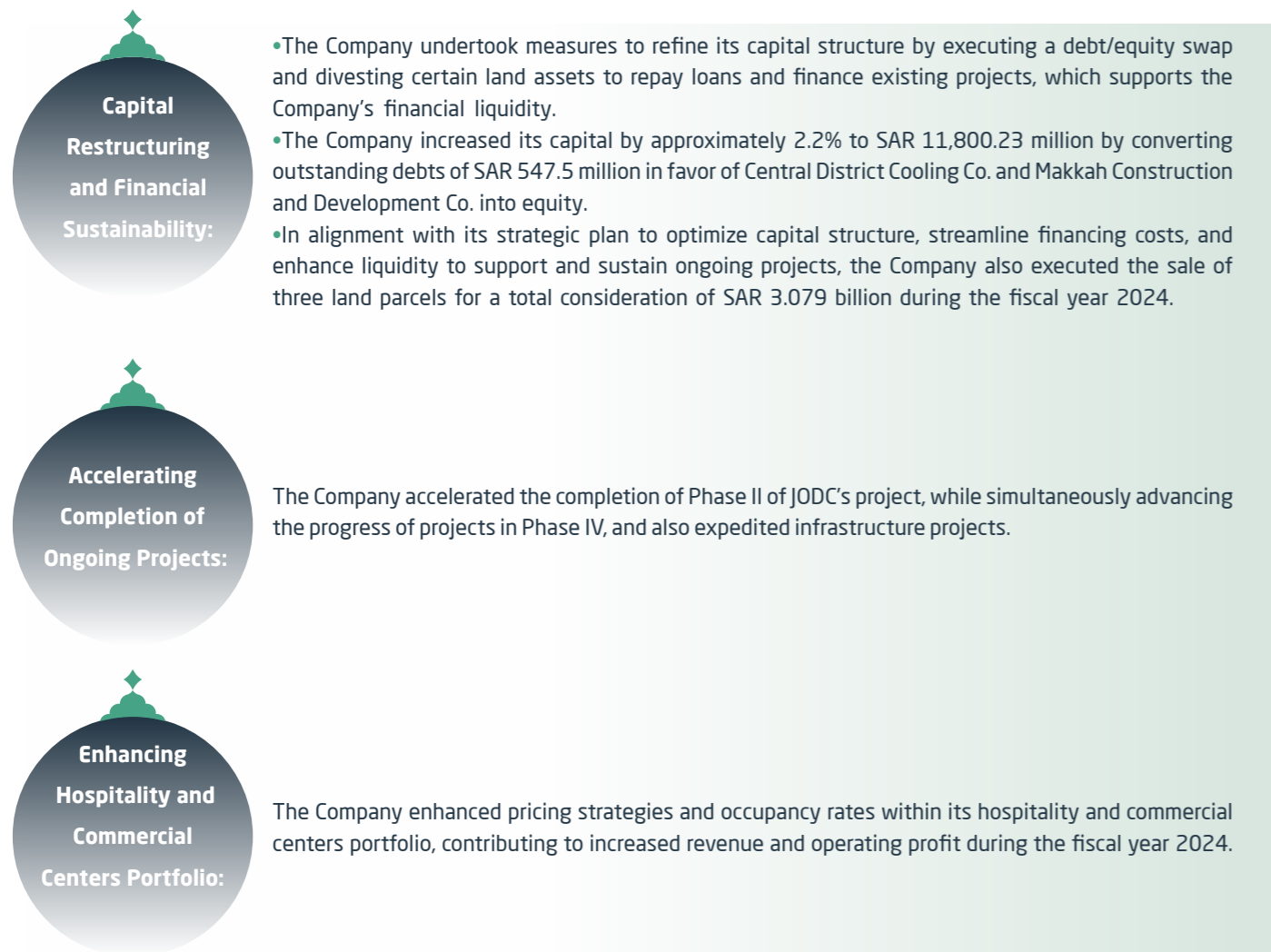
While applying sustainability principles, JODC adopts its own philosophy depending on the integration between:



Features of 2024 Sustainability Strategy

1 Improvement of Financial and Operational Performance

2024 Key strategic objectives of JODC focused on improving the financial and operational performance through the following pillars:



2 Innovation and Investment in Technology

JODC's sustainable strategy fosters innovation by creating an environment where new ideas can flourish. Furthermore, the Company's sustainable strategy has enhanced Management's ability to allocate resources to research and development (R&D) initiatives that drive innovation, ensuring these efforts align with long-term growth aspirations. In this context, the Company aims to achieve its strategic objectives through diversified investments in technology and other sectors that underpin its sustainable growth.

Key investments include:

1-Digital Transformation: The Company is adopting advanced management systems to enhance operational efficiency, particularly in enriching the visitor experience at JODC destination, which contributes to providing high-quality services for visitors to Makkah.

2-Smart Infrastructure: The Company invests in developing infrastructure, leveraging modern technologies to ensure a distinguished experience for pilgrims and Umrah performers, focusing on enhancing facilities and service management.

Through these diversified investments, JODC reaffirms its commitment to achieving sustainable growth and solidifying its position as a leading real estate and hospitality developer in Saudi Arabia.

3- Wooden Key Cards: JODC is swapping traditional plastic key cards for a more sustainable option: eco-friendly wooden key cards.

These wooden alternatives are a practical and elegant solution. They can be engraved and personalized, and are just as effective as their e-plastic counterparts; moreover, they exceed them in terms of sustainability.

Environmental and Functional Benefits Eco-Friendly:

Biodegradability: Wooden key cards, which are more biodegradable than their plastic counterparts, contribute to reduce environmental impacts.

Sleek and Luxurious Appearance: Natural wood accents introduce a layer of luxury and sophistication, a departure from the generic feel of traditional materials.

Compatible Functionality: Wooden keys function just like their plastic counterparts, integrating effortlessly with existing electronic locking systems.

Sustainability and Resource Reliability: Manufacturers are sourcing wood from sustainably managed forests, a practice that ensures production doesn't contribute to deforestation.



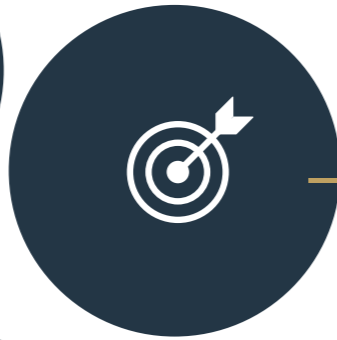
Vision

- To be the Trusted Master Developer in Makkah
- Aligning with UN SDGs, Particularly in Sustainable Cities and Responsible Tourism



Mission

- Affording a Sustainable Spiritual and Cultural Environment Serving Millions of Visitors Annually
- Ensuring the Company's keenness to Link its Objectives to Sustainability



Values

- Including: Responsibility, Concern, Transparency and Building a New Lifestyle
- Intersecting with GRI and IFRS-S Principles of Disclosure and Governance



Opportunities for Developing Sustainability in 2025

- Launched the project's phase IV incrementally, aligning with updated sustainability standards.
- Activating service licenses for foreign hajji, unlocking new employment opportunities within social responsibility standards.
- Relying on renewable energy sources in some future facilities.
- Stimulating joint investments with both the private sector and government entities to advance green urban development initiatives.
- Achieving digital integration between real estate operations and energy/resource management.



Future Outlook and Aspirations 2025

JODC aims to remain focused on enhancing operational performance and delivering sustainable value to shareholders. Furthermore, the Company continuously explores opportunities for growth and development that align with market dynamics and the needs of its partners. The Company's expansion plans undergo rigorous evaluation, taking into account economic and commercial factors to ensure taking decisions that support its long-term objectives.

The Company continues to complete the remaining phases of JODC's project, which currently includes Phase IV, now under implementation, with future plans to develop Phases V through VII. The Company also aims to expand its Hajj services following its acquisition of an operating license to serve 80,000 pilgrims.

Company's Key Aspiration Towards Sustainability in the Coming Year



Key Future Plans to Reduce Any Potential Passive Impacts of the Company's Activities on Sustainability Factors

- 1 Utilizing sustainable building techniques and relying on designs that reduce energy and water consumption
- 2 Exploring and implementing technologies to reduce carbon emissions, particularly in hotel and commercial facilities projects
- 3 Improving partnerships with global hotel operators to implement environmental best practices in operations
- 4 Integrating health, safety, and environment (HSE) standards into all phases of development and operation

JODC's Partners in Achieving Sustainability

The following is a list of internal and external entities with which the Company collaborates to achieve its sustainability visions and objectives:

Pilgrim Experience Program (PEP)

Universities and Academic Institutions (Umm Al-Qura University)

Charities and Development Organizations (Ihsan Association)

International Hotel Operators (Jumeirah, The Address, and Hilton)

In addition to the abovementioned, JODC is a member of:

Saudi Contractors Authority (SCA)

Regional Chambers of Commerce

Social Responsibility Association (SRA) (Via some Board Members)



Stakeholders Engagement

Sustainable growth typically relies on the engagement of numerous stakeholders, including employees, customers, investors, and suppliers. Aligning these diverse interests is crucial for achieving sustainable success. The strategy's influence extends to the surrounding environment, strengthening the Company's ties with its operating community and consequently shaping its strategic directions.

JODC is keen on deepening robust and effective relationships based on confidence, integrity, transparency and honesty with stakeholders. The Company adopts strategic policies that balance meeting customer needs, enhancing employee efficiency, and fulfilling investor aspirations, thereby ensuring sustainable growth and continued success in the real estate and hospitality market.

To cultivate successful stakeholder relationships, the Company furnishes relevant, accurate, sufficient, and timely information. The Company also solicits and implements stakeholder suggestions and opinions, provided they align with the Company's objectives and activities.

Our Shareholders

Building strong relationships with shareholders and investors is a strategic priority, rather than merely a compliance requirement. These relationships have become the Company's lifeline, as shareholders are partners in capital investment. Strengthening connections with shareholders fosters trust and ensures the Company's long-term success and sustainability.

Our Employees

Our employees are our human capital and asset, and as such, they are the driving force behind innovation, customer satisfaction, and overall business success. Investing in employees' development, well-being, and engagement yields significant returns. JODC considers its workforce an integral part of its capital—a strategic approach that reflects their immense value. Recognizing employees as a core asset is a key part of our strategy to ensure long-term success and profitability. That is why we focus on JODC on initiatives aimed at enhancing workplace culture, fostering a result-driven environment, and promoting awareness.

Our Customers

Customer satisfaction is a fundamental pillar of business prosperity and growth. There is a direct correlation between customer satisfaction levels, revenue, and net profits, which in turn supports sustainable long-term business growth. Over the past years, JODC has successfully built a strong brand image by prioritizing customer satisfaction. The Company actively gathers customer feedback through surveys, reviews, social media monitoring, and direct interactions and reacts to ensure continuous improvement with customers.

Our Partners

Strategic partnerships play a crucial role in strengthening competitive edge, fostering innovation, and accelerating growth. By forging alliances with leading global hospitality brands over the past years, the Company has ensured that its hotels provide the finest hospitality experience for visitors to the Holy Mosque. The Company's primary focus has always been on building trust and mutual respect with its partners through effective communication and a commitment to fulfilling obligations. Constructive collaboration and open dialogue guarantee alignment between all parties, enabling the Company to effectively address any challenges or concerns that may arise.

Our Community

Corporate social responsibility (CSR) initiatives play a vital role in fostering sustainable business growth over the long term. Through these initiatives, the Company seeks to boost employee morale and encourage community involvement. Employees experience greater job satisfaction when they see their work positively impacting their community. JODC is committed to implementing CSR initiatives that address social and environmental challenges. The Company takes pride in its leadership role in establishing strategic partnerships and providing meaningful private-sector support for nonprofit initiatives, significantly contributing to collective efforts to serve communities across the Kingdom.

Affording Value and Promoting Confidence

JODC is actively implementing a business model designed to deliver and enhance stakeholder value. For customers, the focus is on sustainable construction techniques and designs that minimize energy and water consumption. Environmentally and socially, the Company explores and deploys technologies to reduce carbon emissions, particularly in hotel and commercial projects. For shareholders, strengthening partnerships with global hotel operators ensures the adoption of best environmental operating practices. Internally, JODC integrates Health, Safety, and Environment (HSE) standards across all development and operational phases. Overall, the Company is diversifying its investment portfolio across hotels, commercial centers, and real estate. JODC is committed to implementing all measures that protect the rights of its shareholders, customers, and all stakeholders. The Company is also keen to enhance confidence through a set of measures, as follows:

Shareholders

Affording Protection

- ◆ The Company's Bylaws protect shareholder rights tied to their shares.
- ◆ The Board and Executive Management are committed to protecting shareholder rights, ensuring fairness, equality, and non-discrimination.
- ◆ The Board ensures the timely provision of complete, clear, accurate, and non-misleading information, enabling shareholders to fully exercise their rights.
- ◆ Transactions with Board Members and related parties must adhere to prevailing commercial terms, free from discrimination or preferential treatment.

Promoting Confidence

- ◆ **Transparent Financial Disclosure via Tadawul and Edaa:** Commitment to disclosure, transparency, and effective shareholder communication through general assemblies.
- ◆ **Comprehensive Annual Reports:** The Company issues annual reports detailing its operations and all influencing factors from the latest fiscal year.
- ◆ **Company Website:** The Company website serves as a key communication channel, providing shareholders with continuous updates on diverse activities and material developments.
- ◆ **Debt Repayment and Financial De-risking:** Demonstrated by 2024 land sales and sukuk redemptions.
- ◆ **Revenue Growth:** Revenue climbed to SAR 1.9 billion from SAR 1.3 billion.
- ◆ **Phase II Operational:** Jumeirah Hotel, comprising 1,033 units, is now active.
- ◆ **Land Sales** exceeding SAR 3 billion used for debt repayment.
- ◆ **Secured License** to serve 80,000 hajj.
- ◆ **Commitment to Disclosure, Transparency,** and effective shareholder communication through general assemblies.

Customers

Providing protection

- ◆ Commitment to official licenses from the Ministry of Hajj and Umrah and the Ministry of Tourism.
- ◆ Service delivery in accordance with Saudi and international hospitality standards.
- ◆ Transparency in dealings and pricing.
- ◆ Implementation of best practices in procurement and contract awarding.
- ◆ Adoption of clear, publicly disclosed commercial contracts.
- ◆ Timely settlement of dues to contracting parties per the agreements.

Boost confidence

- Customer confidence can be bolstered through the Company's service offerings:
- ◆ Operating high-reputation global hotels like Jumeirah and The Address, providing unique cultural and religious experiences.
 - ◆ Meeting market demands by responding to customer requirements through infrastructure improvements, hotel development, and delivering integrated experiences tailored to visitor needs.
 - ◆ Offering a comprehensive spiritual accommodation experience within the Holy Mosque area.
 - ◆ Developing commercial markets and facilities that align with visitor and resident expectations, supporting their needs.
 - ◆ Collecting, analyzing, and integrating customer feedback into operational decisions.
 - ◆ Expanding commercial and service facilities supporting visitor needs.

Officials

Affording Protection

- ◆ Applying all employee rights protection laws and regulations, including the Saudi Labor Law and the Implementing Regulations for Human Resources.
- ◆ Treating all Company employees equitably and fairly, without discrimination.
- ◆ Adopting and disseminating professional conduct guidelines, ensuring necessary disciplinary and systemic actions for any breaches.
- ◆ Implementing a confidential mechanism for reporting and addressing non-compliant practices.

Promoting Confidence

- JODC's human resources are a cornerstone of its sustainability strategy, with the Company's priority via the following actions:
- 1 -Cultivating the Work Environment:**
 - ◆ Improving the work environment and empowering employees boosts loyalty and productivity.
 - ◆ Strengthening workplace culture through continuous training, awareness initiatives, and work-life balance programs.
 - ◆ Fostering a culture of performance and innovation and creating a creative work environment enhances operational processes and drives innovative development solutions.
 - ◆ Providing opportunities for all employees to share feedback and suggestions with the Board.
 - ◆ Prioritizing mental health, well-being, and a supportive work environment.
 - ◆ Company policies focus on talent retention through incentives and a stable environment.
 - 2 -Employee and Family Care:**
 - ◆ The Company offers comprehensive medical insurance for the employee and his family.
 - ◆ The Company covers 50% of parental insurance costs.
 - ◆ The Company provides support programs for health and social stability.
 - 3 -Training, Development, and Skill Enhancement:**
 - ◆ The Company applies effective, continuous training programs across all departments as part of its human capital plan. The plan aims to develop skills, boost competencies, and ensure professional sustainability.
 - ◆ Employee evaluations are based on annual objectives, with performance-linked incentive bonuses awarded accordingly.
 - 4 -Employee Event Engagement:**
 - ◆ The Company organizes social and cultural events to boost employee loyalty.
 - 5 -Employee Surveys and Satisfaction Measurement:**
 - ◆ The Company regularly and consistently commits to this policy.

Our Society

Affording Protection

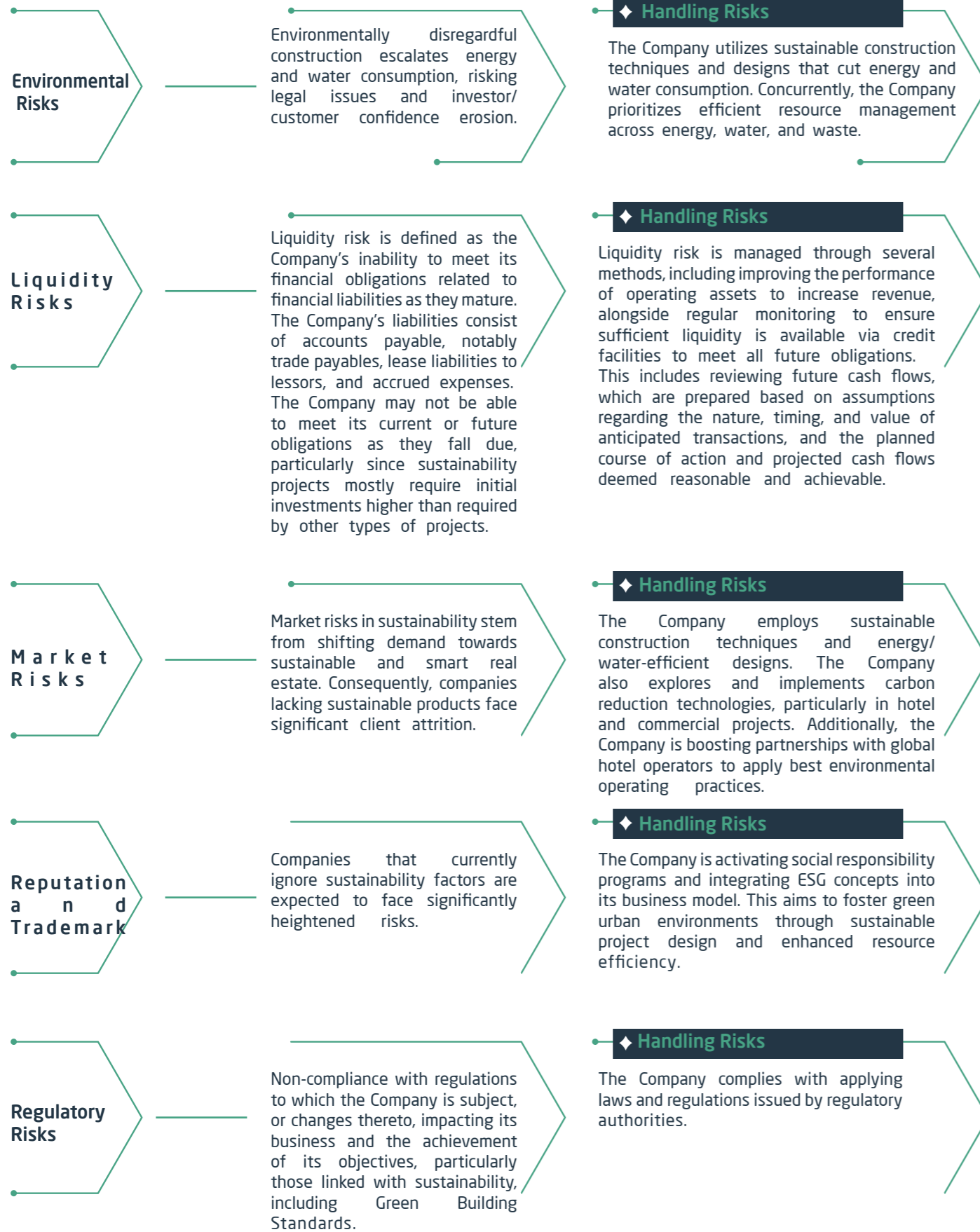
- ◆ **Combating Corruption:** Adherence to the procurement, bidding, financial governance, and expenditure control law.
- ◆ **Human Rights:** A safe work environment, non-discrimination, and compliance with Saudi Labor Law.

Promoting Confidence

- ◆ **Non-discrimination:** Employment and empowerment programs are merit-based, not driven by gender or nationality.
- ◆ **Social Responsibility:** Initiatives focus on community support and participation in religious and cultural events.

ESG Risk Management

Key risks related to sustainability and the Company's measures to handle such risks are as follows:



The Kingdom's Vision 2030 and Sustainability in the Real Estate Sector

Saudi Arabia has undergone significant regulatory evolution under the implementation of the objectives of the Kingdom's Vision 2030, largely focusing on bolstering sustainability across various sectors, including real estate.

A key outcome is the new Saudi Building Code, which mandates modern environmental and engineering standards for building safety and energy efficiency. New criteria for reducing energy and water consumption in residential and commercial projects have also been imposed.

The Kingdom further supports initiatives like the Saudi Green Initiative, aiming to plant billions of trees, cut carbon emissions, and incentivize real estate companies to develop environmentally conscious projects.

Within these regulatory evolutions, obtaining certifications like LEED or EDGE has become a competitive benchmark for real estate companies, attracting sustainability-focused investors and customers.

Government entities, including the Ministry of Municipal and Rural Affairs and Housing (MoMRAH), have launched incentive policies. These initiatives support the use of eco-friendly building materials and the adoption of renewable energy solutions, forcing companies to re-strategize to keep pace.

These changes present not only regulatory challenges but also immense opportunities for companies investing in environmental innovation and sustainability, ultimately enhancing their competitiveness in the future real estate market.

Sustainability Governance Model

The Company's governance framework revolves around three key pillars:

- 1** Defining organizational roles and responsibilities via an authority matrix and charters for the Board and its Committees, along with departmental policies and procedures
- 2** Drafting policies to bolster disclosure, transparency, accountability, and business ethics, while regulating conflicts of interest
- 3** Establishing internal control laws and rules and overseeing their implementation

Key risks related to sustainability and the Company's measures to handle such risks are as follows:

JODC Components of Sustainability Governance Model

JODC's sustainability governance model is built on an efficient management structure. This includes an effective board, specialized committees, and highly experienced executive management. They collaborate to achieve the Company's ambitious strategy through clear, measurable objectives, high disclosure levels, and continuous, active stakeholder engagement.



Company Governance Policy Highlights

- Adherence to laws and regulations from regulatory bodies
- Implementation of CMA's Corporate Governance Regulations
- Presence of specialized committees, including Audit, Risk, and Nomination and Remuneration
- Oversight of compliance and internal control standards via independent external auditors
- Timely and transparent disclosures on Tadawul and Edaa
- Enhancement of transparency and accountability
- Promotion of fairness and equality
- Effective risk management
- Strengthening corporate reputation

Financial Performance Enhancement Procedures Driving SDG Achievement

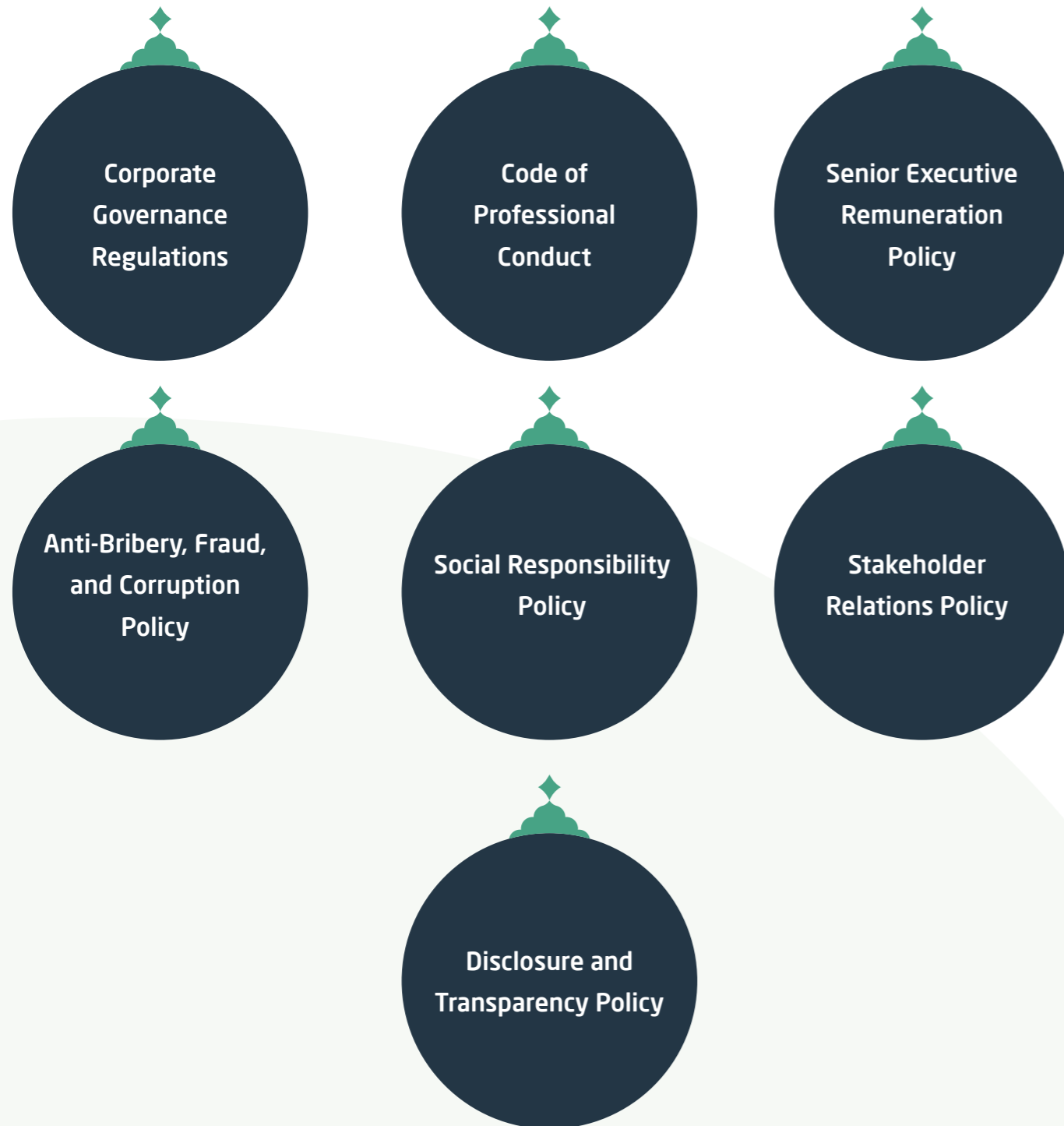
- 1** **Capital Structure Optimization:**
Divesting non-operating assets to reduce debt and fund vital projects
- 2** **Boosting Operating Revenue:**
Commissioning new hotels and facilities, such as Jumeirah Hotel, with top sustainability standards
- 3** **Maximizing Current Asset Utilization:**
Achieved by boosting occupancy rates and cutting operational waste
- 4** **Integrating Sustainability into Financial Decisions:**
Aiming for projects with balanced economic and environmental/social returns

Digital Transformation Procedures Bolstering SDG Achievement

- 1** Automating hotel and facility operations
- 2** Expanding digital booking and communication services for Hajj and Umrah performers
- 3** Deploying smart energy management systems in select properties
- 4** Upgrading digital infrastructure in the development of II and III Phases

Governance Policies

JODC implements policies to regulate Company operations and stakeholder relations, aiming to boost ESG performance. These policies are periodically reviewed and updated, including:



Standards and Frameworks of Sustainability Disclosure

JODC's sustainability reports commit to a set of national and international frameworks and standards, ensuring enhanced disclosure transparency, including:

National Standards

Corporate Governance Regulations issued by the Capital Market Authority	This regulation outlines governance rules and standards, ensuring commitment to best corporate practices that protect shareholder and stakeholder rights.
Environmental Laws and Local Legislations related to Real Estate Development	National urban planning systems and standards were developed to unify the Kingdom's urban planning framework, streamlining current fragmented regulations.
Saudi Exchange ESG Disclosure Guidelines	These Guidelines were developed to help listed companies adopt ESG practices and raise awareness of their importance.

International Standards

Global Reporting Initiative (GRI) Standards	The report aligns with Global Reporting Initiative (GRI) disclosure metrics, a leading framework for voluntary sustainability reporting. The Company prioritizes issues deemed material under these standards.
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Board Members



Mr. Saeed Mohammed AlGhamdi
Chairman of the Board

Non-Executive



Mr. Thaleb Ali Alshamrani
Vice Chairman

Non-Executive



Mr. Yasser Abdulaziz Alkadi
Board Member

Independent



Mr. Abdulaziz Saud Altubayyeb
Board Member

Non-Executive



Dr. Ahmad Othman Alqasabi
Board Member

Non-Executive



Mr. Bader Abdulrahman Alsayari
Board Member

Independent

Board Members - Cont.



Mr. Wahdan Suliman AlKadi
Board Member

Independent



Mr. Khaled Saleh Alkhattaf
Board Member

Independent



Eng. Saleh Habdan Al Habdan
Board Member

Non-Executive

Department Heads and Officers

Name	Post
Mr. Alaa Banaja	Chief Governance, Risk & Compliance Officer
Mr. Saad Mushabab Bin Aiban	Acting CEO*
Eng. Mohamed Al-Ghamdi	Head of Project Management Department
Mr. Mohammed Jawad	Chief Financial Officer
Mr. Ali Al-Najar	Acting Head of Shared Services Department
Mr. Samer Sabra	Head of Asset Management Department
Mr. Eslam Hasan	Head of Internal Audit

*2024 witnessed the appointment of Mr. Saad Mushabab Bin Aiban as Chief Executive Officer, effective 31st May 2024, succeeding Mr. Khalid Al Amoudi. Subsequently, on 19th November 2024, the appointment of Mr. Abdulrahman Abdulqader Bajunaid as the new Chief Executive Officer of the Company, effective 1st January 2025, was announced.

4

JODC and Environmental Conservation

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Environmental Performance and Climate

Jabal Omar Development Co. (JODC) is prioritizing environmental sustainability across its operations and projects. The Company's sustainability vision centers on fostering a sustainable urban environment to enhance the quality of life for hajj, aligning directly with the Kingdom Vision 2030's strategic objectives. Sustainability is also integral to the Company's strategic plans, aiming to balance economic growth with environmental stewardship.

The Company relies on innovative practices and modern technologies to achieve environmental sustainability, such as smart building management, central cooling systems, and energy and water-saving technologies. The Company aims to serve as a leading model in implementing sustainability standards across the Kingdom and the region.

In 2024, the Company achieved several sustainability milestones, yielding tangible benefits across its operations, including:



Accomplishing the above-mentioned objectives has a positive repercussion on the Company's business, leading to:



Energy and Climate Change

JODC strives to reduce its carbon footprint in its projects by expanding the use of renewable energy resources, implementing state-of-the-art, eco-friendly systems, and adhering to all requirements and specifications for improving environmental efficiency, driven by a steadfast commitment and a core conviction to optimizing the hajj experience.

In 2024, the Company implemented a set of initiatives aimed at bolstering environmental protection, curtailing carbon output, and optimizing energy consumption, outlined as follows:



This aligns with the objectives of the Kingdom's Vision 2030, as the Kingdom pursues ambitious initiatives to curtail emissions and expand renewable energy capacity. These initiatives include energy efficiency programs, substantial investments in clean hydrogen and renewable sources, and the development of advanced carbon capture technologies. Vision architects underscore carbon emission reduction as a fundamental pillar of climate action.

The strategy also intersects with United Nations Sustainable Development Goals (SDGs), Goal 13, 'Climate Action,' which warns that unchecked global warming could lead to average temperature increases exceeding 3 degrees Celsius, severely impacting ecosystems and all populations. This necessitates collective action to mitigate potential climate-damaging effects.

Water Management

Water management remains a key priority for JODC, recognizing water as a vital resource requiring rigorous conservation and waste reduction. The Company's water management strategy is underpinned by two primary pillars: minimizing consumption across all facilities and optimizing used water through beneficial recycling and reuse.

In 2024, the Company implemented several initiatives within its water management portfolio to advance this two-pillar strategy, including:



JODC's water conservation efforts directly support the Saudi National Water Strategy 2030, a key component of the Ministry of Environment, Water, and Agriculture (MoEWA), and broader, the Saudi Vision 2030 implementation. The Saudi National Water Strategy aims to forge a sustainable water sector that develops and conserves resources, safeguards the environment, and delivers a secure, high-quality, and efficient supply, thereby fostering economic and social development. Specifically, the Saudi National Water Strategy prioritizes:

Ensuring

1 continuous water access

during normal and emergency situations.

Enhancing

2 water demand management

across all uses.

Delivering

3 affordable water services

and wastewater services that are cost-effective and of high quality.

Safeguarding

4 water resources

and optimizing their use, while preserving the local environment for the benefit of the present and future Saudi society.

Enhancing

5 the water sector's competitiveness

and a positive contribution to the national economy through promoting effective governance, private sector participation, capacity building, and innovation.

Concurrently, JODC's initiatives align with United Nations Sustainable Development Goals (SDGs), particularly Goal 6: "Clean Water and Sanitation", which focuses on ensuring the availability and sustainable management of water and sanitation for all.

This SDG underscores universal access to clean water as fundamental to global well-being and a critical strategy for mitigating climate change in the coming years. Without improved infrastructure and management, millions remain vulnerable to water-related diseases such as malaria and diarrhea, while biodiversity loss and ecosystem fragility will undermine prosperity and broader sustainability efforts.

Greywater Reuse Systems

Greywater is defined as the daily use water from sinks, showers, baths, and washing machines, and it makes up a staggering 50-70% of a typical building's domestic water use, excluding toilet flushes.

By capturing and treating this water, hotels can slash their freshwater consumption by 30-50%. This not only reduces pressure on municipal sewage systems but also lowers operating costs and helps properties meet their sustainability targets.

For luxury hotels and resorts, the benefits go beyond the bottom line. Treated greywater is being repurposed for non-potable uses like flushing toilets, irrigating landscaping, and even servicing cooling and air conditioning systems. This practical, on-site greywater management system helps elevate a property's reputation as a responsible and sustainable destination. By showcasing this commitment to efficiency, hotels can appeal to environmentally conscious travelers and reinforce their brand as a leader in a more sustainable future.

Waste Management

JODC is intensifying its waste management efforts to mitigate environmental impact. The Company has implemented an advanced waste collection and disposal system to ensure environmentally sound waste management, alongside robust recycling and reuse programs. These efforts aim to curtail environmental pollution and conserve natural resources.

In 2024, the Company undertook the following key initiatives:

Implementing an advanced waste management system encompassing recycling and waste reduction.

Installing a Winnow food waste management system in kitchens to minimize food waste.

Utilizing reusable flasks in place of single-use plastics.

Envac Systems

The Envac (Pneumatic Waste Collection System) is a modern solution that's doing away with traditional garbage trucks. It uses a network of pipes to vacuum waste directly from buildings to a central collection station. Residents simply deposit waste into special inlets.

At pre-set times, a high-speed blast of air sucks the waste through the pipes. The waste is then compressed and held at a central hub before being moved to recycling or disposal facilities. This automated system offers a range of environmental and operational benefits. By eliminating the constant movement of garbage trucks, it significantly reduces a city's carbon emissions. It also improves public hygiene by reducing odors and deterring pests. The Envac system encourages recycling at the source, as waste can be sorted and sent through different routes within the network.

This technology offers greater operational efficiency, running 24/7 with lower long-term maintenance costs. It's a particularly attractive solution for large-scale urban developments, hospitals, and airports. Ultimately, the Envac system is a major step toward smarter, more sustainable cities, providing a cleaner urban environment while enhancing the quality of life for residents.

Sustainable Urban Planning and Greenery

JODC is embedding sustainable urban planning across its developments, prioritizing eco-conscious cities with expanded greenery to moderate climate impact and reduce pollution. This approach aims to enhance the quality of life for all residents.

The Company's strategy is fully aligned with the United Nations Sustainable Development Goals (SDGs), particularly Goal 15: "Life on Land", which emphasizes conserving forests, expanding greenery, and combating desertification.

Furthermore, JODC's strategy mirrors the objectives of the Kingdom's Vision 2030, including the ambitious "Green Saudi Arabia" initiative. This national undertaking seeks to mitigate climate change, improve living standards, and safeguard the environment for future generations, with a target of planting 10 billion trees across the Kingdom in the coming decades.

In line with sustainable urban planning tenets, JODC has integrated dedicated greenery within all its projects. These efforts are designed to improve air quality, foster biodiversity, and deliver an optimal experience for hajj and visitors to the Holy Mosque.

Reflecting this commitment, several of the Company's projects have secured LEED certification, the globally recognized standard for green buildings. This achievement has bolstered the Company's competitive standing and attracted increased investor interest, underscoring its leadership in sustainable development.

These endeavors collectively support the objectives of the Kingdom's Vision 2030, a core pillar of creating a vibrant society. By prioritizing health, psychological, and social well-being, and ensuring a high quality of life within a prosperous environment, JODC contributes to the Vision's aim of fostering a robust society—a fundamental element for a thriving economy and an ambitious nation. The Company's work also supports broader social development by strengthening family ties, advancing education, and establishing robust healthcare and social care systems, all critical for achieving the Kingdom's Vision 2030's overarching societal objectives.



5

JODC and the Society

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JODC and the Social Responsibility

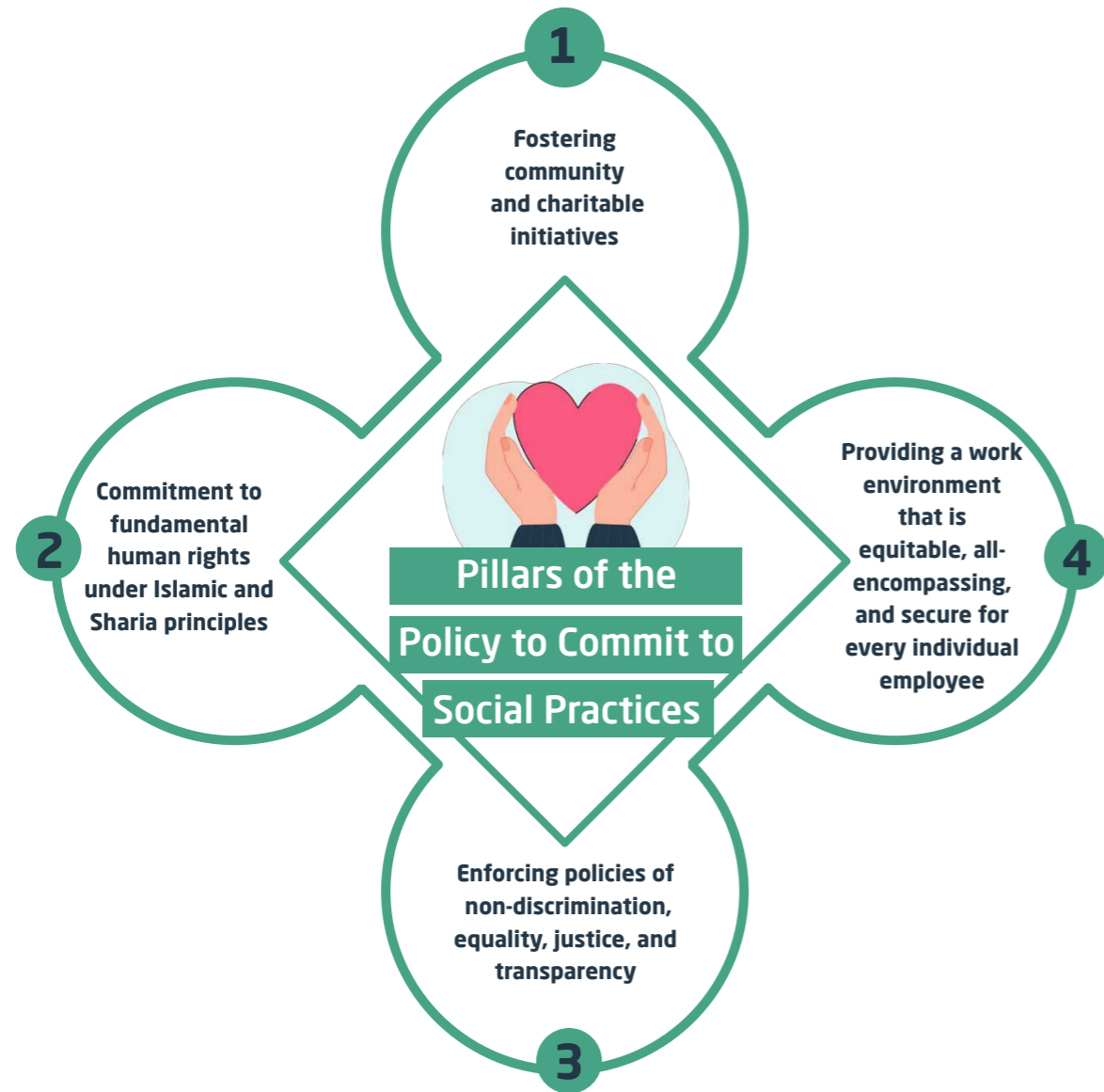
Jabal Omar Development Company (JODC) prioritizes social responsibility and adheres to social sustainability principles, translating these into community initiatives aimed at enhancing the citizens' quality of life.

The Company's Management views social responsibility as a cornerstone of its business model, actively fostering community partnerships with both the government and private entities. Further, the Company is a strong proponent of social innovation, developing methods to support community and charitable initiatives, thereby contributing to broader sustainability goals.

The Board of Directors plays a crucial role in integrating social responsibility into the Company's strategic plan. The Board also ensures robust oversight through relevant committees, specifically the Governance and Remuneration Committees, to guarantee the implementation of sustainability and social responsibility objectives outlined in the Company's plan.

JODC also seeks to maximize social impact through its human resource practices. This includes actively providing direct and indirect job opportunities, developing workforce skills, and contributing to the overall development of Makkah.

The Company's plan to commit to social practices is underpinned by four key pillars:

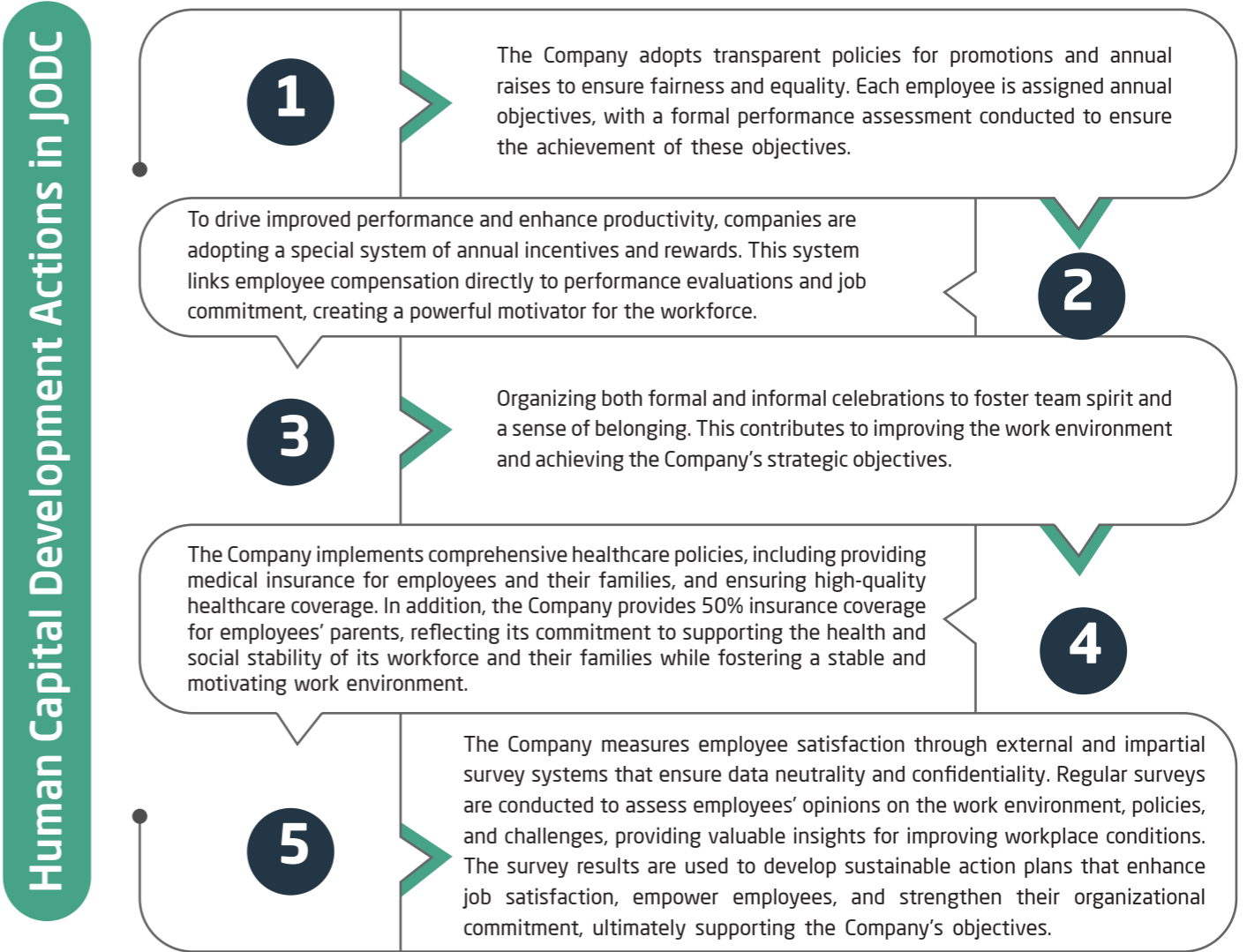


The Company's social responsibility policy, built on four core pillars, directly intersects with the United Nations' Sustainable Development Goals (SDGs). These tenets advocate for an integrated approach to improving human lives and mitigating global risks.

Development of Human Capital

JODC believes that its employees are its core asset. Investing in human capital is an indispensable pillar for achieving the Company's goals, sustaining success, and maximizing accomplishments.

The Company has implemented a series of actions and initiatives designed to bolster human capital, foster employee advancement, enhance loyalty, and cultivate an exemplary work environment.



The Company's future aspirations for human capital investment increases are outlined by achieving the following goals:



Talent Management



The Human Resources Department is responsible for planning the Company's needs for a competent workforce, talent acquisition, hiring, and performance assessment to ensure the achievement of objectives. The Company also focuses on strengthening workplace culture, resolving conflicts, ensuring compliance with labor laws, and managing employee data.

Additionally, the Management plays a key role in succession planning and creates a motivating work environment that enhances productivity and sustainability, aligning with the Company's vision and strategic objectives.

To enhance employee skills, the Human Resources Department has launched innovative training programs through enrolling in advanced e-training platforms that offer a vast library of diverse courses. In addition to that, flexible learning pathways are tailored to meet employees' individual needs, contributing to a motivating and progressive work environment that aligns with the Company's strategy.

The Company's recruitment and Saudization strategy focuses on acquiring and developing local talents, providing a training environment to enhance their professional capabilities, and ensuring a motivating and supportive work environment.

The Company is also committed to complying with government Saudization policies, with a focus on balancing business sustainability and local talent development in alignment with the objectives of the Kingdom's Vision 2030. This commitment is reflected in the Company's Saudization rate, which reached 58.4% in 2024.

Our Customers (Customer Relations and Satisfaction)

Customer satisfaction is a fundamental pillar of business prosperity and growth in JODC. There is a direct correlation between customer satisfaction levels, revenue, and net profits, which in turn supports sustainable long-term business growth.

The Company fully recognizes that amidst the escalating competition within the real estate market, merely satisfying the current demands of customers is insufficient to achieve true distinction. Rather, genuine success lies in proactively anticipating the future needs of customers and strategically positioning the Company to ensure long-term continuity and leadership. This has consistently been the established methodology and guiding principle of JODC since its inception in 2007. Therefore, the Company spares no effort in striving to deliver exceptional value to all customers, believing its success hinges on customer satisfaction and broader societal well-being.

The Company's strategy prioritizes customer satisfaction, driven by a multi-faceted approach focused on delivering a distinctive customer experience, ensuring effective communication channels, and promptly addressing feedback, complaints, and suggestions to elevate satisfaction levels.

Over the years, the Company has successfully built a strong brand image by prioritizing customer satisfaction. The Company actively gathers customer feedback through surveys, reviews, social media monitoring, and direct interactions, and reacts to ensure continuous improvement with customers.

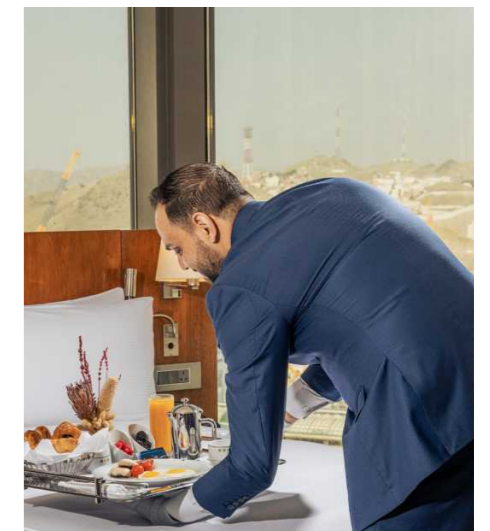
Recent initiatives have significantly boosted customer confidence, driven by enhanced services including a comprehensive spiritual accommodation experience at the Holy Mosque, the operation of renowned international hotels like Jumeirah and The Address, expanded commercial and service facilities, and the gathering, analyzing, and integration of customer feedback into operational decisions.

Our Employees (Diversity, Equity, and Inclusion (DEI))

Diversity, equality, and inclusion (DEI) are fundamental pillars of JODC's employee engagement strategy, enriching its workforce and fueling progress and achievement. The Company maintains a robust policy committed to embedding these pillars through key procedures:

- 1-Non-discrimination in employment.
- 2-Equitable training and development opportunities for all staff.
- 3-Cultivating an environment that champions diversity and addresses the needs of varied groups.

Further, the Company heavily emphasizes Saudization and national talent development, with Saudi Arabia comprising 58.4% of its 113-person workforce in 2024.



Safety and Security

JODC Project's Security and Safety Department plays a pivotal role in advancing corporate sustainability. Such initiatives cultivate a secure, flexible, and sustainable work environment, directly supporting broader sustainable development goals.

These efforts directly contribute to sustainability by safeguarding the environment, protecting lives and properties, and enhancing operational efficiency, underscoring the project's commitment to both social and developmental responsibility. The Security and Safety Department consistently pursues excellence through innovation, continuous improvement, and strategic partnerships to ensure a safe and sustainable future.

JODC's 2024 Security and Safety Efforts and Initiatives

Cultivating a Safe, Sustainable Operating Environment



Embedding security and safety into corporate culture; fostering employee discipline and commitment.

Regularly updating security and safety policies to align with the best practices and standards.

Partnerships & Compliance



The Security and Safety Department achieved ISO 14001-2015 and ISO 45001-2018 certifications, affirming adherence to international standards.

Serving as a Diamond Sponsor for the "Safety of Hajj and Umrah Performers" Exhibition, supervised by the Holy Capital's Civil Defense, on April 5, 2024.

Participating in International Civil Defense Day events at Souk Al-Khalil on March 4, 2024.

Receiving certifications of appreciation from the Civil Defense Department for exerted contributions.

Constant Awareness, culture, and Training



On December 26, 2024, hosting a workshop at the Hilton Conference Hotel with the Royal Commission for Makkah City and Holy Sites, gathering government and regional business leaders to discuss security and regulatory challenges in leading projects in the Central Region.

On August 20, 2024, launching a heat stress awareness campaign with Civil Defense, targeting guests at the Double Tree Hotel and construction sites within JODC project.

Organizing specialized, recurring training for security and safety personnel, aiming to boost awareness and professional skills.

Distributing safety brochures and informational materials to guests across hotels and shopping malls.

Regulatory Authority Engagement



Ongoing collaboration with government agencies, including Civil Defense, the Ministry of Interior sectors, and the Royal Commission for Makkah City.

Strengthening ties with JODC Hotels through joint inspections and simulations, analyzing outcomes to identify improvements and refine procedures.

JODC Facilities and Hotels Crisis Management and Emergency Response



Conducting continuous and comprehensive risk analysis across JODC's properties and hotels.

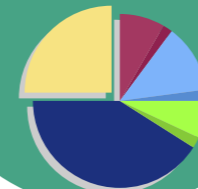
Preparing and upgrading of multi-scenario emergency plans.

Conducting periodic field inspections and assumptions to ensure operational readiness.

Receiving JODC hotels' staff a fire-fighting training in collaboration with Britam, the rapid response station operator.

Coordinating JODC hotels' staff and Civil Defense personnel to undergo training on elevator operations and manual evacuation.

Constant Excellence & Innovation



Regularly analyzing incident data to reduce recurrence, mitigate risks, and enhance the work environment.

JODC project's security provider partnered with Takid Platform to develop a security services monitoring system as part of a broader digital transformation initiative.

These efforts led to a notable reduction in operational accidents year-over-year, alongside a significant increase in compliance rates across JODC's hotel portfolio.

Community Initiatives Improving the Quality of Life of Citizens

JODC 2024 Key Social Initiatives and Contributions

<p>Supporting</p> <p>programs for charitable institutions</p>	<p>Engaging</p> <p>the Company's employees in volunteer initiatives for charitable work and community development</p>	<p>Supporting</p> <p>hajj and guests with hotel and retail services</p>
<p>Backing</p> <p>vulnerable segments (children, patients, and individuals with disabilities)</p>	<p>Creating</p> <p>job opportunities and implementing training programs to enhance local competencies and the Saudi youth</p>	<p>Providing</p> <p>ongoing support for educational initiatives, including a strategic partnership with Umm Al-Qura University, through collaborations with accredited institutions, colleges, and universities</p>
<p>Collaborating</p> <p>with government entities to prepare for the Ramadan season</p>	<p>Hosting</p> <p>300 visitors from schools and universities</p>	<p>Launching</p> <p>awareness programs and events to promote sustainability among the Doyof (Guests) Al Rahman</p>
<p>Hosting</p> <p>families of Civil Defense martyrs affected by Jeddah International Market fire</p>	<p>Hosting</p> <p>workshops with government entities for effective crowd management in the central area</p>	<p>Conducting</p> <p>a course specialized for Civil Defense personnel titled "Elevator Emergency Evacuation Plan"</p>

<p>Donating</p> <p>through Ehsan platform and cooperating with Ehsan Association to provide locations for self-donation devices</p>	<p>Initiating</p> <p>training on safety protocols for working at heights, under the sun, and addressing electrical hazards</p>	<p>Cooperating</p> <p>with Al-Birr Association in Khulais by providing sites for community awareness initiatives regarding the Association's programs</p>
<p>Cooperating</p> <p>with the Ministry of Hajj and Umrah to disseminate awareness materials at JODC destination</p>	<p>Assisting</p> <p>the Doyof (Guests) Al Rahman Program (DARP) by hosting activities with Tawfeer</p>	
<p>Collaborating</p> <p>with the Disabled Children's Association (DCA) to provide locations for community awareness initiatives on supporting children with disabilities</p>	<p>Promoting</p> <p>religious tourism and developing projects designed to bolster the local economy by attracting increased guests and hajj numbers</p>	
<p>Collaborating</p> <p>with universities and academic institutions to provide cooperative training opportunities for graduates</p>	<p>Preferring</p> <p>local suppliers for materials and services directly contributes to strengthening the national economy</p>	

Pedestrian Walkways and Radial Spine

Urban planners are increasingly prioritizing independent pedestrian walkways as a core component of sustainable city design. By creating spaces exclusively for foot traffic, separate from vehicle lanes, cities can boost public safety and reduce traffic accidents. These walkways also encourage walking as a healthy and zero-emission form of transport, directly contributing to lower traffic congestion and pollution. Integrating these walkways with green spaces further enhances the urban landscape, making cities more attractive and livable.

The radial spine, a master-planned corridor that extends from a central urban hub—such as a major transit station or public square—outward to the city's periphery. These spines act as the backbone of a city's mobility network, streamlining access between the downtown core and surrounding neighborhoods. They direct traffic flow in an organized manner and are a magnet for commercial activity and public services, creating a structured and efficient blueprint for urban expansion.

By integrating independent walkways with radial spines, cities are achieving a critical balance between safety and efficiency. This strategy is central to enhancing the quality of urban life, aligning directly with the vision for smarter, more sustainable cities.

****The Following picture illustrates one of the Company's initiatives to raise awareness of and protection against the dangers of working under the sun, and how to provide first aid for heat-related illnesses.**

منع الأمراض الناتجة عن الحرارة في العمل

يمكن أن يكون التعرض للحرارة في الأماكن المفتوحة والمغلقة خطيرًا.

طرق لحماية نفسك والآخريين:

ابدأ العمل تدريجيًا. حوالي ٣ من كل ٤ حالات وفاة بسبب الأمراض الناتجة عن الحرارة تحدث خلال الأسبوع الأول من العمل.

يجب على العمال الجدد والعائدين تحمل الحرارة (التأقلم) وأخذ فترات راحة متكررة. اتبع قاعدة ٢٠٪. في اليوم الأول، اعمل لمدة لا تزيد عن ٢٠٪ من مدة الوردية بكامل الجهد في الحرارة. زد مدة العمل بكامل الجهد بنسبة لا تزيد عن ٢٠٪ في اليوم حتى يتعود العمال على العمل في الحرارة.

اشرب الماء البارد
حتى إذا لم تشعر بالعطش، اشرب ماء باردًا - على الأقل كوب واحد كل ٢٠ دقيقة.

خذ فترات راحة
ارتد قبعة وملابس خفيفة وفضفاضة ويفضل أن تكون قابلة للتنفس إذا أمكن.

ارتد ملابس مناسبة للحرارة
ارتد قبعة وملابس خفيفة وفضفاضة ويفضل أن تكون قابلة للتنفس إذا أمكن.

راقب بعضكم البعض
راقب نفسك والآخريين بحثًا عن علامات الأمراض الناتجة عن الحرارة.

إذا كنت ترتدي غطاء للوجه
غيّر غطاء الوجه إذا أصبح رطبًا أو متسخًا. افحص الآخريين شقويًا بانتظام.

ابحث عن الظل أو مكان بارد
خذ فترات راحة في مكان مظلل أو بارد.

الإسعافات الأولية للأمراض الناتجة عن الحرارة

التالي هي علامات حالة طبية طارئة!

- التفكير أو السلوك غير الطبيعي
- الكلام المتلعثم
- النوبات
- فقدان الوعي

- 1 اتصل بالإسعاف (٩١١) فوراً
- 2 قم بتبريد العامل فوراً باستخدام الماء أو الثلج
- 3 ابق مع العامل حتى تصل المساعدة

راقب أي علامات أخرى للأمراض الناتجة عن الحرارة وتصرف بسرعة. عندما تكون في شك، اتصل بالإسعاف (٩١١).

إذا عانى العامل من:

- صداع أو غثيان
- ضعف أو دوام
- تعرق غزير أو جلد ساخن وجاف
- ارتفاع في درجة حرارة الجسم
- عطش
- انخفاض في إنتاج البول

اتخذ هذه الإجراءات:

- اعطه ماء للشرب
- انزع الملابس غير الضرورية
- انتقل إلى منطقة أكثر برودة
- برّده بالماء أو الثلج أو المروحة
- لا تتركه وحده
- اطلب الرعاية الطبية إذا لزم الأمر

Highlights of the Company's 2024 National & Community Events

Founding Day

21 February

يوم التأسيس - ١٧٢٧م

National Day

23 September

اليوم الوطني السعودي 93

World Civil Defense Day

1 March

International Volunteer Day

5 December

Enhancing Employee Engagement through Celebrations

Team gatherings and Ramadan Iftars

Volunteer and charitable days with employee participation

Internal employee events, including commemorating national occasions (Such as National Day)

Strategic Objectives of The Kingdom's Vision 2030

The vision's three foundational pillars are now actionable through three-tiered strategic objectives, with dedicated realization programs driving implementation.



JODC's social responsibility is closely aligned with a set of the United Nations' Sustainable Development Goals (SDGs), including Goal 8, "Decent Work and Economic Growth," as it emphasizes the importance of creating opportunities for everyone to get work that is productive and delivers a fair income, security in the workplace, and social protection for families, better prospects for personal development and social integration.

The Company's social responsibility objectives also intersect with SDGs, particularly Goal 9, "Industries, Innovation and Infrastructure", which seeks to build resilient infrastructure, promote sustainable industrialization, and foster innovation.

The UN sees that economic growth, social development, and climate action are heavily dependent on investments in infrastructure, sustainable industrial development, and technological progress. Therefore, sustained growth must include industrialization that, first of all, makes opportunities accessible to all people, and second, is supported by innovation and resilient infrastructure.

JODC, at the same time, is aligning its social responsibility policy with the Kingdom's Vision 2030, leveraging employees and customers to support all members of society, as key elements in building a strong and sustainable economy. The Kingdom's Vision 2030 aims to bring about a significant transformation in the Kingdom by building a vibrant society, a thriving economy, and an ambitious nation.

Through its social responsibility policy, JODC is actively working to realize the Kingdom Vision 2030's goals of fostering a vibrant society and a prosperous economy. The policy centers on creating an environment for growth by generating citizen employment, developing local talent, driving investment, and harnessing the nation's potential.



6 Appendices

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Table of Contents of the Global Reporting Initiative (GRI)

Statement of Use: Jabal Omar Development Company (JODC) submitted its sustainability report of its business in accordance with the Global Reporting Initiative (GRI) standards for the period from January 1, 2024 to December 31, 2024.

Standard Used: GRI Standards 1: Foundation 2021

GRI Standard	Disclosure	Title	Page No.
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	Brief	15 - 25
	2-2 Entities included in the sustainability report	About this Report	10 - 11
	2-3 Reporting period, frequency and contact point	About this Report	10 - 11
	2-4 Restatements of information	NA	—
	2-5 External assurance	NA	—
	2-6 Activities, value chain and other business relationships	Brief	15 - 25
	2-7 Employees	Development of Human Capital	81 - 83
	2-8 Workers who are not employees	NA	—
	2-9 Governance structure and composition	Sustainability Governance Model, Organizational Structure and Board Members	62 - 69
	2-10 Nomination and selection of the highest governance body	Sustainability Governance Model, Organizational Structure and Board Members	62 - 69
	2-11 Chair of the highest governance body	Sustainability Governance Model, Organizational Structure and Board Members	62 - 69
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance Model, Organizational Structure and Board Members	62 - 69
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance Model, Organizational Structure and Board Members	62 - 69
	2-14 Role of the highest governance body in the sustainability report	Sustainability Governance Model, Organizational Structure and Board Members	62 - 69
	2-15 Conflicts of interest	Sustainability Governance Model	62 - 64
	2-16 Communication of critical concerns	Annual Report	
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	2-18 Evaluation of the performance of the highest governance body	Annual Report	
	2-19 Remuneration policies	Annual Report	
	2-20 Process to determine remuneration	Annual Report	
	2-21 Annual total compensation ratio	Annual Report	
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Sustainability in Jabal Omar Hotels, Energy and Climate Change	28 - 47, 73
	302-2 Energy consumption outside of the organization	Sustainability in Jabal Omar Hotels, Energy and Climate Change	28 - 47, 73
	302-3 Energy intensity	Sustainability in Jabal Omar Hotels, Energy and Climate Change	28 - 47, 73
	302-4 Reduction of energy consumption	Sustainability in Jabal Omar Hotels, Energy and Climate Change	28 - 47, 73
	302-5 Reductions in energy requirements of products and services	Sustainability in Jabal Omar Hotels, Energy and Climate Change	28 - 47, 73
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	Sustainability in Jabal Omar Hotels, Water Management	28 - 47, 74 - 75
	303-2 Management of water discharge-related impacts	Sustainability in Jabal Omar Hotels, Water Management	28 - 47, 74 - 75
	303-3 Water withdrawal	Sustainability in Jabal Omar Hotels, Water Management	28 - 47, 74 - 75
	303-4 Water discharge	Sustainability in Jabal Omar Hotels, Water Management	28 - 47, 74 - 75
	303-5 Water consumption	Sustainability in Jabal Omar Hotels, Water Management	28 - 47, 74 - 75

GRI Standard	Disclosure	Title	Page No.
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Pursuing Leadership in the Real Estate Industry and Sustainability	23
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Grey Water

Water generated from washbasins, showers, and laundry that is treated and reused for irrigation and other non-potable applications.

Green Buildings

Buildings that apply sustainable practices in design, construction, and operation, and aim to obtain certifications such as LEED.

Water Reuse

The process of treating water resulting from internal uses and utilizing it in other applications to reduce reliance on fresh water.

Energy Efficiency

A set of measures and technologies designed to reduce electricity consumption without compromising operational quality.

Stakeholders

All parties that are affected by, or can affect, the Company's activities, such as investors, customers, government entities, the community, and employees.

Strategic Partnerships

Long-term collaborative relationships with global hotel brands or technology partners to enhance social and economic performance.

Leadership in Energy and Environmental Design (LEED)

A globally recognized certification awarded to projects that meet the highest sustainability standards in construction and operation.

Sustainable Urban Planning

A design approach aimed at improving quality of life through green spaces, sustainable transportation, and efficient use of resources.

Environmental, Social and Governance (ESG) Risk Management

A methodology for identifying and monitoring environmental, social, and governance risks and their impact on the Company.

Renewable Energy

Clean energy sources that rely on resources such as solar and wind power, with the aim of reducing emissions and promoting sustainability.

Financing

Obtaining the financial resources needed to support projects and operations, whether through loans, investments, or equity capital.

Credit Facilities

Financial services provided by banks, such as loans and lines of credit, enabling the Company to finance its operations and projects.

Digital Marketing

The use of digital platforms and social media to promote prod-

ucts and services and increase brand awareness.

Cash Flows

The total inflows and outflows of cash over a specific period, used to assess liquidity and the ability to meet obligations.

Corporate Governance Regulations

A regulatory framework that sets out how decisions are taken within the Company and ensures transparency, accountability, and the protection of shareholders' rights.

Environmental and Social Governance

A set of criteria that measure how the Company manages its environmental impacts and social responsibilities, as part of its broader governance framework.

Shareholders

Individuals or entities that hold shares in the Company and have rights to dividends and participation in strategic decision-making.

Corporate Social Responsibility (CSR)

The Company's commitment to supporting the community through social, educational, and environmental initiatives that contribute to improving quality of life.

Disclosure Indicators

Metrics used to assess the level of transparency and the quality of information the Company provides in its reports to investors and stakeholders.

Capital Structure

The mix of funding sources on which the Company relies, such as equity and debt, to operate and sustain its business.

Increase in Occupancy

A rise in the utilization or booking rates of rooms, hotel units, or operating assets, reflecting improved performance and revenues.

IFRS Sustainability Disclosure Standards

International standards issued by the International Sustainability Standards Board (ISSB) under the IFRS Foundation to govern the preparation of sustainability reports, such as IFRS S1 and IFRS S2.

Sustainable Development Goals (SDGs)

Seventeen global goals established by the United Nations to address environmental, social, and economic issues by 2030.

Health, Safety and Environment (HSE) Standards

A set of systems and procedures designed to protect employees, visitors, and the community from health and occupational risks and to ensure safe operations.

District Cooling System

An advanced technology for cooling buildings using a central network of chilled water, which reduces energy consumption and carbon emissions compared with traditional cooling systems.

Sustainability

A holistic approach aimed at achieving continuous economic growth in parallel with protecting the environment, enhancing social well-being, and ensuring the rational use of resources, in order to maintain a long-term balance between people, the environment, and the economy.

Community Engagement

The Company's active participation in the community through supporting social, educational, and charitable initiatives, and engaging with local institutions to enhance the quality of life and develop the surrounding community.

Environmental Regulations and Local Legislation

The set of national laws and policies that govern environmental protection and resource management, including the regulation of air and water, waste, emissions, and energy efficiency, in addition to regulations issued by government entities such as the Ministry of Environment and other regulatory authorities.

Carbon Impact

The environmental impact resulting from greenhouse gas emissions associated with the Company's activities, such as energy and fuel use, transportation, and operations, contributes to climate change.

Waste Management

An integrated system that includes the collection, sorting, and treatment of waste with the aim of reducing waste volumes, increasing recycling rates, and ensuring safe disposal, in line with national and international environmental standards.

Greenhouse Gas (GHG) Emissions

Gases that cause global warming, including carbon dioxide, methane, and nitrous oxide, typically resulting from energy consumption, transportation, and operational processes.

Waste Generated

The volume of waste arising from operational activities such as hotels, facilities, and district cooling plants, including solid, organic, plastic, and electronic waste.

Occupational Health

The set of policies and procedures aimed at protecting the health and safety of employees and ensuring a safe work environment by reducing risks and preventing occupational injuries.

Transformation Strategies

Long-term plans to develop the business model through adopting new technologies, improving efficiency, and shifting to more sustainable practices, such as renewable energy and smart building management.

Smart Building Management

The use of advanced intelligent systems to control air conditioning, lighting, energy, and security in order to improve operational performance and reduce resource consumption.

Carbon Footprint

The total direct and indirect emissions resulting from the Company's operations, usually measured in metric tons of carbon dioxide equivalent.



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