



شركة مهارة
للموارد البشرية
Maharah Human
Resources Company

■ Maharah ESG Strategy (2025-2030)

ESG Strategy 2030 overview

Business
strategy
pillars



BUILD ON MANPOWER PROVISION

Focusing on existing clients and their future needs



DIFFERENTIATE OUR OFFERING

Focusing on premium service, workers' needs and management of subsidiaries



ENABLE MAHARAH

Focusing on internal management, core systems and GR

ESG mission

Contributing to community solidarity and cooperation in the form of **religious and moral duty** in line with UN SDGs and Kingdom's Vision 2030

ESG vision

Contributing to sustainability and serving the community to achieve a positive impact and **build a developmental and vibrant society**

Strategic
ESG topics

PLANET



Reducing our environmental footprint: GHG emissions, waste, energy consumption

SOCIETY



Supporting and developing our talent	Supporting local communities
Promoting talent wellbeing and ensuring a safe and healthy environment	Delivering high-quality and inclusive customer experience
Upholding human rights	Promoting talent diversity and inclusivity

GOVERNANCE



Ensuring privacy and data protection

Upholding high ethical standards and practices

Maintaining strong governance

Fundamental
topics

Digitalization & innovation

Financial growth & stability

Risk management

Transparency

Stakeholder engagement













- Foster values of equity and transparency
- Expand vocational training to provide for labor market needs
- Create inclusive workforce with opportunities for all
- Improve working and living conditions for expats
- Enable integration of people with disabilities in the labor market
- Increase women participation in the labor market
- Ensure environmental sustainability

Maharah strategic ESG topics and goals by 2030 (1)

Pillar	Strategic topic	Goal	SDG	Saudi Vision 2030
 SOCIETY	Supporting and developing our talents*	Empower our talents by providing continuous training and fostering a work environment that nurtures creativity and innovation	  	<ul style="list-style-type: none"> Lower the rate of unemployment from 12.3% to 7% by 2030 Expand vocational training to provide for labor market needs Develop our brightest minds in priority fields
	Promoting talent wellbeing and ensuring a safe and healthy environment	Ensure safe, healthy, and supportive work and living conditions for our talent through adherence to the highest safety and welfare standards	  	<ul style="list-style-type: none"> Foster values of equity and transparency Improve working and living conditions for expats
	Promoting talent diversity and inclusivity	Create a culture of inclusion, embracing diversity across our talents	 	<ul style="list-style-type: none"> To increase women's participation in the workforce from 22% to 30% Create inclusive workforce with opportunities for all Enable integration of people with disabilities in the labor market
	Upholding human rights	Ensure high human rights standards and minimize risks across all operations and the supply chain	 	<ul style="list-style-type: none"> Foster values of equity and transparency Improve working conditions for expats
	Supporting local communities	Foster local community growth and prosperity by supporting education, healthcare, child welfare, infrastructure and urban development in line with local needs	  	<ul style="list-style-type: none"> Enhance businesses' focus on their social responsibilities Encourage volunteering
	Delivering high-quality and inclusive customer experience	Consistently enhance service quality and inclusivity to exceed customer expectations in every interaction	  	<ul style="list-style-type: none"> Improve quality of services provided to citizens

* Talents refer to employees and workers. Employees refer to Maharah's staff, while workers are cadres, and the workforce provided to individual and corporate clients.

Maharah strategic ESG topics and goals by 2030 (2)

Pillar	Strategic topic	Goal	SDG	Saudi Vision 2030
 GOVERNANCE	Upholding high ethical standards and practices	Promote the highest standards of ethics and integrity and maintain a zero-tolerance stance against corruption		<ul style="list-style-type: none"> Foster values of excellence & discipline
	Ensuring privacy and data protection	Ensure that our data security practices consistently meet global industry standards		<ul style="list-style-type: none"> Develop the digital economy
	Maintaining strong governance	Embed best practices into corporate governance	 	<ul style="list-style-type: none"> Foster values of equity and transparency Increase women participation in the labor market
 PLANET	Reducing our environmental footprint: GHG emissions, waste, energy consumption	Strengthen our approach to climate impact management, energy efficiency, and waste management in alignment with national goals	   	<ul style="list-style-type: none"> Ensure environmental sustainability Net-zero by 2060 (KSA national goal) Reduce carbon emissions by 278 million tons annually by 2030 (Saudi Green Initiative) Divert 90% of waste from landfills by 2040 Cut food waste by 50% by 2030 (National Transformation Program)