



United Electronics Company

Corporate Social Responsibility and Sustainability Policy

**United Electronics Company (eXtra)
Saudi Listed Company**



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Introduction

Corporate social responsibility and sustainability are fundamental pillars in building advanced societies, as they reflect the extent of a company's commitment toward its internal and external environment and enhance its role in achieving sustainable development. This responsibility is reflected in companies' contributions to improving quality of life, supporting the community, and adhering to ethical practices, while maintaining a balance between the interests of various stakeholders.

From this perspective, United Electronics Company (eXtra) believes in the importance of social responsibility and its positive impact on society and the environment. Accordingly, the Company is committed to adopting initiatives that promote social and economic development and to integrating sustainability and social responsibility standards into its daily activities, while considering the interests of all stakeholders.

This policy has been prepared in line with the provisions of the Corporate Governance Regulations issued by the Capital Market Authority, affirming the Company's commitment to strengthening principles of good governance, transparency, and ethical conduct in all its practices.

Scope of the Policy

The provisions of this policy apply to all employees of the Company, its customers, suppliers, the community, and other stakeholders.

Objectives

- To achieve a balance between the Company's objectives and the goals pursued by society.
- To act responsibly toward employees, customers, shareholders, and the community in which the Company and its subsidiaries operate.
- To adopt best international standards and practices in implementing corporate social responsibility.
- To contribute to achieving the objectives of the Kingdom of Saudi Arabia's Vision in all aspects.
- To launch effective initiatives and programs in the field of social responsibility and sustainability.
- To disclose, in relevant periodic reports, the Company's social responsibility objectives, plans, programs, and initiatives.

General Policy

The Company's Board of Directors and executive management are committed to adopting best standards and practices in the field of corporate social responsibility and sustainability, considering them as a long-term investment that generates sustainable benefits for both the Company and society. They also emphasize adherence to professional and ethical conduct in all dealings with stakeholders, based on the belief that social responsibility is an integral part of the Company's strategy to achieve a balance between its objectives and societal expectations.

Stakeholders

Shareholders

- Providing accurate and reliable information to all shareholders, ensuring clarity and timely disclosure in compliance with relevant laws and regulations.
- Commitment to applying governance principles with transparency and integrity and documenting these practices through relevant periodic reports.
- Enhancing communication with shareholders and involving them in relevant decisions and initiatives to achieve mutual interests and support the Company's objectives.

Employees



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- Providing a safe and fair working environment that promotes the well-being of employees and their families and supports their physical and mental health.
- Enabling employees to participate in decision-making within approved frameworks and encouraging communication with senior management through official channels.
- Supporting freedom of expression within approved conduct rules and listening with respect, while maintaining confidentiality when required.
- Providing equal opportunities for all employees to participate in training and development programs to enhance their professional and personal skills.
- Building a stable relationship with employees based on shared responsibility and mutual success.
- Ensuring fairness and equality among all employees without discrimination based on gender, age, background, or any other considerations.
- Encouraging and facilitating employee participation in social activities and community-supporting programs.
- Promoting women's empowerment and enabling their access to leadership positions through support and development.

Community

- Providing, to the extent possible, direct, and indirect support to charitable, social, and development institutions to improve quality of life and raise living standards within the community.
- Supporting individual empowerment by providing training and professional qualification opportunities and contributing to job creation that meets community needs.
- Cooperating with governmental and non-governmental entities to promote ethical and societal values and participating in national initiatives aimed at sustainable development.

Customers

- Ensuring the provision of reliable and secure services, while adhering to the highest safety and security standards.
- Enhancing effective communication with customers by providing clear and accessible channels for feedback and complaints and ensuring fair and transparent handling.
- Protecting customer privacy through strict security measures and preventing unauthorized use of their data or misleading promotional practices.
- Investing in technological development and improvement to deliver advanced services that efficiently meet customer needs.
- Building strong, trust-based relationships with customers, maintaining continuous communication, and conducting surveys to improve service quality.

Suppliers

- Promoting clear and responsible communication with all suppliers to ensure transparency in dealings.
- Supporting the national economy by collaborating with local suppliers where possible, while reinforcing the principle of shared responsibility for mutual success.
- Ensuring suppliers' compliance with social responsibility standards and occupational health and safety requirements.
- Respecting fair competition rules and conducting business with integrity without harming competitors or engaging in unlawful practices.
- Committing to combating all forms of corruption and bribery and refraining from obtaining undue advantages at all stages of contracting and execution.
- Complying with all applicable laws, regulations, and legislation related to the Company's operations and practices.



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- Adhering to ethical standards and business conduct rules, even in cases not explicitly covered by applicable laws.

Environment

- Striving to achieve sustainable positive outcomes aligned with international environmental protection standards, as well as national and global sustainability goals.
- Supporting and developing initiatives and programs that enhance environmental practices and encourage environmentally friendly solutions.
- Engaging with suppliers who provide products and services that contribute to environmental protection and support sustainability practices.
- Developing and promoting products and services that positively impact the environment and society, with a focus on innovation in environmental solutions.

Final Provisions

This policy shall come into effect and be binding upon the Company from the date of its approval by the Board of Directors and adoption by the General Assembly of shareholders.

The content of this policy shall be reviewed periodically as needed, and any amendments shall be submitted to the Board of Directors and the General Assembly for approval to ensure alignment with applicable rules and regulations.