

## ESG Position Statement

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Classification: Private

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## 1. Introduction

### 1.1 Context

Leaders Development Co. is dedicated to fostering positive change and sustainable development within Saudi Arabia. We align our operations with Saudi Vision 2030, recognizing our role in shaping a responsible and progressive training services landscape. Our commitment to Environmental, Social, and Governance (ESG) principles drives our strategy, ensuring that our training services contribute to societal growth and environmental sustainability.

### 1.2 Purpose

This document outlines our position on key ESG factors as integral to our training services. It reinforces our commitment to ethical practices, stakeholder engagement, and continuous improvement in our training programs.

### 1.3 Scope

Our ESG position statements apply across all operations within Leaders Development Co. They complement existing policies on sustainability and corporate responsibility.

## 2. Commitment to Integrating ESG in Training Services

Leaders Development Co. recognizes the importance of integrating ESG factors into our training offerings. We aim to:

- Promote Sustainable Practices: Ensure that our training programs incorporate sustainability principles, teaching participants about responsible practices.
- Align with Best Practices: Align our training methodologies with international ESG guidelines to enhance relevance and effectiveness.
- Focus on Impactful Sectors: Prioritize training services that support sectors contributing to Saudi Arabia's economic diversification and sustainable development goals.
- Align with KSA commitment: The Kingdom has recently amplified its sustainability goals, announcing its intention to achieve net zero greenhouse gas (GHG) emissions by 2060.

## 3. Customer Relations and Community Engagement

### 3.1 Customer-Centric Solutions

We strive to develop innovative training programs that are responsive to the needs of our clients. By focusing on customer feedback, we enhance the value and effectiveness of our services.

### 3.2 Community Empowerment

Aligned with Saudi Vision 2030, we are committed to promoting inclusion through accessible training programs, particularly targeting underserved communities. Our initiatives aim to empower individuals with the skills necessary to participate actively in the economy.

### 3.3 Digital Transformation

We are dedicated to enhancing our digital platforms to provide intuitive and secure training experiences, maximizing accessibility and engagement for all participants.

## 4. Diversity and Equal Opportunity

### 4.1 Employee Empowerment

Leaders Development Co. is committed to fostering an inclusive workplace that values diverse perspectives. We implement structured training programs and mentorship initiatives to support the professional growth of all employees.

#### 4.2 Gender Equality

We aim to increase the representation of all groups within our organization, ensuring equal access to development opportunities and support for career progression.

#### 4.3 Investment in Local Talent

We prioritize hiring and developing Saudi nationals, contributing to the local workforce and enhancing national economic growth through targeted training initiatives.

### 5. Training and Development

#### 5.1 ESG and Sustainable Development Training

We are committed to integrating ESG principles into our training curriculum, equipping participants with the knowledge and skills to drive sustainable practices within their organizations.

#### 5.2 Continuous Learning

Through the Leaders Development, we regularly assess training needs and close skill gaps to ensure our employees and clients remain at the forefront of industry standards.

#### 5.3 Certification Support

We support our employees in pursuing relevant certifications in sustainable business practices and ESG, enhancing both their professional growth and our organizational credibility.

### 6. Sustainable Procurement

We are committed to responsible procurement practices that align with our ESG objectives. This includes:

- Supplier Engagement: Collaborating with suppliers to ensure adherence to our sustainability standards and encouraging the adoption of ESG practices.
- Support for Local Enterprises: Prioritizing partnerships with local businesses, including small enterprises, to foster community growth and sustainability.

### 7. Data Privacy and Security

We prioritize the protection of personal data in all our training operations. Our commitments include:

- Data Privacy Training: Ensuring all employees receive training on data privacy regulations and practices to safeguard customer information.
- Incident Response Plan: Implementing a robust plan to address and manage any potential data security incidents effectively.

### 8. Conclusion

Leaders Development Co. is committed to integrating ESG principles into our training services, aligning with Saudi Vision 2030. By fostering sustainable practices, promoting diversity, and ensuring the highest standards of ethics and transparency, we strive to contribute positively to the communities we serve while enhancing our organizational resilience and impact.