

الشركة السعودية لشراكات المياه
Saudi Water Partnership Company



SWPC Sustainability Report 2024





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A Message from his Excellency the Chairman



At SWPC, we have remained committed to aligning our operations and water supply chain with the Saudi Vision 2030 by supporting projects that contribute to achieving water sustainability and securing the necessary resources to ensure the continued provision of high-quality water at competitive values.



H.E. Eng. Abdulrahman bin Abdulmohsen Al-Fadhli

The Saudi Minister of Environment, Water and Agriculture
and SWPC's Chairman

Praise be to Allah, and prayers and peace be upon the Messenger of Allah.

The Kingdom of Saudi Arabia continues to place strategic emphasis on the water sector and its services as a cornerstone in achieving the ambitions of Vision 2030, the National Water Strategy, and the overarching regulatory frameworks and institutional structures that govern the water sector ecosystem.

In response to the growing demand for water which is driven by population growth and rapid economic development, the water sector ecosystem, led by the Saudi Water Partnership Company (SWPC) in close collaboration with the private sector, has adopted a forward-looking and integrated approach. This strategy focuses on ensuring a reliable and sustainable water supply by diversifying water sources, strengthening infrastructure resilience, and enhancing operational efficiency. These efforts have unlocked new capabilities, maximized the value of existing resources, and significantly contributed to the long-term sustainability of the sector.

The SWPC 2024 Sustainability Disclosure Report showcases our most impactful achievements in embedding sustainability across every dimension of our operations; reinforcing our commitment to enhancing

water security for future generations. Through the successful implementation of Public-Private Partnership (PPP) projects, the adoption of innovative and sustainable technologies, and continuous improvements in infrastructure and operational efficiency, we are building a more resilient, adaptive, and future-ready water ecosystem. These strategic initiatives have not only strengthened the reliability and quality of water supply services, but have also contributed to the Kingdom's long-term sustainable development goals. By ensuring a high-quality, competitive, and sustainable water supply, we are supporting the well-being of our communities and securing vital water resources for generations to come.

On behalf of SWPC Board of Directors and Executive Management, I extend my deepest gratitude and appreciation to His Majesty the Custodian of the Two Holy Mosques and His Royal Highness the Crown Prince and Prime Minister -may Allah protect them- for their visionary leadership and unwavering support of the water sector. I would also like to express my sincere thanks to my fellow Board members and executive leadership for their continued commitment and contributions to our shared vision. Together, we are shaping a more sustainable and prosperous future.

A Message from the Chief Executive Officer



Eng. Khaled Al Qureshi

SWPC's Chief Executive Officer

Since its establishment, SWPC has evolved beyond a water utility provider into a cornerstone of sustainable water management; a symbol of reliability, innovation, and forward thinking in the Kingdom. We are proud to share SWPC's first Sustainability Disclosure Report, which outlines our 2024 performance and

marks a pivotal milestone in our sustainability journey. This report reaffirms our commitment to supporting national priorities and delivering excellence in alignment with Saudi Vision 2030. As part of this effort, we continue to foster stronger partnerships between the public and private sectors, while advancing large-scale water infrastructure projects.

Year after year, our commitment to delivering safe, efficient, and sustainable waterservices has reached new milestones, flowing steadily like the life-giving waters we manage, while ensuring 100% compliance with the regulations issued by the National Center for Environmental Compliance (NCEC).

Sustainability lies at the heart of our work, as we strive to strengthen the performance and long-term viability of our operations and the broader water sector. By delivering tangible benefits to end-users and embedding responsible practices across our value chain, we are helping shape a more resilient and sustainable future. Our strategic focus includes nurturing Saudi talent, improving operational efficiency, and building high-impact partnerships that contribute to local content, investment attraction, and national water prosperity. Through these efforts, we have contributed to planting 30,000 trees through afforestation initiatives, and reduced 100,000 tons per year of carbon emissions, reflecting our commitment to the environment and society.

This year, SWPC has launched the first edition of the Contractor Incentivization Initiative, aimed at raising awareness among local contractors about privatization efforts in alignment with Saudi Vision 2030, while enabling the public and private sectors to collaborate on future water projects. We have also successfully launched the fourth and fifth editions of the Sharakah Initiative, designed to

prepare fresh graduates for the job market by delivering hands-on training and professional development opportunities and providing a platform for youth to exchange knowledge, broaden their perspectives, and enrich their experiences in the field of water privatization. These initiatives embody the social dimension of sustainability by investing in human capital, empowering national talent, and strengthening local community capabilities, thereby contributing to the development of the water sector and the achievement of sustainable development goals.

We are guided not only by the Kingdom's vision, but also by global best practices in sustainability and disclosure. Looking ahead, this report sets the stage for deeper engagement, transparency, and impact as we continue working toward water security for generations to come.

It is my honor to extend deepest gratitude and appreciation to the Kingdom's wise leadership for its continued support of the water sector, which serves as a cornerstone of sustainable development. On behalf of the Company, we also express our sincere appreciation to our partners, stakeholders, and local communities for their dedicated efforts and constructive collaboration, which reflect a true partnership that contributes to the realization of our shared aspirations. With determination and confidence, we remain steadfast in advancing this ambitious journey toward a future founded on water security, sustainability, and inclusive development.



About the Report

SWPC is proud to present our first Sustainability Disclosure Report, which summarizes how we integrate sustainability into our corporate strategy and operations, highlighting our key ambitions, initiatives, and performance in 2024. This report reflects our commitment to sustainability principles and the responsible use of water resources as key drivers of long-term value for our stakeholders and the wider community where we operate.

Reporting Period

This report covers the full reporting year of 2024, from January 1 to December 31.

Reporting Scope and Boundary

This report covers all SWPC's operations within the Kingdom of Saudi Arabia, unless otherwise specified.

Reporting Guidelines and Frameworks

This report has been prepared with reference to the guidelines provided by the Saudi Water Authority (SWA) and the GRI Sustainability Reporting Standards, while also drawing on the ESG Disclosure Guidelines issued by Tadawul. As SWPC's first report, the details included provide an overview of key sustainability highlights relevant to our stakeholders. It further outlines SWPC's efforts in supporting national priorities including the Saudi Vision 2030 and the National Water Strategy 2030, as well as global objectives including the United Nations Sustainable Development Goals (UN SDGs).

Contact Point

We welcome your feedback and inquiries as part of our ongoing effort to improve our reporting journey. For more information about our sustainability strategy, efforts, or performance, please contact us through

✉ sustainability@swpc.sa

🌐 www.swpc.sa

[in](#) [Saudi Water Partnership Company](#)

[X](#) [Saudi Water Partnership Company](#)

About SWPC

Established in 2003, The Saudi Company for Water Partnerships 'SWPC' held the main purpose of purchasing water and electricity from private sector projects, selling water to the Saline Water Conversion Corporation (SWCC), and electricity to the Saudi Electricity Company (SEC).

On 05/08/1438H, the Council of Ministers issued Resolution No. (494), expanding the scope of the company's role as the main water off-taker, and removing its mandate for electricity-related investments, thereby focusing its operations solely on the water and wastewater sectors.

The Ministry of Finance was directed to provide the necessary credit support to the company to enable it to sign long-term purchase agreements in accordance with the principles set out in Cabinet Resolution No. (181) dated 09/06/1425H, and under the terms and conditions determined by the Minister of Finance. As a result, full ownership of the company was transferred to the Ministry of Finance.



Sustainability as a Key Driver

Sustainability guides our journey, deeply rooted in our vision, mission, and values. At SWPC, we recognize that achieving sustainability is an ongoing process. Looking ahead, we are committed to embedding sustainability into our corporate strategy, driving responsible and forward-thinking practices across all aspects of our operations. As we move forward, we will continue to engage collaboratively with partners, industry peers, and stakeholders to ensure our sustainability efforts are impactful, aligned with global best practices, and responsive to stakeholder expectations.



Vision

We strive to be leaders in providing sustainable and reliable water in partnership with the public and private sectors.



Mission

Ensuring the purchase of water and its services at an affordable cost through transparent competition, while maintaining environmental and financial sustainability



Values

- » Community
- » Social Responsibility
- » Transparency
- » Integrity
- » Reliability

Our Strategic Objectives and Aspirations



Strengthen Principal Buyer's Position

We will become the sole off-taker of all water in the Kingdom



Enhance Tendering Arm

We will continue to be the regional benchmark in Public-Private Partnership (PPP) tendering



Enhance Current Financial Stability

We will bolster our revenue streams, optimize costs, and ensure efficient resource allocation



Drive Organizational Excellence

We will strengthen our organization, capabilities and the core processes

Our Role in the Sector

SWPC is committed to advancing the water sector by proposing investment projects across various types of water infrastructure, including desalinated, purified, treated, and wastewater plants.

Our focus also extends to strategic water storage, water transmission lines, and dam projects, as well as the signing and management of related agreements. We work closely with the private sector to purchase and sell all types of water, and we strive to deliver high-quality water services and streamline the procurement of water and related services through transparent, competitive processes, ensuring both environmental and financial sustainability.

Our History

2019

Launching the Identity of the Saudi Water Partnership Company

The Minister of Environment, Water, and Agriculture launched the new identity of the company, "Saudi Water Partnership Company", and developed its five-year strategic plan to enhance water supplies in a competitive manner, increase local content, and encourage private sector participation.

2003

Establishment of the Water and Electricity Company

The decision of the Higher Economic Council No. (5/23) dated 1423/3/23 AH was issued to establish the Water and Electricity Company as a joint venture between the Saudi Electricity Company (SEC) and the Saline Water Conversion Corporation (SWCC).

2024

Updating the Strategy to Expand the Scope of Future Projects

The company's strategy has been updated to meet the needs of future projects, with the addition of strategic storage projects, transmission lines, and collection networks, as well as providing consulting services that include infrastructure development, project design, and project execution management.

2017

Expanding the Company's Scope of Work

The Cabinet's decision No. (494) dated 1438/8/5 AH was issued to expand the company's scope of work as the principal buyer of desalinated, treated, and untreated water with the right to sell it, in addition to dual production.

Our Services

We offer a range of extensive expertise and distinguished capabilities in the field of water and wastewater treatment projects, under the framework of partnership between the public and private sectors. Our mission is to advance sustainable development within this sector by integrating sustainability into every stage of our work; delivering innovative, high-quality, and environmentally responsible services that cater to societal needs and contribute to achieving the Kingdom’s Vision 2030.

We have expanded our range of services to provide comprehensive support across all phases of the project lifecycle. This includes advisory services, tendering, independent reviews and oversight of client projects, in addition to contract management, among other areas in which we have developed strong expertise over the years. Our core offerings focus on conducting feasibility studies for infrastructure projects and supporting the privatization of the water and wastewater sectors. By partnering with both public and private entities, we aim to deliver effective solutions and strengthen the sustainability of water and wastewater services, while efficiently meeting customer expectations.



Advisory Services¹



Project Feasibility Study & Planning



Tendering Services



Project Oversight & Supervision



Projects Contract Management



Stakeholder Representation



Market Expertise & Intellectual Property

Description

Involves assessing infrastructure needs to meet future water demand, conducting feasibility studies to ensure optimal outcomes, and identifying strategies to mitigate and manage risks effectively.

Encompasses evaluating the suitability of the Public-Private Partnership (PPP) model, selecting the appropriate structure and bidding mechanism, and managing the rollout process through documentation development and stakeholder coordination.

Entails ensuring project delivery aligns with requirements, managing technical risks, conducting security, as well as Health, Safety, and Environment (HSE) inspections, and verifying compliance with local content regulations.

Covers financial aspects, ensuring compliance with contract specifications, HSSE standards, and adhering to local content guidelines. It also includes supporting clients during concession periods by facilitating invoicing through employing digital tools that enable data collection, fee calculation, and billing, resulting in streamlined processes

Includes coordinating with clients to manage consultants during the bidding phase. It also involves reviewing feasibility studies, technical reports, and financial models, along with defining responsibilities in implementation plans and providing input on the project risk matrix. Additionally, this service covers supporting negotiations with contractors, qualification bodies, and financing agencies.

Involves delivering market insights and data, preparing key documents, providing information on technologies, developers, contractors, and suppliers, and sharing knowledge, experience, and leading practices in water and wastewater privatization.

¹For more detailed information on our services, refer to [Advisory Services – SWPC](#).



Our Projects



Total projects under tendering

9



Total projects under planning

22



Total projects under contract management

15



Total projects under execution

4

Our 2024 Awards



Desalination Plant of The Year 2023 – Jubail 3A Plant

The Jubail 3A Independent Water Project was named Desalination Plant of the Year 2023 by Global Water Intelligence, recognizing its world-class efficiency and sustainability. Commissioned in a record 27 months, the plant set a new global benchmark with energy consumption below 2.8 kWh/m³ and integrated a 45.5 MW solar facility that offsets around 60,000 tons of carbon emissions annually. This achievement showcases Saudi Arabia's leadership in delivering innovative, large-scale water solutions that balance reliability, efficiency, and environmental responsibility.



Most Innovative Desalination Project – Jubail 3A Plant

The Jubail 3A plant was recognized for its exceptional fusion of desalination and solar energy by both SWPC and the International Desalination and Reuse Association (IDRA).



Eng. Khaled Al Qureshi

Chief Executive Officer

At SWPC, we fully recognize that the challenges of water in the Kingdom are not merely difficulties to be overcome, but rather opportunities for advancement and prosperity.

They serve as a source of inspiration to stimulate new investments and develop advanced water solutions that surpass current needs to serve future generations.



Excellence in Public-Private Partnership Award 2024

Awarded by IDRA, this recognition highlights SWPC's leadership in sustainable water management and partnerships that drive transformative change. In 2024, SWPC advanced major projects to strengthen the Kingdom's water sector, inaugurated new facilities, launched a large-scale pipeline to enhance water security, and attracted global partners to support future growth.



The "Best Exemplary Public Water Agency of 2024"

SWPC was honored as the Public Water Agency of the Year for their remarkable performance in 2023, during which they procured 8 operational projects, 9 under construction, 12 in procurement, and 26 in planning.

Corporate Governance

We believe that strong corporate governance is built on well-defined roles, clear responsibilities, and transparent accountability, supported by the effective use of specialized skills and structured processes.

At SWPC, our corporate governance framework serves as the foundation for responsible and transparent decision-making across the organization.

It highlights the structure and roles of our Board of Directors (BoDs) and key committees, demonstrating how oversight, accountability, and strategic guidance are embedded in our operations.

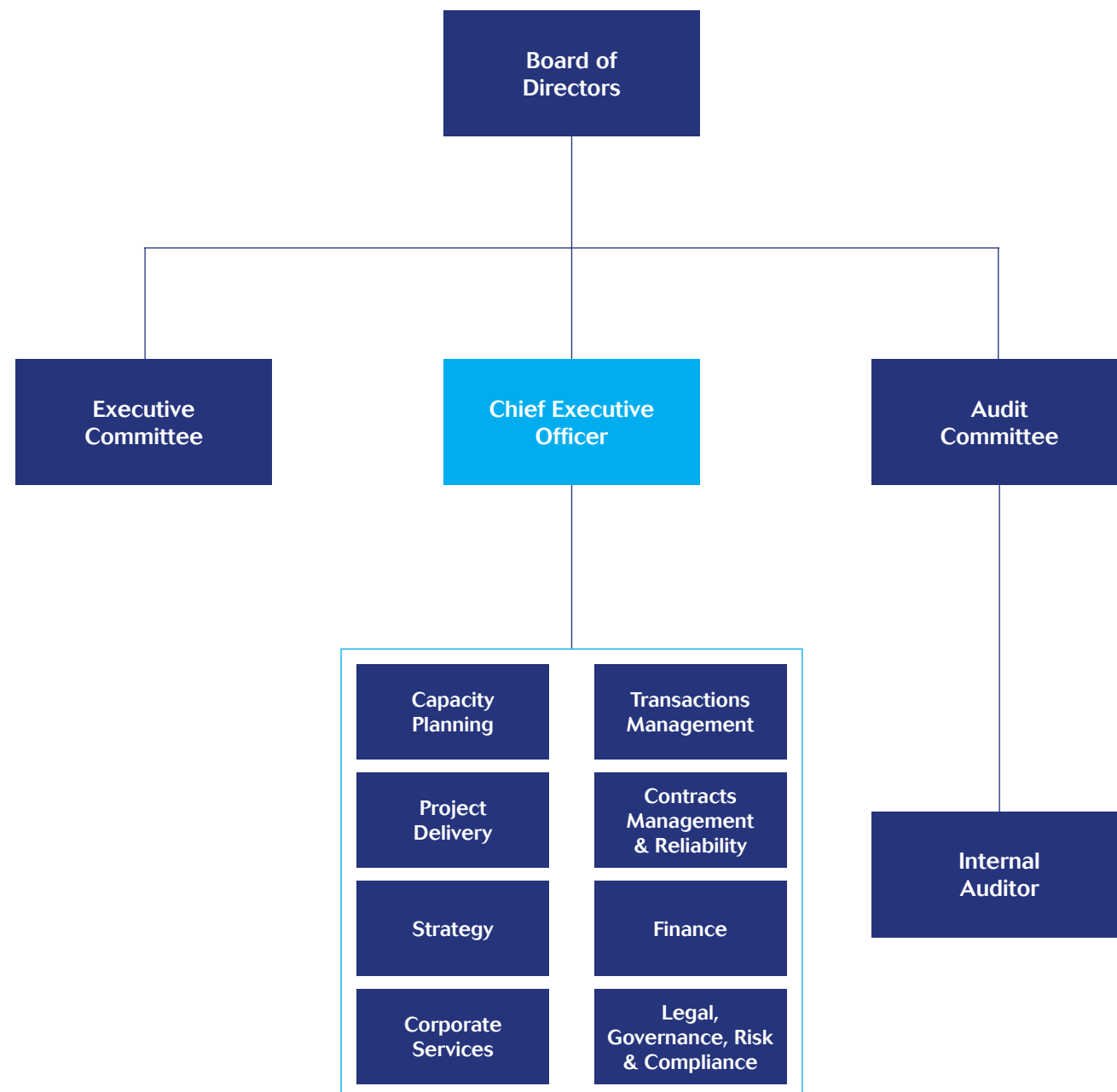
It also establishes mechanisms and systems that support sound decision-making and ensures robust oversight and control through comprehensive assurance processes.

Our Board of Directors comprises 5 experienced professionals who offer a broad range of expertise and uphold high standards of integrity. They are responsible for shaping SWPC's vision and strategic path, ensuring strong governance through financial oversight, risk management, and meeting stakeholders' expectations and needs.

While the Board guides our Executive Committee in steering our day-to-day operations, they also lead our sustainability initiatives, proactively incorporating sustainable practices across our business. Sustainability is a main discussion topic in our Board's quarterly meetings, where our performance, regulatory compliance, and key initiatives are reviewed and agreed upon.



Our Corporate Structure



Our Board Members



H.E. Eng. Abdulrahman bin Abdul Mohsen Al Fadhli

Minister of Environment, Water and Agriculture – Chairman of the board



H.E. Eng. Mansour bin Hilal Al Mushaiti

Vice Minister of Environment, Water and Agriculture – Representative of the Ministry of Environment, Water and Agriculture



Mr. Haitham bin Abdul Rahman Al Turaif

Saudi Assistant Minister of Finance for Financial Affairs -Representative of the Ministry of Finance



Mr. Muhannad Basudan

CEO of the National Center for Privatization – Representative of the National Center for Privatization



Mr. Abdullah bin Muhammad Bu Ali

Independent member



Our Executive Committee

Responsible for executing the Board's directives, our Executive Committee oversees day-to-day operations, ensuring alignment with the company's vision and mission while promoting operational efficiency and financial performance. Acting as a vital bridge between the Board and the broader organization, the committee is focused on driving growth and achieving both immediate and long-term strategic objectives.



H.E. Eng. Mansour bin Hilal Al-Mushaiti
Chairman - Representative of the Ministry of Environment, Water and Agriculture



Mr. Muhannad Basudan
Member - CEO of The National Center For Privatization & PPP



Eng. Abdulrahman Mohammed AlZoghaibi
Member - Deputy Minister of Economic Affairs and Investment



Mr. Haitham bin Abdul Rahman Al Turaif
Member - Representative of the Ministry of Finance



Starting in 2025, we aim to reinforce our sustainability governance by expanding the mandate of our Sustainability & HSSE department to more effectively embed sustainability practices across all aspects of our operations. In parallel, we plan to establish a formal ESG Governance Model to guide strategic decision-making and ensure accountability at all organizational levels.

* For more details on our plans for the future, refer to the [Future Outlook](#) section of this report.

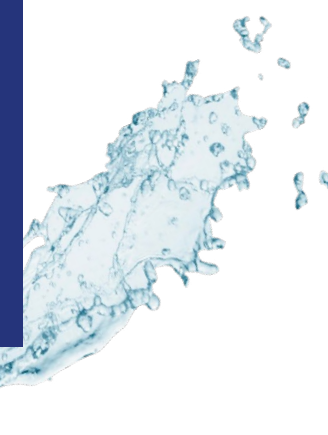
Upholding Ethical Business Standards

Ethical conduct lies at the heart of our values. Our Code of Conduct acts as a guiding framework that supports our long-term success by defining the ethical standards expected of all employees and members of our organization.

It ensures that SWPC maintains the highest standards of integrity across all operations. This commitment is reinforced by a range of supporting policies, including the Occupational Health & Safety (OHS) Policy, the Data Privacy & Protection Policy, and the Cybersecurity policy.

Our Code of Conduct also addresses issues related to bribery and corruption, reinforcing our commitment to ethical business practices. To support this, we conduct regular awareness workshops for employees, ensuring they understand the policies and are equipped to uphold the highest standards of integrity in their daily work.

We encourage our employees to submit suggestions and raise concerns through our suggestions box, which allows for reporting issues anonymously and without any fear of retaliation. Furthermore, employees can file complaints directly to our Compliance department, ensuring a safe and transparent working environment.



Alignment With National & International Agendas

Alignment with the Saudi Vision 2030 & SWA Guidelines

We implement a strategy aimed at optimizing water resource use, in alignment with the Saudi Vision 2030. This national vision serves as a guide for economic diversification, environmental stewardship, and social progress. In line with this vision, our strategy focuses on enhancing consumption efficiency, adopting advanced technologies, and increasing reliance on clean sources. These efforts aim to support key Vision 2030 objectives, including fostering a thriving economy, enhancing quality of life, and promoting responsible resource use, aspiring to build a resilient

and sustainable future for our Kingdom.

Furthermore, we operate in alignment with the Saudi Water Authority's (SWA) guidelines and sector ambitions, ensuring that all our projects and operations support the national vision for sustainable water management. We are committed to fulfilling SWA's quarterly reporting requirements and integrating their guidance into our planning and performance frameworks. In doing so, we also consider SWA's emphasis on sustainability disclosures, reinforcing our shared goal of advancing transparency, efficiency, and responsible water sector development.



Supporting the National Transformation Program

Development of a water infrastructure

SWPC is implementing large-scale projects to develop water infrastructure, including the construction of desalination plants, wastewater treatment facilities, and water transmission pipelines. These projects contribute to securing sustainable and reliable water supply, supporting the growing needs of the population and various industries. Furthermore, we plan to integrate strategic water storage projects into our operations, ensuring alignment with the National Water Strategy.



Supporting the Privatization Program

Enhancing collaboration between the public and private sectors

We seek to strengthen collaboration between the public and private sectors by attracting local and international investments to finance and develop major water projects. These partnerships enhance project implementation efficiency and facilitate the transfer of advanced knowledge and technology to the Kingdom, contributing to increased efficiency and innovation.



Supporting the Fiscal Sustainability Program

Supporting local content

SWPC is committed to enhancing local content across all its operations, contributing to the creation of new job opportunities and the development of national capabilities. By supporting local companies and suppliers, the company strengthens the local economy and helps build a strong and sustainable community. Looking ahead, we are exploring the potential of financing our projects through green bonds.



Our 2024 Performance

- Our Jubail 3-A (Jazlah) Project received the "Most Innovative Desalination Project" Award.
- Launched first-of-its-kind water projects including wastewater treatment plants and transmission pipelines, as well as miniature treatment plants and collection networks.
- Set a target to achieve 100% coverage of potable water and 95% coverage of wastewater services in all planned residential areas.
- Launched the first batch of water transmission pipeline projects under the PPP model.
- We collaborate with partners from the public sector, including the National Water Company (NWC), Saudi Aramco, the Saudi Water Authority (SWA), and the Water Transmission Company, as well as international private sector leaders such as TAQA, Veolia, ACWA Power, and ENGIE.
- SAR1.4 Billion in local content spending in 2024.
- Implementing local content requirements ranging from 40% to 70% which must be adhered to throughout the entire project lifecycle.
- 514 Saudi employees in the company's project plants management.

SWPC Forum 2024: Empowering Partnerships for a Sustainable Water Future

In 2024, SWPC hosted the 'Empowering Partnerships for a Sustainable Water Future' Forum to promote collaboration across the water sector. The event served as a dynamic platform for exchanging best practices, gathering industry feedback, and identifying opportunities to enhance the sustainability of the water sector both in the Kingdom and the wider MENA region. It was designed to foster meaningful dialogue, encourage strategic partnerships, and ensure that the perspectives of all stakeholders are heard and translated into actionable improvements.

The Forum attracted over 500 participants, including more than 100 CEOs, senior experts, managing directors, and over 70 government representatives, making it one of the most comprehensive gatherings of water sector stakeholders to date.

A highlight of the event was the signing of more than 10 Memorandums of Understanding (MoUs) between SWPC and key partners. These agreements underscored a shared commitment to harnessing private sector expertise, driving innovation, and strengthening water infrastructure while formalizing partnerships that will support sustainable resource management and accelerate progress across the Kingdom's water sector.

The program also featured interactive panel discussions and seven specialized workshops to provide stakeholders with practical insights and hands-on learning opportunities, covering key areas of water infrastructure development including PPP legislation, financing water solutions, and practices for sustainable development, among others.

For more information on SWPC's 2024 Forum, visit our page [Saudi Water Partnership Company Forum and Award Ceremony 2024](#).



Alignment with the United Nations' Sustainable Development Goals (UN SDGs)

As part of our commitment to sustainable development, we align our strategy and operations with the UN SDGs, particularly those related to clean water and sanitation, affordable and clean energy, and decent work and economic growth. By integrating SDGs into our planning and project delivery,

we aim to contribute meaningfully to global efforts while addressing national priorities. Our initiatives reflect our dedication to securing water resources, enhancing efficiency, and supporting the well-being of the communities we serve.



Clean Water and Sanitation

Through our commitment to sustainable water resource management across the Kingdom, we contribute to ensuring the provision of clean and safe water for our community through a diverse portfolio of projects. The total contracted capacities for water production and treatment across the public and private sectors have reached 13 million cubic meters.



Affordable and Clean Energy - Climate Action

We are committed to reducing the carbon footprint of our projects, achieving annual carbon savings of 10.5 million tons. This is made possible through the adoption of advanced technologies, enhancement of operational efficiency, and the installation of a 61 MW solar power system. We continue to pursue increasing carbon emissions reductions as part of our journey toward net zero, reinforcing SWPC's commitment to sustainable environmental practices.



Decent Work and Economic Growth

We focus on Saudization and enhancing local content, creating employment opportunities for national talent and supporting the development of local industries within the water sector. In 2024, the number of Saudi employees managing SWPC's project plants reached 514.



Life Below Water

We adopt advanced desalination technologies and implement stringent environmental safeguards to minimize the ecological impact of our operations on marine life. We also ensure full compliance with national environmental regulations, contributing to the preservation of biodiversity and the long-term health of coastal and marine ecosystems in the Kingdom.



Life on Land

We are proud to have contributed to the planting of over 30,000 trees through our active participation in afforestation initiatives in 2024, reflecting our commitment to promoting ecological balance, increasing green spaces, and improving overall quality of life.





Environmental Stewardship

At SWPC, we recognize that responsible environmental management is essential to sustaining our water resources and protecting the ecosystems we rely on. We are committed to minimizing our environmental impact through careful planning, efficient resource use, and adherence to best practices. We remain committed to advancing our environmental efforts, recognizing that protecting the environment is an essential pillar of our broader social responsibility agenda.

To uphold high environmental standards and reduce our ecological impact, we adhere to strict environmental compliance policies and implement robust internal controls.

Our comprehensive approach enables us to continuously monitor, assess, and improve our environmental performance. Looking ahead, we plan to develop and implement an Environmental Management System (EMS) aligned with ISO 14001 in 2025, further strengthening our ability to manage environmental risks, enhance operational efficiency, and support the Kingdom's sustainability ambitions.

Environmental Protection Principles

					
Water Stewardship	Regulatory Compliance	Environmental Impact Assessment & Management	Resource Conservation	Energy Efficiency	Sustainable Technological Adoption



Regulatory Compliance

Environmental regulatory compliance is a cornerstone of our operational integrity, enabling us to safeguard natural ecosystems while maintaining the confidence of stakeholders and regulators. We enforce strict oversight of environmental performance across privately operated plants by mandating the regular submission of reports. These reports enhance transparency and accountability and align with our broader environmental objectives.

Beyond reporting, we conduct continuous environmental monitoring to ensure that all our desalination and wastewater treatment plants comply with relevant environmental standards. This includes tracking emissions of nitrogen oxides (NOx) and sulfur oxides (SOx) to ensure they remain within regulatory limits, as well as monitoring water quality and treated sewage effluent quality in line with National Center for Environmental Compliance (NCEC) requirements.

100% compliance with obtaining and maintaining environmental permits as per NCEC regulations



Optimizing Energy Use

Energy efficiency is a core pillar of our approach to responsible resource management and long-term sustainability. We closely monitor energy consumption across all projects and operations to identify opportunities for optimization and minimize impact.

To support ongoing emission reduction efforts and enhance operational efficiency, we are committed to continuously monitoring and optimizing our energy performance.

Each plant is assigned tailored energy targets based on its unique operational profile, with the aim of reducing overall energy consumption. In addition, several of our desalination and wastewater treatment facilities—developed through private sector partnerships—are powered by renewable energy sources, including solar power.

Some wastewater treatment plants also utilize biogas capture technologies, further reducing

carbon emissions and contributing to improved environmental outcomes.

Furthermore, we are actively adopting alternative energy solutions to reduce our carbon footprint across our operations. In 2023, we installed a 45.5 MW solar PV system at Jubail 3A, supplying 11% of the plant's total energy needs. Building on this progress, a 61 MW solar system was commissioned at the Jubail 3B plant, now providing 17% of its total energy consumption. We aim to extend these efforts to additional facilities, with renewable energy systems planned for Shuaibah 3 in 2025 and Rabigh 4 in 2026.

In 2024, our energy consumption reached 2.95 billion kilowatt-hours (kWh), resulting in approximately 1.62 million metric tons of CO₂ equivalent (tCO₂e) in Scope 2 emissions.

Afforestation for a Green Future

Our commitment to environmental protection extends beyond operational boundaries and reflects our dedication to supporting national sustainability priorities. In alignment with the Green Saudi Initiative, we actively contributed to the Kingdom's afforestation drive by planting 30,000 trees across multiple locations in 2024. This initiative advances key national goals to expand green cover, mitigate the effects of desertification, and improve air quality. Together, this reinforces our role in supporting long term environmental resilience.




Maximizing the Role of Treated Wastewater in Building Resilient Arid Landscapes

On the sidelines of COP16, SWPC organized a scientific session that brought together officials from both the public and private sectors under the theme “Enhancing the Use of Treated Wastewater to Strengthen Land Resilience in Arid Regions.” The session highlighted the vital role of wastewater treatment in enhancing water security and the significance of treated water in addressing scarcity challenges in dry areas. It also emphasized the private sector’s contribution to maximizing investment returns through treatment plants that support reuse and cost reduction.



2024 Environmental Highlights

 **1.62** million
tCO₂e reported under
Scope 2 emissions

 Installed **61** MW
renewable energy capacity
at the Jubail 3B plant

 Reducing carbon emissions by
100,000 tons annually

 Planted **30,000** trees
as a result of participation in
afforestation initiatives

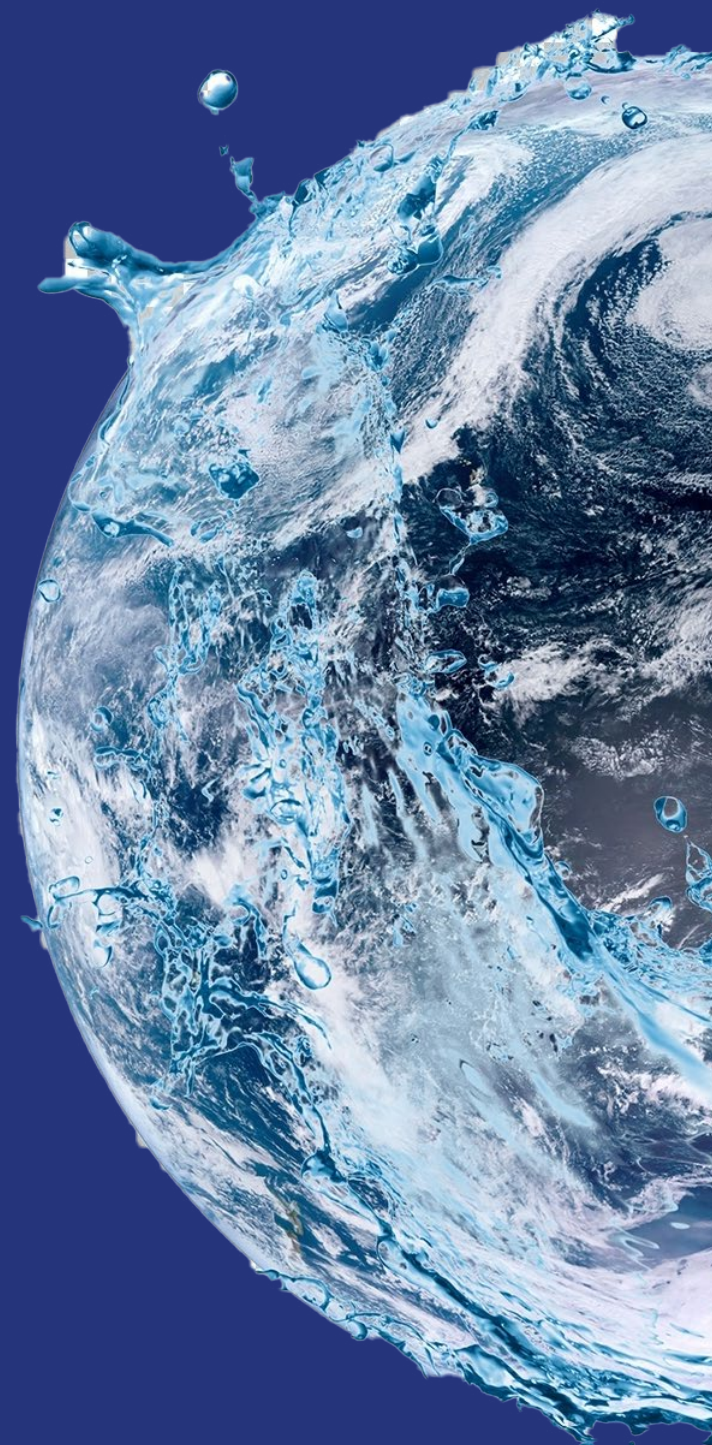




Supporting People and Society

At SWPC, we place strong emphasis on empowering individuals and upholding human rights across our operations. We are committed to adopting sustainable social practices that foster a supportive work environment, improve overall quality of life, and amplify the positive societal impact of our water services.

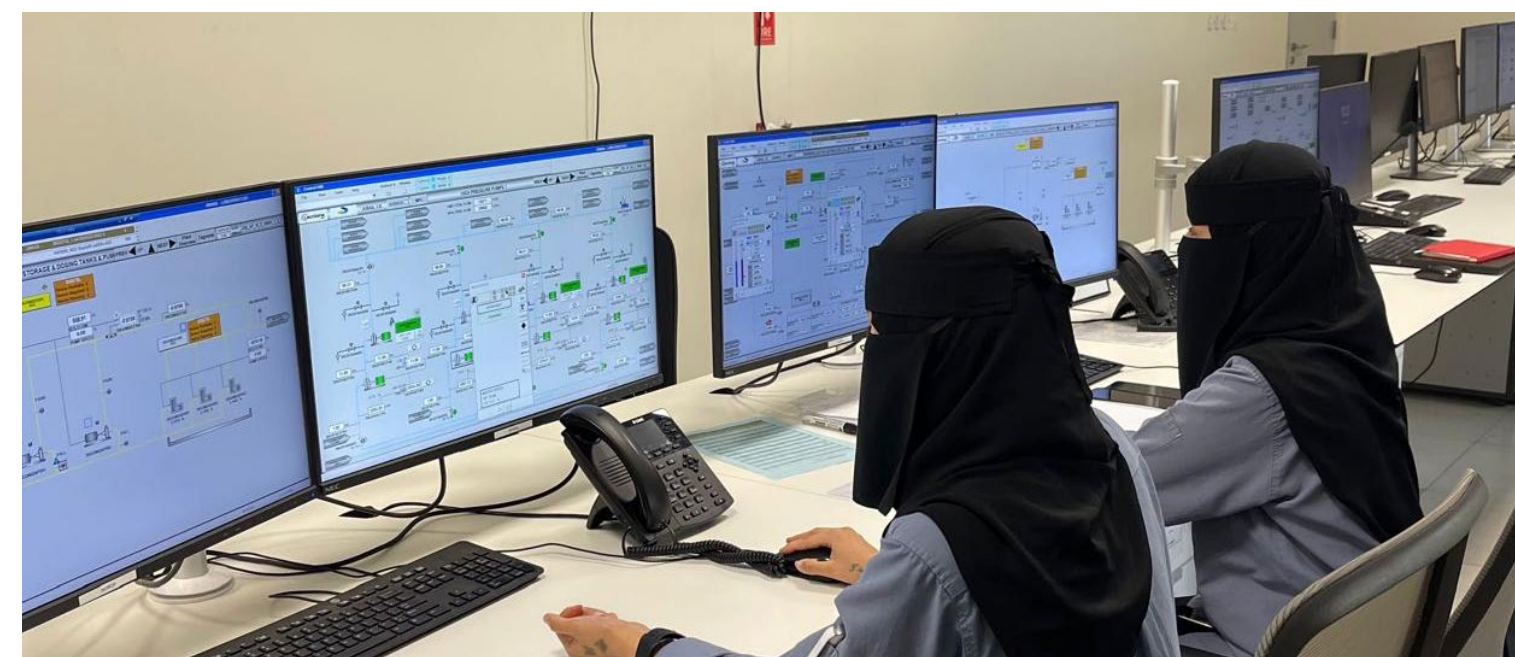
Our approach is aligned with the ambitions of the Saudi Vision 2030 and grounded in both national and international standards. We also ensure the protection of workforce rights by promoting justice, fair employment practices, occupational health and safety, and active community engagement.



Our People

Our success is powered by a skilled and diverse workforce united by collaboration, inclusion, and a shared purpose. With a workforce of 116 employees representing six nationalities, we are proud to foster diversity across genders, backgrounds, cultures, and generations.

Supporting Saudi talent is important to SWPC, as it reflects our commitment to national development and the growth of a skilled local workforce. We believe in empowering local capabilities and creating meaningful career opportunities for Saudi professionals across the water sector. In 2024, Saudi nationals comprised 90% of our workforce, underscoring our deep commitment to developing and empowering national talent development. The fostering of national pride and professional growth empowers people to contribute meaningfully, and shape SWPC's continued growth and impact.



Achieved a **90%** Saudization rate in 2024



SWPC's Workforce

	2021	2022	2023	2024
Total number of employees	54	73	87	116
Breakdown by Gender				
Total number of males	53	70	80	105
% of males	96%	96%	92%	90.5%
Total number of females	1	3	7	11
% of females	4%	4%	8%	9.5%
Breakdown by Age				
Total number of employees under 30	6	9	13	22
% of employees under 30	11%	13%	15%	19%
Total number of employees belonging to the age group 30-50	41	52	62	82
% of employees under belonging to the age group 30-50	77%	71%	71%	70%
Total number of employees over 50	7	12	12	13
% of employees over 50	13%	16%	14%	11%
Breakdown by Nationality				
Total number of Saudi nationals	48	66	78	105
% of Saudi nationals	89%	91%	91%	90%
Total number of non-Saudi nationals	6	7	9	11
% of non-Saudi nationals	11%	9%	9%	10%

Saudization

	2021	2022	2023	2024
Total number of Saudi employees	48	66	78	105
Breakdown by Gender				
Total number of Saudi males	47	63	71	94
% of Saudi males	87%	86%	81%	81%
Total number of Saudi females	1	3	7	11
% of Saudi females	1%	4%	8%	9%
Breakdown by Age				
Total number of Saudi employees under 30	-	-	-	21
% of Saudi employees under 30	-	-	-	18%
Total number of Saudi employees under belonging to the age group 30-50	-	-	-	73
% of Saudi employees belonging to the age group 30-50	-	-	-	62%
Total number of Saudi employees over 50	-	-	-	10
% of Saudi employees over 50	-	-	-	8%
Breakdown by Position				
Total number of Saudi employees in senior management	-	-	-	8
% of Saudi employees in senior management	-	-	-	100%
Total number of Saudi employees in middle management	-	-	-	9

Saudization (Cont'd)

	2021	2022	2023	2024
% of Saudi employees in middle management	-	-	-	100%
Total number of Saudi employees in other staff	-	-	-	88
% of Saudi employees in other staff	-	-	-	75%



Empowering Women

At the heart of SWPC's sustainability vision is a strong commitment to advancing gender equality and strengthening the role of women within the water sector. Women currently represent 9.5% of our workforce, with 25% holding senior positions. We are determined to increase these figures by cultivating an inclusive, supportive environment and providing meaningful career development opportunities for women at all levels.



Supporting our Employees

We are committed to attracting, developing, and retaining top talent by fostering a workplace culture rooted in support, inclusion, and wellbeing. To uphold this commitment, we offer a comprehensive benefits package designed to promote employee wellness and a healthy work-life balance. This includes healthcare coverage, various types of leave, including parental leave, in line with Saudi Labor Law, and retirement benefits that extend care beyond employment. These efforts create a family-friendly work environment where employees feel valued and empowered to balance their personal and professional priorities.



Benefits Provided to Full-Time Employees

	2021	2022	2023	2024
Total number of full-time employees who are provided the benefit of health care	54	73	87	116
Total number of full-time employees who are provided the benefit of parental leave	54	73	87	116
Total number of full-time employees who are provided the benefit of retirement provisions	0	0	0	0

Parental Leave

	2021	2022	2023	2024
Total number of females who took maternity leave	0	0	0	1
Total number of males who took paternity leave	1	1	4	9
Total number of females who returned to work in the reporting period after their maternity leave ended	0	0	0	1
Total number of males who returned to work in the reporting period after their paternity leave ended	1	1	4	9



Training and Talent Development

We believe our long-term success depends on developing the full potential of our people. Our strategic approach to talent development emphasizes both attracting skilled professionals and nurturing internal capabilities to meet the evolving needs of the sector. Each of our employees has the opportunity of taking up to 5 business days of trainings offered by trusted third-parties. The trainings cover leadership programs, soft skills, and technical training related to industry operations. Our employees have also participated in workshops and learning programs led by government entities and industry conferences, including 8 local and

international conferences and forums held in 2024, reinforcing our culture of continuous learning.

We maintain a structured, forward-looking performance evaluation and career development process that supports each employee's professional growth. In 2024, 95% of our employees completed formal performance and development reviews, covering all eligible staff employed during the evaluation period. These reviews demonstrate our commitment to investing in our people and supporting their personal growth and professional advancement.



Performance and Career Development

2024	
Percentage of employees who received regular performance and career development reviews	95%
Breakdown by gender	
Total number of males that receive regular performance and career development reviews	99
% of males that receive regular performance and career development reviews	94%
Total number of females that receive regular performance and career development reviews	11
% of females that receive regular performance and career development reviews	100%
Broken down by position	
Total number of senior management employees that receive regular performance and career development reviews	7
% of senior management employees that receive regular performance and career development reviews	88%
Total number of middle management employees that receive regular performance and career development reviews	7
% of middle management employees that receive regular performance and career development reviews	78%
Total number of staff that receive regular performance and career development reviews	96
% of staff that receive regular performance and career development reviews	97%

Employees Work-Related Fatalities and Injuries

		2024
Total number of employee fatalities as a result of work-related injury	⋮	0
Total number of recordable work-related Injuries	⋮	0



Health and Safety

Health and safety remain a top priority at SWPC. We are committed to maintaining a safe, healthy, and compliant working environment where all employees, contractors, and stakeholders are protected. Our robust Occupational Health and Safety (OHS) Policy outlines clear procedures for identifying, assessing, and mitigating risks in line with Saudi regulatory requirements and global best practices.

In 2024, SWPC recorded zero work-related recordable injuries, and is proud to report zero fatalities. This transparent reporting reflects our accountability and continuous focus on improving safety performance. We continue to invest in training and preventative measures to ensure a zero-harm culture across all operations.



Social Responsibility

Inspired by the goals of Saudi Vision 2030, SWPC places strong emphasis on social responsibility and the well-being of the communities it serves. We are committed to driving positive social impact through meaningful engagement and purposeful initiatives that reflect our values and long-term vision. By aligning our operations with national priorities, SWPC seeks to contribute to a more inclusive, resilient, and empowered society across the Kingdom.



The 'Sharakah' Initiative

Launched in 2020, the Sharakah initiative aims to prepare fresh graduates holding bachelor's and master's degrees in selected scientific disciplines for the job market. The program is designed around a series of diverse work assignments through which knowledge, expertise, and skills are transferred and applied across various contexts. This practical approach offers participants the opportunity to engage in hands-on tasks, benefit from targeted training and professional development, and ultimately build the capabilities, performance, and productivity needed to grow into future leaders. In 2024, the initiative marked a significant milestone with the successful launch of its fourth and fifth editions, further reinforcing its impact and continued growth. To support the employment of Sharakah graduates, SWPC organized a Career Day in 2024, inviting a number of companies with the aim of facilitating job placements for participants of the program.





Advancing Local Content Through Key Projects

Our Jubail 3A project achieved 40% local content during the construction phase, reflecting the concerted efforts to enhance reliance on local materials and capabilities since the project's inception.

During the operational phase, the Shaiq 3 desalination plant project demonstrated a notable contribution by achieving 60% local content, while the Taif treatment plant project recorded 63% local content in the same year. These achievements highlight our success in increasing local value-added and stimulating national economic growth.



SWPC plays a critical role in advancing local content within the water sector, contributing directly to the goals of Saudi Vision 2030 by promoting economic diversification and reducing dependence on imported goods and services. Committed to this mission, SWPC strives to support local contractors across its projects, demonstrating its dedication to developing national capabilities and maximizing the utilization of local resources. In 2024, we launched the Contractor Qualification Initiative to build local capabilities and expand participation in our projects. We are certified by the Local Content & Government Procurement Authority and have successfully achieved a local content score of 62.23%. In upcoming years, we plan to increase local content in procurement, reinforcing our commitment to economic development and localization efforts.



The Contractor Qualification Initiative

As part of its commitment to fostering a competitive and dynamic local market, SWPC launched the Contractor Qualification Initiative in 2024 to support the growth and participation of local contractors in the water sector. This initiative aims to encourage and educate contractors on customization-related tasks, moving their focus beyond traditional execution, operation, and maintenance roles toward broader developmental contributions. Aligned with Saudi Arabia's Vision 2030, the initiative creates an enabling environment for both public and private sector engagement in national development projects. Its core objectives include facilitating collaboration and knowledge exchange with relevant entities, increasing local content, diversifying opportunities to achieve developmental goals, establishing clear baselines to

generate employment, enhancing competitiveness in future projects, and ultimately meeting sector demand while driving sustainable economic impact.

Under this initiative, SWPC surveyed over 50 contractors to assess their alignment with our standards and requirements, aiming to identify key challenges they may encounter in delivering water sector projects. The effort led to the support of 19 local contractors and the delivery of two awareness sessions. Additionally, we hosted a workshop under the initiative, which brought together 184 participants from diverse sectors.





The Developer Qualification Initiative

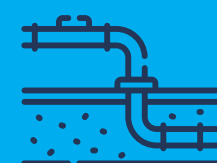
Launched in 2023, this initiative is aimed at providing local and international developers with the opportunity to achieve pre-qualification status, which enables them to access bidding documents for upcoming projects without the need to submit a new qualification request for each project. By establishing a permanent list of pre-qualified developers, the initiative streamlines and accelerates the tendering process, allows the private sector ample time to form alliances, which in turn fosters greater competition and enhances the quality of SWPC's future projects.

The pre-qualification program that took place in May 2024 attracted over 100 interested developers aiming to be qualified for SWPC's upcoming projects.



Number of qualified developers for Independent Water Plants (IWP):

41



Number of qualified developers for Independent Sewage Treatment Plants (ISTP):

53



Future Outlook: The Way Forward

Looking ahead, we are focused on advancing our sustainability journey by developing a comprehensive strategy that closely aligns with national and global sustainability goals.

We aim to integrate ESG principles more deeply into our operations, decision-making, and long-term planning. This includes setting clear performance targets, enhancing transparency in sustainability reporting, and exploring innovative solutions to improve resource efficiency and community impact.

Through these efforts, we strive to reinforce our role as a responsible water sector leader, contributing to a more sustainable future for the Kingdom.

Our 7-Year Statement (2024-2030)

At SWPC, we have set out our 7-Year Strategic Statement (2024–2030) to support the objectives of the National Water Strategy and the Saudi Vision 2030. Our plan focuses on five key areas: desalination plants, wastewater treatment, strategic reservoirs, transmission pipelines, and dams.

By 2030, we aim to achieve 100% private sector participation in desalinated water production and significantly increase local content across our projects. We are committed to enhancing efficiency, reducing costs, and adopting advanced technologies

to secure reliable, sustainable water resources for the Kingdom.

Through this strategy, we reaffirm our role as a trusted enabler of the water sector, committed to reliability, innovation, and sustainability.

For more information and insights on our strategy, refer to [SWPC's 7-Year Strategy \(2024-2030\)](#).



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