

WHO WE ARE

▶ **GRI 2-6 Activities, value chain and other business relationships**

ACWA Power aims to remain the world’s largest water desalination provider and become one of the largest providers globally of renewable power and green hydrogen with a geographic focus on developing economies.

The Company’s purpose is to deliver electricity, desalinated water and green hydrogen, reliably and responsibly, at an optimised cost, and in an uninterrupted, sustainable, and profitable way that benefits communities, while also creating shareholder value. ACWA Power is now the largest private power producer in the Middle East, the largest private water desalination company in the world (based on total gross capacities in GW and m³/day), a world class leader in energy transition, and first mover in green hydrogen.

Chairman	Mohammad Abunayyan
Vice Chairman and MD	Raad Al Saady
CEO	Marco Arcelli
CFO	Abdulhameed Al Muhaidib
Employees	4,175

Our vision

To ensure the ingenuity and entrepreneurship of the private sector and make available electricity and desalinated water in a reliable and responsible manner to support social development and economic growth of nations.

Our mission

Reliably and responsibly delivering power and desalinated water at low cost.

Learn more: www.acwapower.com

87%

increase in internal succession

ENERGY TRANSITION TAKES SPEED & SCALE

In 2024, our investment in people development quadrupled, internal succession expanded by 87%, attrition decreased by 48%, we achieved a 98% retention rate for top talent and a 6.1% improvement in engagement.

This accelerated our progress in making ACWA Power the best employer wherever we operate.



Our values

Safety

- ▶ We put safety first! And we are committed to protecting the well-being of our employees, partners, plants and the communities in which we operate.
- ▶ We find sustainable solutions for our business to protect the environment for generations to come.



Safety remains, and will always be, our priority and we are striving for zero harm in the workplace.

Marco Arcelli
CEO

People

- ▶ We treat our employees and partners with respect and professionalism, fostering a working environment where people can contribute, innovate and excel.
- ▶ We work together in collaborative and inclusive teams, showing support for each other to achieve client, personal and company goals.
- ▶ We embrace integrity and transparency by practising the highest professional and ethical standards towards our clients, communities and one another.



Our people are the key to our success and, as we grow our team, it is pleasing to receive awards for our people strategy and, HR transformation as well as making fast progress on employee retention and development.

Faisal Jadu
Head of People & Culture

Performance

- ▶ We are committed to excellence in our business and operations. We set and achieve ambitious goals by constantly raising the bar of our performance.
- ▶ We hold ourselves accountable for taking ownership to achieve superior results.
- ▶ We are bold, passionately taking on challenges with speed and agility, quickly adapting to our environment in the relentless pursuit of growth and great results.



In 2024 we maintained stability in profits amid exceptional business growth, with the successful completion of nine financial closes.

Abdulhameed Al Muhaidib
Chief Financial Officer

