

# Doing better every day

Sustainability Report 2023

**Sustainability Management At Almarai®**

**Caring for people**





# Caring for People

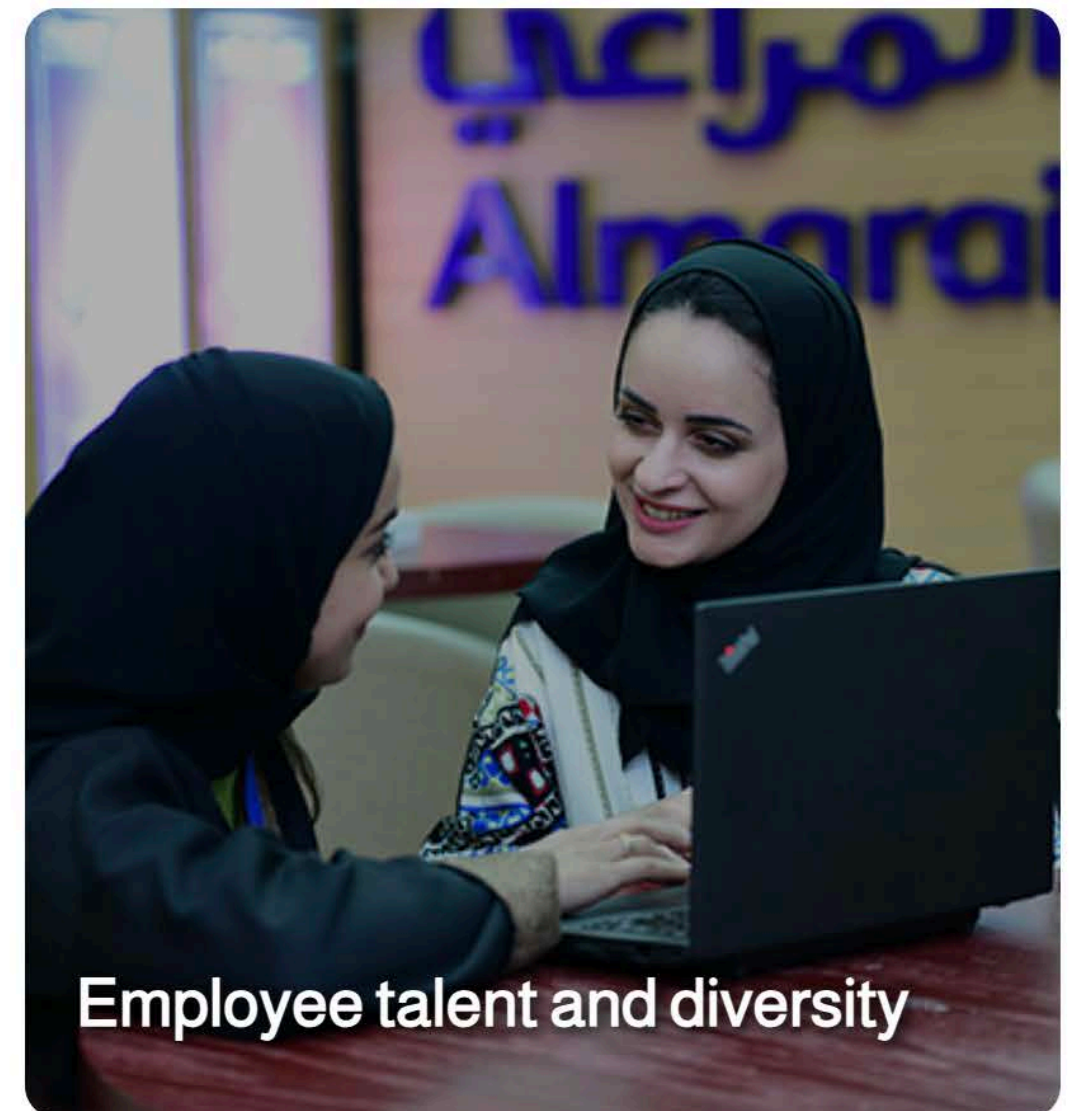
“ Our promise to improve the lives of those that are integral to our business success every day. ”



Nutrition and wellbeing



Health and safety



Employee talent and diversity



Community investment





Caring for people

# Nutrition and wellbeing

“ We are working to make sure that our products and communications support healthy living every day. ”

## Our approach

Almarai is devoted to providing consumers with wholesome, nutritious food and beverages that contribute to enriching their lives and fostering a healthy, joyful lifestyle. Almarai plays a pivotal role in strengthening the Kingdom’s food security by investing in local production capabilities and adopting sustainable practices. Our commitment involves continuous innovation, strategic investments, and the pursuit of cutting-edge technologies and skills to remain competitive, all while providing health-conscious and nutritious choices. Emphasizing health and nutrition across our product range, we consider it our vehicle for future advancements. We acknowledge our responsibility to assist people in leading lives filled with health and happiness, prioritizing nutrition and overall wellbeing.

Our branding and marketing strategies play a significant influence on people's lives by shaping the perception of the products we offer, and we are deeply committed to fulfilling our responsibility to market ethically. Anchored in our responsible marketing policy, this commitment is the bedrock of our pledge to furnish consumers with transparent, accurate, and clear labeling and communications. The policy is designed to empower consumers with comprehensive information regarding the health, nutrition, quality, and safety aspects of our products. Through product labeling, we aim to educate consumers about nutritional values, safe storage practices, recommended serving sizes, and the quantity of servings per item.

Our responsible marketing policy extends to encompass our various communication methods. In collaboration with the healthcare community and professionals, we conduct awareness campaigns to enhance understanding and knowledge of nutrition and wellbeing. Through our diverse communication channels, we strive to reach a broader audience, empowering a larger segment of individuals to make more informed choices regarding nutrition.



National Transformation Program



Almarai products contain no artificial colors or flavoring



Almarai products contain no trans fats



Almarai products contain no artificial sweeteners



## Almarai's commitment towards Clinical nutrition

Almarai has always believed in the transformative power of clinical nutrition. Almarai's first clinical nutrition symposium for elderly people was more than an occasion; it underlines our unwavering commitment to advancing healthcare and expanding our contribution to the Kingdom's food security efforts in line with Vision 2030.

## 2023 performance and initiatives

To ensure the wellbeing of our customers and consumers, we have established a comprehensive nutrition policy and framework. This policy and framework are based on eight core principles: reformulation of products, innovation, food fortification, marketing to children, food security, corporate social responsibility, nutrition, and food regulations. During 2023, we ran multiple campaigns to create awareness and understanding of the importance of nutrition, health, and wellbeing. In light of that, we started developing our corporate nutrition strategy to achieve our holistic plan and its targets to support our nutrition and wellbeing programs to serve the community at all levels.

Almarai is committed to providing consumers with healthy and nutritious products. To ensure this, we have implemented a nutrient profiling system as part of our Nutrition Policy. This system is based on the Saudi Food and Drug Authority (SFDA) 2333:2019 Permitted Health and Nutrition Claims standard, international dietary guidelines, and global standards for salt, sugar, fat content and nutritional information. We strive to continuously improve our innovations by incorporating the nutrition classification with the innovation process by providing our employees with guidance on the healthy and nutritious criteria.

## Our highlight stories

### Almarai remains committed to health awareness for consumers and healthcare professionals

Almarai seeks to build awareness of key nutrition and health information using various digital channels. We continued to expand our online audiences through new digital platforms including launching health and nutrition emails, social media chatbots, and providing updated nutrition information on our website.

Almarai participated as a platinum sponsor in the 5th edition of Future Food 2023 forum, held in Dubai in September under the auspicious of UAE ministry of economic and the Chamber of Commerce. Our participation in the event underscores the responsibility of private sector to contribute to the promotion of food security in its quantitative and qualitative concept by providing products of high nutritional value that meet peoples need and enrich their health every day.

Almarai has been actively involved in promoting health and nutritional awareness in Saudi Arabia. In 2023, we partnered with various organizations to support anti-drug campaigns, rheumatic diseases awareness, International Arthritis Day, oral and dental health care campaigns, blood donation campaigns, and anti-smoking campaigns.

The Undersecretary of the Ministry of Agriculture, Fisheries and Water Resources, Ali bin Mohammed Al-Abri honored Almarai Company for its diamond sponsorship of the Sixth Oman International Food Safety and Quality Exhibition and Conference held in Muscat from 12 to 14 June 2023. Almarai Company participated in the exhibition with a pavilion that included some of the company's products, such as baked goods, juices, and dairy. The pavilion was visited by His Excellency the Omani Minister of Commerce, Industry, and Investment Promotion, Qais bin Muhammad Al-Yousef. It is worth noting that Almarai Company is the largest vertically integrated dairy company in the world, and today it is the largest producer and distributor of food and beverages in the Middle East, and its high-quality food products reach over 200 million consumers in the Kingdom, the Arabian Gulf, Egypt, and Jordan.

During 2023, Almarai was awarded numerous awards, certifications, and rankings at local, regional, and international levels in various fields such as financial, administrative, marketing, quality, safety, consumer satisfaction, and sustainability. These awards and rankings serve to reinforce our commitment to our motto of "Quality you can trust".

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**Zero incidents of non-compliance** with regulations and/or voluntary codes concerning marketing communications
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**Winner of multiple awards** at local, regional and national levels.
- 

**100% of significant product categories** are covered by and assessed for compliance with product information and labeling procedures





Almarai was ranked highly in various fields such as measuring consumer satisfaction and brand image. All the local, regional, and international awards we won, demonstrate our commitment to delivering quality products and services. We are proud of our achievements and will continue to strive for excellence in all areas of our business.

### Almarai Participates in "InFlavour" Expo to Achieve Sustainability and Food Security

Almarai Company participated in the events of the new exhibition specializing in the food sector in Saudi Arabia, the World Culinary Exhibition "InFlavour," organized by the Ministry of Environment, Water and Agriculture, in cooperation with Tahaluf Company and partnership with several entities: The General Authority for Food Security, the Saudi Business Center and the Culinary Arts Commission are held at the Riyadh Exhibition and Convention Center (Malham) from 29 to 31 October 2023, which aims to achieve sustainability, food security and promote innovation in the Kingdom's food technology sector to establish new standards in the industry at the regional and global levels.



### Progress on our strategic goals and targets

Achieved ● On-track ◐ Some progress ◑ Limited progress ○

Goal/Target	Progress
Develop and implement a holistic plan to further enhance our nutrition and wellbeing offering by 2025	◐





Caring for people

# Health and Safety

“ We are working to make sure we foster a health and safety culture among our people every day. ”

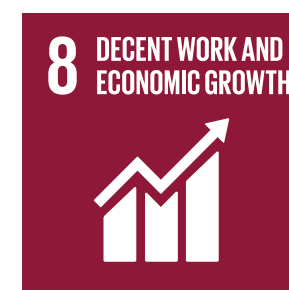
In 2023, our workforce collectively invested an impressive 206,222 hours in health and safety training, reflecting our unwavering commitment to employee wellbeing.

## Our approach

At Almarai, our dedication lies in establishing safe, healthy secure - conscious work environments for our employees and stakeholders. We are committed to conducting our operations in a manner that prioritizes the health and safety of our workforce, the environment, and the community. Our Occupational Health and Safety Management System is designed to actively prevent work-related injuries, illnesses, and minimize mental health incidents among our employees and stakeholders. We have three core components that make up our approach to cultivating a safety culture 'Safe Person, Safe Place, and Safe Practice Strategy,' which is embraced by everyone in the Almarai community and regularly updated by our Corporate Health, Safety, and Security Forums. These forums are responsible for ensuring adherence to international best practices and guidelines, playing a pivotal role in implementing our strategy across all business units. Our Leadership team supports and uphold our rigorous safety standards for both people and the environment, providing regular and ongoing training where necessary to enhance competencies across all facets, levels, and functions within our organization.

As we manage our safety processes, we are concurrently developing an occupational health and wellbeing program tailored for our employees. This initiative encompasses training modules covering various mental health issues, empowering individuals to recognize early signs and symptoms of mental health and implement preventive strategies through diverse digital resources. Employees will actively participate in awareness campaigns and events aimed at enhancing health, safety, and overall wellbeing. The program will offer access to health and safety professionals for guidance on a wide range of topics. We are also exploring innovative ways to incorporate technology, introducing virtual reality simulations, online courses, and interactive tools to make the program more accessible and engaging. Our commitment is unwavering in providing our employees with the necessary resources to maintain safety and wellbeing in their workplace. In addition to this, we are in the process of introducing an Employee Assisted Program (EAP) that will allow our staff to access 24/7 from anywhere in the world directly to a psychologist in various different languages to talk about any personal issues related to a wide range of subjects in total confidence.

To monitor and analyze incidents related to health, safety, and security, we have implemented an accessible incident reporting system for all employees. This system enhances our ability to prevent and manage incidents effectively by encouraging workers and stakeholders to report near misses, unsafe acts, and hazardous conditions. The reported data is then tracked and analyzed to identify potential trends and issues, facilitating evidence-based decision-making. These insights gained enable us to develop targeted interventions to prevent the recurrence of incidents. Additionally, the system allows us to monitor the efficacy of implemented control measures, facilitating adjustments as necessary. Through this comprehensive approach, we can ensure the safety, health, and security of our employees and stakeholders in their work environment.



National Transformation Program





## 2023 performance and initiatives

Our mobile occupational health unit represents just one facet of our comprehensive efforts to realize our goal of providing an accessible occupational health and wellbeing program for all employees. Since 2020, we have consistently implemented additional health and safety measures, prioritizing the physical, emotional, and economic wellbeing of our workforce. Ensuring that our operations remain safe, healthy, and secure has been paramount to sustaining our business in a responsible manner. The challenges posed by the COVID pandemic underscore the importance of robust and efficient health and safety management systems. In our commitment to maintaining the highest international best practices, we continuously evaluate and improve our policies and procedures to adapt to the ever-evolving changes within the environment we operate in.

Health, safety, and security (HSS) committee welcomed 12 female employees as fire marshals and first aiders. Prior to the year 2022 there were no female members in their HSS committee. This aligns with increasing number of female employees to ensuring gender equality in our workforce with focus on talent development capabilities building, and opportunities.

The Almarai Leadership team is publicly committed to promoting a culture of health and safety. We are proud to announce our achievement of the ISO 45001:2018 certification for all our Business Units, a significant milestone attained in July 2023. Our ongoing efforts are directed at sustaining this certification across our Poultry and Dairy Farming Business Units as well as Supply Chain operations that already have ISO 45001:2018 certification. With this certification in place across all our manufacturing and supply chain sites under ISO 45001, we have aimed to set the foundation of a safety culture ensuring international best practices are adopted in a consistent and transparent manner across all our Business Unit operations.

Technology plays a crucial role in our efforts to manage and mitigate risks, promote best practices, and enhance training accessibility. In 2023, Almarai continued its commitment to digitalization projects, ensuring that our employees have access to cutting-edge resources. We expanded our near miss reporting web form, enabling employees to easily report incidents such as near misses, unsafe acts, and hazardous conditions. Additionally, our cloud-based online incident reporting system is accessible to all employees via smartphones. Digital awareness channels and events are also employed to keep everyone updated with the latest health and safety information. These digital systems are integral to Almarai’s pursuit of achieving our sustainability goals.

Almarai’s commitment to producing “Quality you can trust” plays a vital role in enhancing the health and wellbeing of the Saudi population. This commitment aligns with the broader goals of Saudi Vision 2030, which emphasizes economic diversification and the improvement of public health standards.

## Quality of Life programs

Almarai Company provides support to many sports events, as we believe sport is important in contributing effectively towards good public health and instilling positive values in society. Almarai sponsored or participated in six sporting events: The sixth golf tournament in Nova Resort, Hail International Rally, Equestrian race in Riyadh and Jeddah, Blind Marathon Championship and Goalball for people with disabilities.

## Occupational health and wellbeing

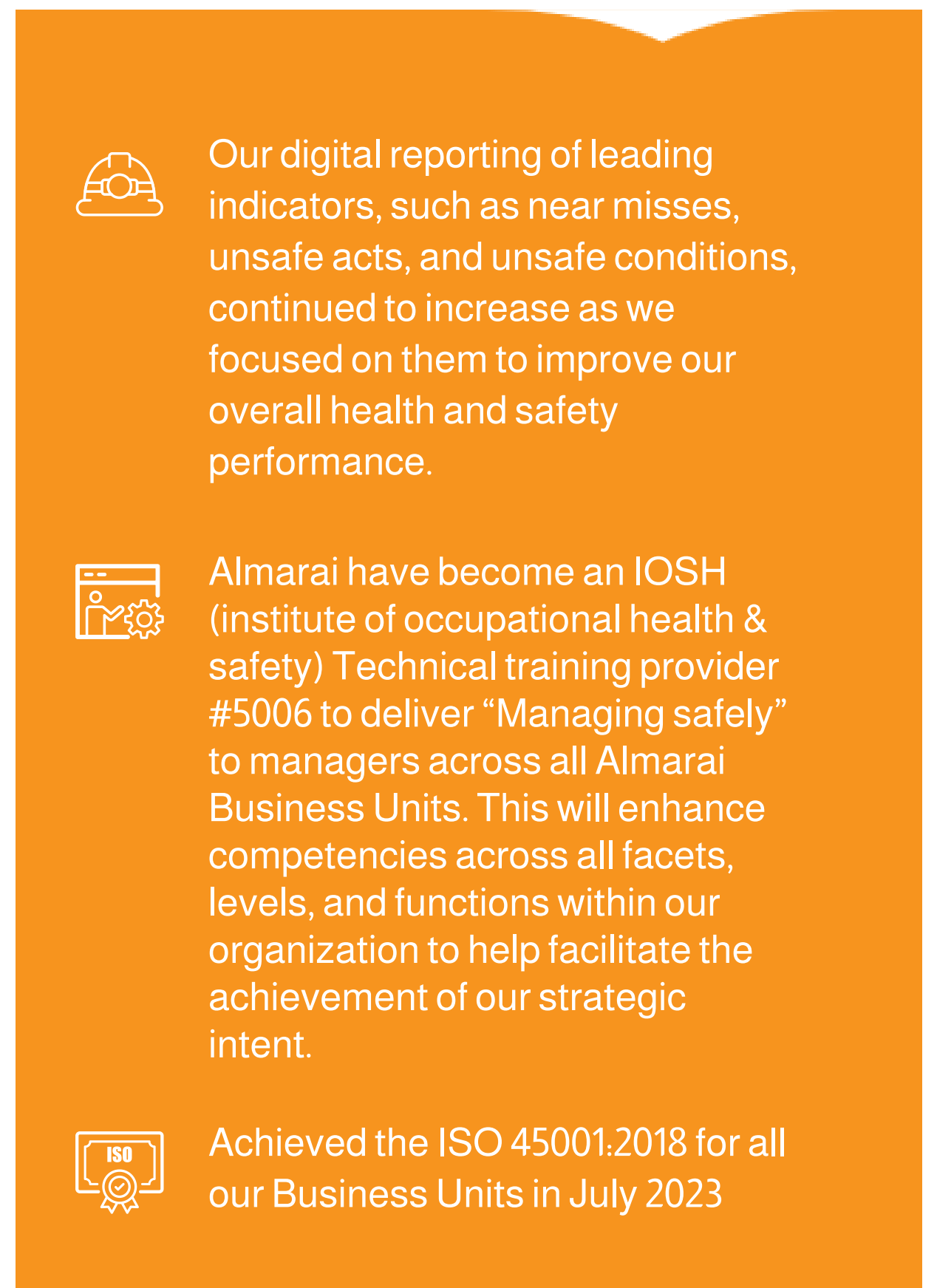
As a part of our occupational health and wellbeing program, Almarai conducted anonymous surveys and health and wellbeing checks, and worked in collaboration with the Saudi National Center for Mental Health to raise awareness of health and wellbeing among employees.

## Management of road risks

As a part of cultivating a road safety culture, Almarai has developed defensive driver training programs, installed inward and outward facing cameras, installed black box technology to monitor driver behaviors and set-up driving simulators across all its regions and countries where it operates.

## Progress on our strategic goals and targets

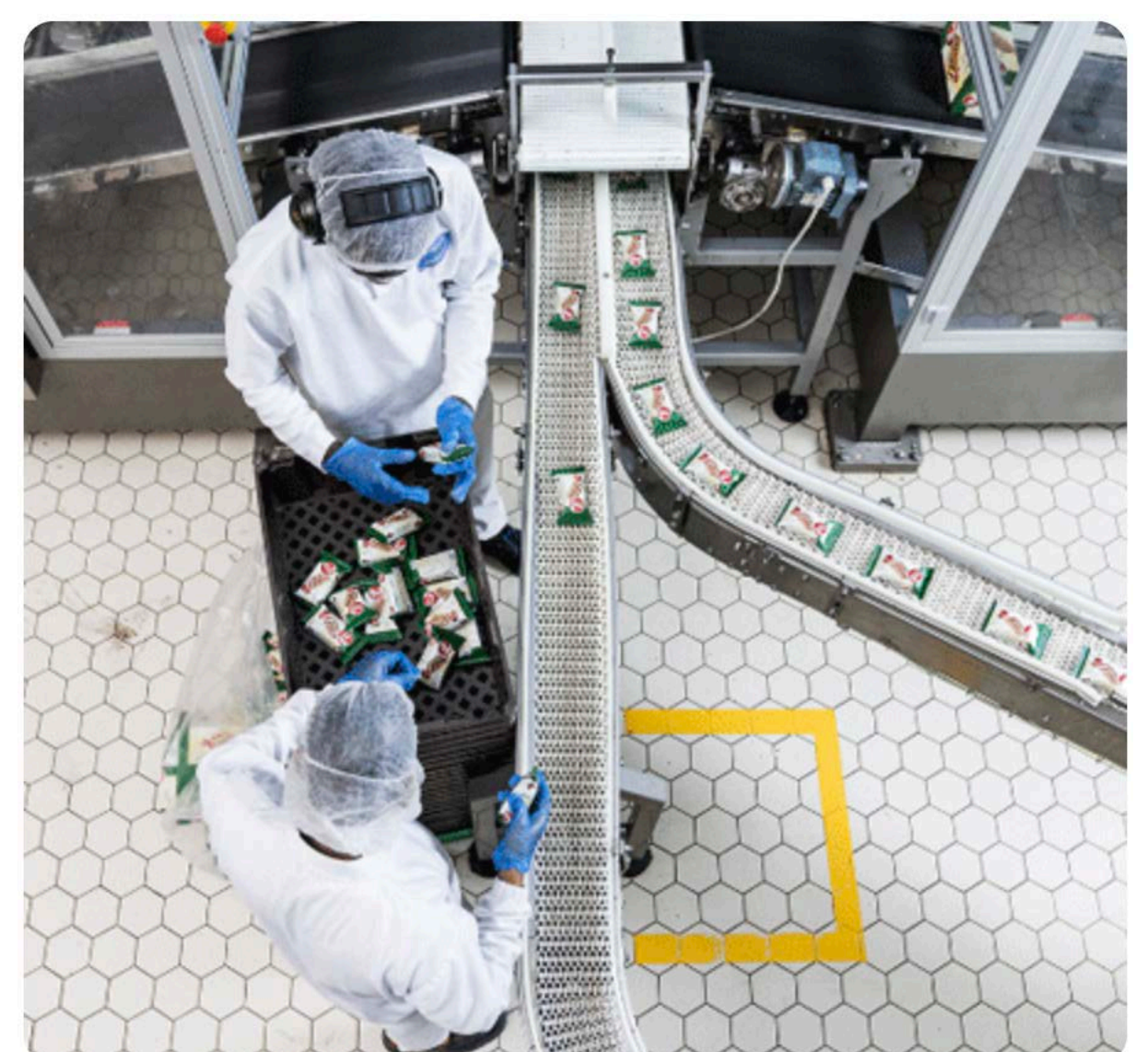
Goal/Target	Progress
Achieve ISO 45001 compliance for all our divisions by 2025	●
Institute an occupational health and wellbeing program accessible to all employees by 2025	◐



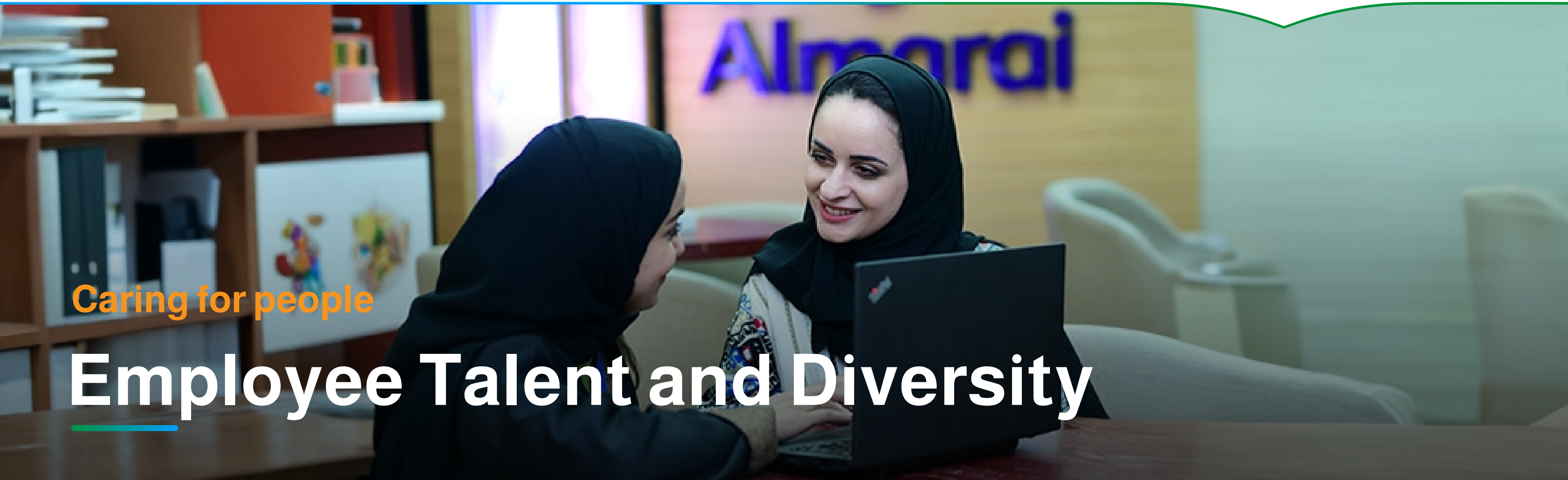
**Our digital reporting of leading indicators, such as near misses, unsafe acts, and unsafe conditions, continued to increase as we focused on them to improve our overall health and safety performance.**

**Almarai have become an IOSH (institute of occupational health & safety) Technical training provider #5006 to deliver “Managing safely” to managers across all Almarai Business Units. This will enhance competencies across all facets, levels, and functions within our organization to help facilitate the achievement of our strategic intent.**

**Achieved the ISO 45001:2018 for all our Business Units in July 2023**







Caring for people

# Employee Talent and Diversity

“ We are working to make sure that our people are developed, valued, and included every day. ”

Almarai onboarded 12 female employees in the HSS committee, this aligns with our focus on talent development and gender equality.

## Our approach

Almarai offers one of the largest work environments in the Middle East, with more than 46,233 employees working in its various sectors. We understand the pivotal role our employees play in our success, and thus, we are dedicated to attracting, nurturing, and retaining a diverse and motivated workforce. Our aim is to cultivate a positive work environment where everyone contributes to our growth, and where our values shape both work and life within the company. We have cultivated an internal culture focused on employee development and advancement, supported by a robust system of continuous feedback aimed at enhancing our working environment. We are committed to providing our employees with favorable working conditions, ensuring their rights are upheld, and granting access to top-tier training and development opportunities to help them achieve their full potential. Additionally, we offer a comprehensive range of benefits and rewards to recognize and appreciate their hard work and dedication.

Almarai has a comprehensive Training Policy that covers all aspects of training. This includes training needs assessment, training plan, training delivery, training evaluation, and new employee induction. It also covers education assistance for employees, study leave, and summer and co-op trainee programs. Almarai uses a structured and systematic Talent Management Program to identify and develop employees to fill critical business roles within the organization. Succession Planning has been established for the top N-1 level (direct reports of CEO) and is ongoing, the process has been extended to business-critical positions two levels down from the CEO. In 2023, Almarai successfully completed the calibration of its entire talent pool of 1,650 managers covering all management grades across the company.

Established in 2014, the Almarai Academy was created with the goal of offering leadership development opportunities across all management tiers. Collaborating with both local and global training providers, the Almarai Academy ensures that its employees benefit from top-notch leadership development programs. As part of its commitment to strengthen its internal culture, the company introduced the 'WE@Almarai' initiative, aligning with Almarai's core values ASPIRE (Adaptable, Sharing, Passionate, Innovative, Respect, Excellence). This initiative aims to nurture a culture grounded in collaboration, respect, innovation, and excellence. Furthermore, the Almarai Academy empowers its employees to take charge of their personal development journey and strive for continuous improvement. It serves as a platform for employees to exchange ideas and insights, contributing to their professional growth. The Academy is guided by the following values:





- **WE Evolve:** marks all initiatives that signify individual and team growth and progress within Almarai's culture
- **WE Care:** involves all employee-centered activities and initiatives
- **WE Empower:** involves showcasing any learning activity, employee training, and charitable initiatives that help drive our people and Almarai forward
- **WE Celebrate:** signifies all celebratory events within and outside of Almarai

### Keeping employees engaged, motivated, and satisfied

As a prominent dairy and food company, our goal is to become an employer of choice. To achieve this, we have established a competitive reward system designed to align with our broader business strategy, aimed at attracting, retaining, and motivating our employees to deliver exceptional performance. Almarai offers a wide range of initiatives to foster a flexible work culture that promotes productivity, a healthy work-life balance, employee retention, and opportunities for personal and professional growth. These initiatives include various recognition and reward programs such as the Annual Service award and special day celebrations like National Day, as well as social outings, health and wellness activities such as discounted gym memberships and in-house events, training and e-learning opportunities, leadership programs like our Future Leaders program, employee satisfaction surveys, access to our mobile app e-connect for company news and special employee discounts, opportunities to contribute to society through blood donation events and micro home-based businesses in collaboration with the Saudi Human Resources Development Fund, recreational facilities at our plants for sports and relaxation, and personalized appreciation emails to all employees. These initiatives are all focused towards ensuring that Almarai remains an exceptional workplace where our employees feel supported, valued, and appreciated.

### 2023 Performance and Initiatives

Our global diversity and inclusion efforts aim to lay the groundwork for local initiatives, with a clear focus at the Group level on strengthen gender diversity and preparing for the upcoming generation of talent. Prioritizing inclusion as a key human resource objective, our strategy seeks to achieve gender equality in alignment with the broader goals of Vision 2030. We focus on achieving gender equality across various operational roles and on attracting and nurturing talent at the early stages of their careers. Action plans are crafted to address recruitment and retention, pay equity, non-discrimination, and other measures to foster an inclusive workplace environment. To this end, Almarai has implemented various initiatives to promote diversity and inclusion, including a comprehensive training program, mentoring, and coaching opportunities, and flexible working environment. We are committed to cultivating a safe and respectful workplace culture, where all employees are treated with dignity and fairness, and have equal access to opportunities and resources.

Dedicated to fostering continuous learning among our workforce, we have continued the transition of key training programs from in-person to online platforms, enhancing accessibility for all. Our e-learning platforms, available to employees at all levels, have maintained high levels of engagement, with a significant number of employees participating in training sessions. Despite this shift, the total number of trained employees remains substantial. Empowering employees to learn and develop skills at their own convenience and pace enables them to take ownership of their professional growth and become more actively engaged in the learning process. Moving forward, we are committed to providing our employees with top notch learning resources and technology, along with the necessary support for their professional development. Furthermore, we will explore innovative approaches to leverage technology, such as virtual reality and augmented reality, to create immersive and captivating learning experiences.

Digitalization plays an important role in our strategy to build a more efficient and resilient business. We have been supporting our employees through our mobile application, which serves to close communication gaps and promote our 'We@Almarai' initiatives, particularly for our remote workforce throughout the GCC region. Additionally, we have utilized SMS and WhatsApp messages to communicate with our employees, particularly for advancing internal initiatives and disseminating information such as the promotion of Covid-19 vaccinations through our health program. The 'We@Almarai' program continues to shine and serve as a voice for our employees, advocating for innovative and dynamic initiatives.



**Zero incidents** of discrimination reported.



**100% of employees** received regular performance and career development reviews.



**507,551 training hours** provided to staff.



Continuing to prioritize individual development plans, Almarai recognizes their crucial role in career advancement, focusing on tailored pathways for training, career growth, and feedback. In addition to the initiatives, we have introduced several professional development programs such as the Dairy and Food Polytechnic and Almarai Academy, underscoring our commitment to investing in human capital by supporting education, training, and skill development. These programs aim to equip employees with the necessary competencies to thrive and progress in their careers. They provide a secure and nurturing environment for employees to enhance their skills, fostering confidence and effectiveness in their roles. Moreover, these plans facilitate employees in gaining insights into their strengths and weaknesses, enabling them to identify areas for improvement and refine their skill sets accordingly.

Our Human Rights Policy, published in 2022, outlines our expectations and standards applicable in every country where the Group operates. We are fully committed to the UN Guiding Principles on Business and Human Rights and have implemented strong due diligence, remediation measures and regular engagement with stakeholders at local and global levels. We are dedicated to respecting fundamental human rights, such as freedom, education, and health.



### Our highlight stories

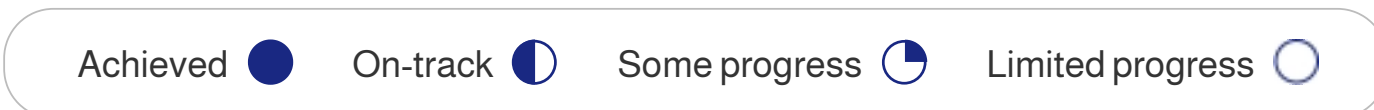
#### Reduced employee voluntary turnover

At Almarai, we understand that our employees are integral to our strength, and we are dedicated to attracting, nurturing, and retaining a motivated and diverse workforce. Our goal is to cultivate a positive work environment where everyone contributes to our growth, and where the values of the company define both work and life within the organization. Almarai offers a variety of activities aimed at fostering a flexible work culture that promotes productivity, encourages a healthy work-life balance, supports employee retention, and provides opportunities for personal and professional growth. Our voluntary employee turnover during the year 2023 was 10.2%.

#### Revised goal for gender equality

The Almarai 2021 Sustainability Report outlined modification of one of our targets from increasing number of female employees to ensuring gender equality in our workforce, with focus on talent development, capabilities building, and equal opportunities. We are working aggressively in alignment with the Saudi Vision 2030 and the National Transformation Program to promote gender equality in all of our businesses and functions.

#### Progress on our strategic goals and targets



Goal/Target	Progress
Ensure gender equality in our workforce, with focus on talent development, capabilities building, and opportunities	◑
Reduce voluntary employee turnover to achieve an average of 12% over the period 2020-2024	●
90% of managers engage in at least 40 hours of professional development per year by 2025	◐



Caring for people

# Community investment

“ We are working to make sure that we are leveraging our resources to create a positive impact every day.”

Our total CSR spend in 2023 increased by 23% as compared to the previous year.

## Our approach

Contributing to the wellbeing of society by aiding local communities in the areas where we operate is a crucial element of Almarai's sustainability strategy under the banner of "Caring for people." We have well-established and enduring community initiatives, either managed directly or in partnership with local organizations, which encompass educational, training, and developmental activities, investments, charitable contributions, sponsorships, and various other programs. This year we supported nearly 400 organizations who focus on helping those in need through health, sport, education, sponsorships, or other initiatives and this forms a key pillar in our Doing better every day strategy. We recognize the importance of contributing to the communities where we operate and aim to make a positive difference in society. We are dedicated to building and nurturing meaningful connections with these communities to generate positive societal impacts. Moreover, we are committed to assisting local communities in need by offering financial aid, resources, and services aimed at improving their quality of life.

## Building our strategy for community investment

Community investment is a fundamental component of Almarai's sustainability approach. To effectively manage its community investments and initiatives, Almarai has developed a strategic framework. This framework defines our primary focus areas, including training and development, healthcare, sports, donations, and sponsorships. It reflects how Almarai intends to fulfill its community investment obligations. To better understand the potential impact of its community investment activities, Almarai conducted an analysis and created an approach for assessment. Going forward, Almarai will use this work to measure the outcomes of its initiatives in the coming years.





## Our Strategic Community Investment Framework

### Where we focus

We prioritize projects, organizations, events and campaigns that align with our pillars.

Training and development

Health

Sports

Donations and Sponsorships

### What we do and how we support

We invest in our communities by dedicating resources and working in collaboration with partners across our pillars.

Training and development	Health	Sports	Donations and Sponsorships
We support selected projects, organizations and events that develop skills, promote education, reward educational excellence, and empower young people.	We support selected projects, organizations and campaigns that promote healthy eating and lifestyle choices and raise awareness on health issues.	We support selected projects, organizations and events that promote sports.	We support selected projects, organizations, events and campaigns dedicated to creating a lasting impact in our communities through both financial and non-financial support.
<p><b>Our flagship initiatives</b></p> <ul style="list-style-type: none"> <li>● Collaboration with Food industry polytechnic and Saudi logistics to train and localize jobs in the food and beverages sector</li> <li>● Collaboration with Authority of people to train, qualify and employ people with disability</li> <li>● Collaboration with EKHAA to support and train orphans</li> </ul>	<p><b>Our initiatives include</b></p> <ul style="list-style-type: none"> <li>● Almarai Better Health</li> <li>● Support programs for cancer patients</li> <li>● Almarai site visit program</li> <li>● Collaboration with friends of disabled association to support the events for people with special needs</li> <li>● Financial support to Zahra breast cancer foundation</li> <li>● Financial support to Rheumatism Association</li> </ul>	<p><b>Our flagship initiatives</b></p> <ul style="list-style-type: none"> <li>● Hail International Rally</li> <li>● Darrajati Association event</li> <li>● Sports tournament for people with disabilities</li> <li>● Villaggio Equestrian cup</li> <li>● Golf tournament</li> <li>● ITTF Saudi Arabia Para Open 2023</li> <li>● Riyadh running team on Saudi National day</li> </ul>	<p><b>Our flagship initiatives</b></p> <ul style="list-style-type: none"> <li>● Dental care program</li> <li>● Platinum sponsor Future food forum 2023</li> <li>● Product donation program</li> <li>● Supported 257 charitable organizations with food baskets</li> <li>● Sponsored vestibule exhibition event in King Saud University</li> <li>● Donation of infant milk to the victims of Syria and Turkey earthquake</li> </ul>

Almarai consistently extends a diverse array of donations as part of its social responsibility and ongoing commitment to support communities. Almarai remains dedicated to its Charity Support Program, established in 2021 as part of its community initiatives, with the primary objective of providing food assistance to families in need. This program is carried out in collaboration with various charitable organizations across different regions of the Kingdom. In 2023, the program distributed over 1,000,000 complimentary products to beneficiary societies across various regions of the Kingdom. Almarai has maintained longstanding support for many of these charities, citing the importance of sustainable partnerships, often broader awareness campaigns, national platforms, or supportive networks.

### Almarai's Commitment towards Biodiversity

Almarai believes that it has an important role to play in protecting biodiversity and the wellbeing of others. To this end, Almarai has committed to donating part of its community investments to environmental protection initiatives. Almarai is strongly committed to safeguarding the health and wellbeing within its care, as this impacts not only the animal's quality of life, but also the quality and safety of the food we produce. We obtained the certificate of conformance to Animal welfare policy in March 2023 which is a testimony that we believe that implementing internationally recognized principles for animal welfare is part of our license to operate as a leading food and beverages company.

Almarai continued to support the national afforestation campaign in partnership with the National Center for Vegetation Cover Development of the Ministry of Environment, Water, and Agriculture. This campaign aims to plant 10 million trees to contribute to the Kingdom's vision 2030. We have actively participated in this "Let's make it Green Initiative" ever since 2021 when we donated SAR 8 million to support this great cause. Some of our quality makers have also taken part in this initiative by planting more than 100 trees in Thadig National Park as part of our social responsibility program.

In 2023, we also planted nearly 7,000 trees which majorly include Palm trees, Conocarpus trees, Shade trees and flower plants across our Al Kharj and Hail locations. We strongly believe that Planting trees is an effective strategy for improving and maintaining biodiversity. Our solar PV in Al Kharj offsets 8,100 T of CO2 each year, equivalent to planting more than 8,000 trees.





## 2023 Performance and Initiatives

### Our highlight stories

#### Where we focus

Almarai annually sponsors and supports more than 300 charitable organizations working across our framework pillars:

- Training and Development
- Sports
- Health
- Donations and Sponsorships.

### What we do and how we support

#### Training and development

Almarai is committed to the education sector and has been supporting initiatives such as training and rehabilitation programs with Food Industries polytechnic, the Transport General Authority and the Saudi logistics Academy for increasing localize jobs in the food and beverages sector in Saudi. We are also dedicated to empowering the next generation of females through creating more development opportunities for them such as adding females in the HSS committee as fore marshals and first aiders. During the year 2023, Almarai held an event “Success partners 2023” under the slogan “nationalization is a strategic goal” aiming to attract the Saudi youth, apart from this Almarai has launched several programs and initiatives to support Emiratization under the slogan “Emiratization is a strategic goal.” Almarai signed a memorandum of cooperation with Charity Orphans Care Foundation “Ekhaa” to support the beneficiaries of the foundation with Almarai’s training, rehabilitation, and employment programs.

#### Health

Almarai is committed to supporting health initiatives to ensure people lead longer, healthier lives. In 2023, we continued to support various health programs including health programs for our staff and communities, events, and awareness campaigns. We provided financial support to the charitable association for the care of Rheumatology patients to secure biological medicine for children with rheumatology within the “Rheumo Heroes” program of the association. We also provided financial support to Zahra Breast Cancer Association to support the “Zehra’s Lamsa” project which serves female patients and cancer recoveries in general and breast cancer in particular. We also Initiated collaborations with Ahyaha Association and friends of the Disabled Association to support cancer and disabled patients. These initiatives demonstrate our commitment to providing the best health care for our staff and communities.

#### Sports

Almarai recognizes the importance of sports in promoting wellbeing, inclusion, and positive impacts on human health. To this end, Almarai sponsors a variety of sporting activities each year, such as Hail Industrial Rally, Villaggio Equestrian Cup, 5th golf tournament, 6th Sports tournament for the disabled, ITTF Saudi Arabia para open 2023 and Riyadh running team on the Saudi national day. Through these initiatives, Almarai aims to foster the development and skill enhancement of young and junior athletes, encourage community engagement in walking culture, facilitate the rehabilitation of individuals with disabilities, identify and nurture their athletic talents, enhance their quality of life, increase their involvement in community sports activities, and elevate them to become sports icons at both local and international levels.

#### Donations and Sponsorship

As a socially responsible business, Almarai supports several awards in partnership with other organizations to reward achievement in society. The Almarai Academic Excellence Award, launched in 2006, provides support to students enrolled in the public education system in GCC countries. The Almarai Award for Veterinary Medicine, launched in 2010, works in collaboration with the Saudi Veterinary Medical Society and King Faisal University to support the veterinary profession and protect the general health of the GCC’s livestock. The Almarai Award for Ideal Mother, launched in 2017 in partnership with the Disabled Children’s Association, honors mothers who support their children with disabilities. Almarai participated as a platinum sponsor in the fifth edition of the Future Food Forum 2023, held in Dubai in September under the auspices of the UAE Ministry of Economy and the Dubai Chamber of Commerce. We also supported 257 charitable organizations with food baskets from January – August 2023.

### Almarai donated 20 tons of infant milk to provide relief to those affected by the earthquake in Syria and Turkey

This donation follows through the directives of the wise leadership to provide relief to those affected by the earthquake in Syria and Turkey, and the company believes in the need to provide a helping hand to the people of Syria and Turkey who are living in tragic situations because of the natural disaster that struck the two countries. This donation also reflects the company’s directions in supporting national charitable campaigns and various social and humanitarian initiatives that would help and support those in need

### Progress on our strategic goals and targets

Goal/Target	Progress
Donate 2.5 million healthy servings by 2025	●
Educate 250,000 people through our site visit program by 2025	◐
Improve the employability of at least 1,400 young people through the Food Industries Polytechnic (FIP) program by 2025	●

-  50 million SAR spent on CSR projects
-  Nearly 400 organizations supported through donations and sponsorships
-  Over 1,000,000 products donated throughout the year.
-  33,605 visitors through Almarai site visit program in 2023