

# Doing better every day

Sustainability Report 2022

| Our Subsidiaries



# Our Subsidiaries







Our Subsidiaries

**Beyti**

“ Beyti, a subsidiary under Almarai Company, stands as one of Egypt's major producers of milk, juice, and yogurt. Holding a prominent position in the Egyptian market, Beyti is steadfast in its commitment to sustainability, having instituted a comprehensive environmental and sustainability function oversee these initiatives across the company. ”



This document describes Beyti's strategy towards sustainability and highlights its accomplishments in 2023, including notable increase in hours of employee and contractor health and safety training, heightened reliance on renewable energy sources and reducing waste generation. Looking forward, Beyti remains devoted to advancing its sustainability endeavors in the upcoming year, aspiring to further enhance its standing as a sustainable business.

**Environmental performance**

At Beyti, our firm commitment lies in reducing our environmental impact. Recognizing our responsibility in addressing global issues like climate change, we are committed to take proactive measures. To ensure transparency regarding our initiatives, we have implemented an environmental policy outlining our dedication to the support and preservation of the environment. This policy encompasses various initiatives, including environmental management systems, compliance measures, carbon and energy management, water conservation, operational and food waste management, and the oversight of supplier and contractor environmental performance. Our ongoing efforts are reflected in our pride at continually improving our ISO14001 Environmental Management certification, which demonstrates our commitment to sustainability.

Beyti remains steadfast in its commitment to sustainability, actively investing in initiatives aimed at reducing its environmental impact. The company has installed and commissioned of a 20 MWp solar array, which is anticipated to supply 19% of its overall electricity needs from renewable sources. Furthermore, Beyti has effectively transitioned from diesel to natural gas boilers, resulting in a decrease in the carbon footprint of its manufacturing facilities.

Beyti has undertaken significant changes in its plastic and paper packaging to guarantee top-notch product quality while mitigating environmental impact. In the year 2023, the company accomplished an impressive 72% utilization of recycled materials in its cardboard packaging, contributing to a reduction in the environmental footprint of its products and a step towards a circular economy. Beyti remains dedicated to exploring novel and innovative approaches to further diminish its environmental impact, solidifying its position as an industry leader in corporate sustainability.





## Employee development



Teeba prioritizes the investment in its employees' training, growth, and welfare, aiming to cultivate a work environment conducive to their development. In 2023, Teeba offered a number of initiatives to support its staff, including the promotion of ongoing training and career advancement opportunities. A total of 18,627 hours of training were provided with increase of 33% as compared to the previous year and all employees underwent employment development reviews. Moreover, Teeba fostered a strong and positive workplace culture, evident in the absence of discrimination or misconduct incidents throughout the year. Teeba further enhances employee benefits by offering flexible work arrangements and health & wellbeing programs. The company remains committed to continuously investing in its employees, ensuring they are equipped with the necessary skills and resources to thrive in their roles.

## Health and safety



Teeba fosters a culture prioritizing health and safety, and in 2023, the company celebrated notable achievements in this regard. With 23 lost-time injuries for employees and no lost time injuries for contractors Teeba's robust health and safety protocols were clearly effective. To instill a sense of responsibility for health and safety, 2,495 hours of training were provided for employees and 144 hours for contractors, ensuring their active involvement in maintaining a safe work environment.

## Quality and food safety



Teeba is dedicated to ensuring a safe and healthy environment for both its customers and employees, exemplified by its diligent efforts in attaining the FSSC 22000 Food Safety Certificate. This commitment was underscored during a recent AIB inspection, where Teeba received a commendable evaluation. Teeba has consistently achieved high scores on an international scale through these inspections, which are thorough and encompass various aspects of food safety, including pre-manufacturing prerequisites and best practices. These inspections involve physical examinations of facilities, manufacturing processes, personal hygiene practices, preventative maintenance programs to uphold product safety, as well as cleaning, sanitization, and pest control measures. Furthermore, AIB evaluates internal systems and documentation, establishing itself as a leader in food safety inspection and training. Teeba takes pride in its outstanding performance and remains dedicated to excellence, continuing to provide customers with top-quality products and exceptional service.

## Responsible marketing and communications



In 2023, Teeba also implemented measures to ensure their products adhered to the regulations set by the Jordan Food and Drug Administration (JFDA). To enhance product promotion, they initiated specific marketing strategies, including forming cause marketing partnerships, launching influencer campaigns, and collaborating with nutritionists. Additionally, they offered online and digital assistance for both their existing products and the development of new ones. Teeba is dedicated to complying with responsible marketing and communication standards, ensuring consumers receive accurate information regarding the health and nutritional advantages of their products. As a result, Teeba experienced no non-compliance with regulations or voluntary codes in 2023, with all products undergoing evaluation to meet required standards. This commitment to quality and safety showcases Teeba's dedication to offering consumers the utmost care and reliability.



## Managing Sustainability at Beyti

### Our sustainability performance

	2020	2021	2022	2023
Number of incidents of non-compliance with environmental laws and regulations	0	0	0	0

\*Figures are restated, following the improvements to the data collection systems and analysis



## Caring for People

### Our sustainability performance

	2020	2021	2022	2023
<b>Nutrition and wellbeing</b>				
Number of incidents of non-compliance concerning product information and labeling	74	0	0	0
Number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications	0	0	0	0
Percentage of significant product categories covered by and assessed for compliance with product information and labeling procedures (%)	100%	100%	100%	100%
<b>Health and safety</b>				
Number of employee lost time injuries	4	0	8	25
Contractor lost-time injuries	0	0	1	4
Employee lost-time injury rate (per 1 mln man-hours)	2	0*	0.6*	1.6
Contractor lost-time injury rate (per 1 mln man-hours)	0	0	0.30*	1.47
Hours of employee health and safety training	11,259	13,739	16,012	39,043
Hours of contractor health and safety training	725	3,377	1,656	7,740
Average hours of health and safety training per employee	4	5	5	12
Average hours of health and safety training per contractor	1	2.7	1.3	6.2
Employee absenteeism rate (%)	1.80%	1.75%	1.45%	0.99%
<b>Employee talent and diversity</b>				
Number of employees	2,800	2,957	3,162	3174

	2020	2021	2022	2023
Male employees	2,760	2,842	3,090	3052
Female employees	40	49	72	95
Full time, male employees	2,760	2,908	3,090	3052
Full time, female employees	40	49	72	95
Part time, male employees	0	0	0	0
Part time, female employees	0	0	0	0
Senior management employees	18	41	43	50
Middle management employees	150	175	197	271
Non-management employees	2,632	2,741	2,965	2826
New employee hires	404	573	608	432
New employee hires, age 18-30	218	369	410	294
	54.0%	64.4%	67.4%	68.1%
New employee hires, age 31-50	184	201	198	135
	45.5%	35.1%	32.6%	31.3%
New employee hires, age 51+	2	3	0	3
	0.5%	0.5%	0.0%	0.7%
New employee hires, male	395	557	581	398
	97.8%	97.2%	95.6%	92.1%
New employee hires, female	9	16	27	34
	2.2%	2.8%	4.4%	7.9%
Voluntary employee turnover	707	300	205	196
	25.3%	10.1%	6.6%	6.2%
Voluntary employee turnover, age 18-30	229	165	117	113
	32.4%	55.0%	57.1%	57.7%
Voluntary employee turnover, age 31-50	447	131	87	83
	63.2%	43.7%	42.4%	42.3%
Voluntary employee turnover, age 51+	31	4	1	0

	2020	2021	2022	2023
	4.4%	1.3%	0.5%	0.0%
Voluntary employee turnover, male	697	294	202	187
	98.6%	98.0%	98.5%	95.4%
Voluntary employee turnover, female	10	6	3	9
	1.4%	2.0%	1.5%	4.6%
Female employment rate (%)	1.4%	1.7%	2.3%	3.0%
Women in senior management	6	6	9	11
	33.3%	14.6%	20.9%	22.0%
Women in middle management	16	16	24	36
	10.7%	9.1%	12.2%	13.3%
Women in non-management positions	18	27	39	48
	0.7%	1.0%	1.3%	1.7%
Board seats occupied by women	0	0	0	0
	0%	0%	0%	0%
Number of employees with a disability	57	57	95	96
Number of formal incidents of discrimination reported	0	0	0	0
Percentage of working time lost due to industrial disputes, strikes and/or lock-outs (%)	0	0	0	0
Number of female employees entitled to maternity leave	2	2	1	4
Number of female employees that took parental leave	1	2	1	3
Number of female employees that returned to work in the reporting period after parental leave ended	1	1	1	3
Number of female employees that returned to work after parental leave ended that were still employed 12 months after their return to work	0	1	1	3
Female employee return to work rate of employees that took parental leave (%)	100%	50%	100%	100%
Female employee retention rate of employees that took parental leave (%)	0%	50%	100%	100%
Total hours of training provided	45,114	18,872	22,300	45,233
Average hours of training per employee	16.1	6.4	7.1	14.3
Percentage of employees receiving regular performance and career development reviews (%)	100%	100%	100%	100%

### Community Investment



	2020	2021	2022	2023
Total CSR Spending (SAR)	963,000	200,000	175,000	504,000
Number of school and university visitors hosted	N/A	27	85	400
School bag donations (Number of bags donated to students)	N/A	N/A	N/A	N/A
Hours of employee volunteering	N/A	N/A	N/A	N/A

\*Figures are restated, following the improvements to the data collection systems and analysis



## Protecting the Planet

### Our sustainability performance

	2020	2021	2022	2023
<b>Water management</b> <span style="float: right;">+</span>				
Water withdrawal (m3)	1,620,992	1,603,872	1,846,224	1,916,762
Water recycling and reuse (m3)	0	0	216,000	2,10,000
Percentage of water recycled and/or reused (%)	0.0%	0.0%	11.7%	11.0%
Total water consumption (m3)	1,620,992	1,603,872	2,062,224	2,126,762
Water discharge (m3)	1,012,525	697,966	952,000	952,000
Manufacturing water intensity (m3/metric ton of finished product)	4.6	3.7	3.3	3.5
<b>Packaging innovation</b> <span style="float: right;">+</span>				
Percentage of card board coming from recycled materials used as an input material (%)	70%	72%*	73%*	72%
Plastics removed from packaging (tons)	NIA	N/A	N/A	N/A
Paper removed from packaging (tons)	NIA	N/A	N/A	N/A
Total packaging removed from the consumer waste stream (tons)	NIA	N/A	N/A	N/A
<b>Climate Change</b> <span style="float: right;">+</span>				
Direct stationary energy usage (in thousands kWh)	46,881	46,579	74,853	75,529
Indirect stationary energy usage (in thousands kWh)	65,711	67,147	68,570	71,266
Total stationary energy usage (direct and indirect, in thousands kWh)	112,593	113,726	143,423	146,794
Total solar energy usage (in thousand kWh)	0	8,071	12,137	12,340
Percentage of electricity consumption from solar (%)	0	7%	8%	8%
Almarai owned refrigerators in stores (in thousands kWh)	NIA	N/A	N/A	N/A
Manufacturing energy intensity (kWh/metric ton of finished product)	309.6	256.2*	256.8	264.8



	2020	2021	2022	2023
Total vehicle fuel consumption (thousands of liters)	2,683	1,374	2,710	3,082
Scope 1 (direct) emissions (metric tons CO <sub>2</sub> e)	5,337	25,880	27,771	37,073
Scope 2 (indirect) emissions (metric tons CO <sub>2</sub> e)	28,706	29,333	27,397	31,132
Scope 3 emissions from Almarai refrigerators in stores (metric tons CO <sub>2</sub> e)	N/A	N/A	N/A	N/A
Total emissions (metric tons CO <sub>2</sub> e)	34,043	55,213	55,168	68,206
Manufacturing emissions intensity (metric tons CO <sub>2</sub> e/metric ton of finished product)	0.08	0.13	0.08	0.22
Emissions from refrigerant leakage and replacement (metric tons CO <sub>2</sub> e)	824	1,166*	1,627	1,635

### Waste Management +

Food waste resold for animal feed (Store returns and operational) (metric tons)	0	0	0	0
Recycled waste (metric tons)	3,000	9,042	4,250	3,826
Total waste generated (metric tons)	8,880	19,395	22,702	21,940
Waste sent to landfill (metric tons)	5,880	10,353	11,295	11,100
Percentage of waste sent to landfill (%)	66%	53%	53%	51%

\*Figures are restated, following the improvements to the data collection systems and analysis



## Producing Responsible Products

### Our sustainability performance

	2020	2021	2022	2023
<b>Quality and food safety <span style="float: right;">+</span></b>				
Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standard (%)	100%	100%	100%	100%
Number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	0	0	0	0
Number of recalls	0	0	0	0
Percentage of significant product categories covered by and assessed for compliance with product information and labeling procedures (%)	100%	100%	100%	100%
Percentage of products which health and safety impacts are assessed for improvement (%)	100%	100%	100%	100%
Total number of manufacturing plants	2	2	2	2
Number of Food Safety System Certification (FSSC) 22000 certified plants	2	2	2	2
Number of Global Food Safety Initiative (GFSI) certified plants	2	2	2	2



	2020	2021	2022	2023
Percentage of plants that are GFSI certified (%)	100%	100%	100%	100%
Number of food safety and quality assurance employees	60	72	94	93

### Animal welfare +

Number of cows	N/A	N/A	N/A	N/A
Number of chickens processed	N/A	N/A	N/A	N/A
Number of incidents of non-compliance with laws regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic mammals	N/A	N/A	N/A	N/A
Percentage of cows in enclosed housing with resting areas (%)	N/A	N/A	N/A	N/A
Percentage of chickens in enclosed cage free housing (%)	N/A	N/A	N/A	N/A

### Ethical Sourcing +

Percentage of locally based suppliers engaged (%)	71%	59%	41%*	44%
Percentage of spending on locally based suppliers (%)	72%	71%	68%	69%
Total number of suppliers engaged	260	75	374*	392
Total number of local suppliers engaged	185	44	154*	172
Percentage of purchased volume from suppliers compliant with company's sourcing policy	100%	99%	100%	100%
Percentage of purchased volume, which is verified as being in accordance with credible, internationally recognized responsible production standards	100%	100%	100%	100%
New suppliers that were screened using social and/or environmental criteria	0	3	0	0
Number of negative social and/or environmental impacts in the supply chain and actions taken	NIA	0	0	0

\*Figures are restated, following the improvements to the data collection systems and analysis



## Our Subsidiaries

# Teeba

“ Established in 2004, Teeba, a subsidiary of Almarai company, is the leading dairy production company in Jordan. ”



Teeba is dedicated to integrating sustainability into its operations and is actively striving to ensure that sustainability is managed in a coordinated and decentralized manner.

The Quality and Regulatory Department is tasked with coordinating Teeba's sustainability management efforts. In 2023, Teeba made significant progress in its sustainability initiatives. The company implemented various initiatives aimed at reducing its environmental impact, such as increasing the utilization of renewable energy sources and cutting down on water usage. Teeba also focused on minimizing waste generation by introducing an extensive recycling program. Moreover, the company invested in employee training and development to ensure they possess the necessary skills and knowledge to operate sustainably. Teeba collaborated closely with its suppliers to align with the company's sustainability objectives. This commitment to sustainability has positioned Teeba as a leading entity in the Jordanian market and a major contributor to the joint venture, IDJ, within the Almarai Company.

### Environmental performance

Over the past years, Teeba has introduced various measures aimed at enhancing the efficiency of water consumption through adjustments to processes and equipment. These efforts have proven effective, resulting in a reduction of annual water withdrawal by 15,984 m<sup>3</sup> and overall stationary water usage, while also reducing total waste generated by 2,565 Metrics tons. Furthermore, Teeba has maintained a flawless record of compliance with environmental laws and regulations. These outcomes underscore Teeba's dedication to sustainability and environmental responsibility. Moving forward, Teeba remains committed to further enhancing water efficiency, reducing vehicle fuel consumption, and minimizing waste generation.

### Community engagement

Teeba is dedicated to creating a positive impact within the local community and beyond. In 2023, we contributed nearly 550,000 product servings to schools, governmental entities, and various charitable organizations in Jordan, while also providing support to engagement and educational campaigns. We initiated the rollout and execution of the Corporate Social Responsibility (CSR) activity plan created in 2021. This plan marks a significant advancement in formalizing our community investment approach, with identified sectors to focus our efforts on. We are committed to creating a positive impact in the lives of those around us and eagerly anticipate the effects of our CSR initiatives in the years ahead.





## Employee development



Teeba prioritizes the investment in its employees' training, growth, and welfare, aiming to cultivate a work environment conducive to their development. In 2023, Teeba offered a number of initiatives to support its staff, including the promotion of ongoing training and career advancement opportunities. A total of 18,627 hours of training were provided with increase of 33% as compared to the previous year and all employees underwent employment development reviews. Moreover, Teeba fostered a strong and positive workplace culture, evident in the absence of discrimination or misconduct incidents throughout the year. Teeba further enhances employee benefits by offering flexible work arrangements and health & wellbeing programs. The company remains committed to continuously investing in its employees, ensuring they are equipped with the necessary skills and resources to thrive in their roles.

## Health and safety



Teeba fosters a culture prioritizing health and safety, and in 2023, the company celebrated notable achievements in this regard. With 23 lost-time injuries for employees and no lost time injuries for contractors Teeba's robust health and safety protocols were clearly effective. To instill a sense of responsibility for health and safety, 2,495 hours of training were provided for employees and 144 hours for contractors, ensuring their active involvement in maintaining a safe work environment.

## Quality and food safety



Teeba is dedicated to ensuring a safe and healthy environment for both its customers and employees, exemplified by its diligent efforts in attaining the FSSC 22000 Food Safety Certificate. This commitment was underscored during a recent AIB inspection, where Teeba received a commendable evaluation. Teeba has consistently achieved high scores on an international scale through these inspections, which are thorough and encompass various aspects of food safety, including pre-manufacturing prerequisites and best practices. These inspections involve physical examinations of facilities, manufacturing processes, personal hygiene practices, preventative maintenance programs to uphold product safety, as well as cleaning, sanitization, and pest control measures. Furthermore, AIB evaluates internal systems and documentation, establishing itself as a leader in food safety inspection and training. Teeba takes pride in its outstanding performance and remains dedicated to excellence, continuing to provide customers with top-quality products and exceptional service.

## Responsible marketing and communications



In 2023, Teeba also implemented measures to ensure their products adhered to the regulations set by the Jordan Food and Drug Administration (JFDA). To enhance product promotion, they initiated specific marketing strategies, including forming cause marketing partnerships, launching influencer campaigns, and collaborating with nutritionists. Additionally, they offered online and digital assistance for both their existing products and the development of new ones. Teeba is dedicated to complying with responsible marketing and communication standards, ensuring consumers receive accurate information regarding the health and nutritional advantages of their products. As a result, Teeba experienced no non-compliance with regulations or voluntary codes in 2023, with all products undergoing evaluation to meet required standards. This commitment to quality and safety showcases Teeba's dedication to offering consumers the utmost care and reliability.



## Managing Sustainability at Teeba

### Our sustainability performance

	2020	2021	2022	2023
Number of incidents of non-compliance with environmental laws and regulations	0	0	0	0



## Caring for People

### Our sustainability performance

	2020	2021	2022	2023
<b>Nutrition and wellbeing</b>				<b>+</b>
Number of incidents of non-compliance concerning product information and labeling	0	0	0	0
Number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications	0	0	0	0
Percentage of significant product categories covered by and assessed for compliance with product information and labeling procedures (%)	100%	100%	100%	100%
<b>Health and safety</b>				<b>+</b>
Number of employee lost time injuries	32	8	4	23
Contractor lost-time injuries	0	0	0	0
Employee lost-time injury rate (per 1 mln man-hours)	12.55	7.7	3.71	7.28
Contractor lost-time injury rate (per 1 mln man-hours)	0	0	0	0
Hours of employee health and safety training	318	391	421	2495
Hours of contractor health and safety training	57	0	231	144
Average hours of health and safety training per employee	0.4	0.37	0.35	2.00
Average hours of health and safety training per contractor	0.3	0.0	0.53*	3.3
Employee absenteeism rate (%)	0.3	1%	1%	1%
<b>Employee talent and diversity</b>				<b>+</b>
Number of employees	877	1,065	1,188	1,246
Male employees	854	1,039	1,160	1,211



	2020	2021	2022	2023
Female employees	23	26	28	35
Full time, male employees	854	962	1,160	1,211
Full time, female employees	23	26	28	35
Part time, male employees	0	0	178	0
Part time, female employees	0	0	26	0
Senior management employees	15	16	9	10
Middle management employees	28	28	32	32
Non-management employees	834	944	1,147	1,190
New employee hires	27	252	371	266
New employee hires, age 18-30	21	188	269	180
	77.8%	74.6%	72.5%	67.7%
New employee hires, age 31-50	6	64	100	85
	22.2%	25.4%	27.0%	32.0%
New employee hires, age 51+	0	0	2	1
	0%	0%	1%	0%
New employee hires, male	26	314	362	251
	96.3%	124.6%	97.6%	94.4%
New employee hires, female	1	3	9	15
	4%	1%	2%	6%
Voluntary employee turnover	3	92*	266*	97
	0.3%	8.6%*	22.4%*	7.8%
Voluntary employee turnover, age 18-30	3	79*	172*	70
	100.0%	85.9%*	64.7%*	72.2%
Voluntary employee turnover, age 31-50	0	8*	89*	27
	0.0%	8.7%*	33.5%*	27.8%
Voluntary employee turnover, age 51+	0	5*	5*	0
	0.0%	5.4%*	1.9%*	0.0%

	2020	2021	2022	2023
Voluntary employee turnover, male	2	84*	259*	92
	66.7%	91.3%*	97.4%*	94.8%
Voluntary employee turnover, female	1	2*	7*	5
	33.3%	2.2%*	2.6%*	5.2%
Female employment rate (%)	2.7%	2.7%	2.4%	2.9%
Women in senior management	1	0	2	2
	6.7%	0.0%	22.2%	20.0%
Women in middle management	7	6	8	5
	25.0%	21.4%	25.0%	15.6%
Women in non-management positions	15	17	20	28
	1.8%	1.8%	1.7%	2.4%
Board seats occupied by women	2	2	1	1
	25.0%	25.0%	12.5%	12.5%
Number of employees with a disability	15	15	15	15
Number of formal incidents of discrimination reported	0	0	0	0
Percentage of working time lost due to industrial disputes, strikes and/or lock-outs (%)	0	0	0	0
Number of female employees entitled to maternity leave	15	10	16	11
Number of female employees that took parental leave	0	0	1*	2
Number of female employees that returned to work in the reporting period after parental leave ended	0	0	1*	2
Number of female employees that returned to work after parental leave ended that were still employed 12 months after their return to work	0	0	1	2
Female employee return to work rate of employees that took parental leave (%)	0%	0%	100%*	100%
Female employee retention rate of employees that took parental leave (%)	0%	0%	0%	100%
Total hours of training provided	306,325	9,584	12,439	18,627
Average hours of training per employee	349.29	9.00	10.47	14.95
Percentage of employees receiving regular performance and career development reviews (%)	100%	100%	100%	100%

### Community Investment





	2020	2021	2022	2023
Total CSR spending (SAR)	279,635	691,298	827,751	1,095,961
Number of school and university visitors hosted	0	0	726	847
Product donations (Number of servings)	NIA	174,405	199,385	548,670



## Protecting the Planet

### Our sustainability performance

	2020	2021	2022	2023
<b>Water management</b>				
Water withdrawal (m3)	201,897	372,250	267,540	251,556
Water recycling and reuse (m3)	154,171	178,191	159,597	213,131
Percentage of water recycled and/or reused (%)	76%	48%	60%	85%
Total water consumption (m3)	356,068	387,070	427,137	464,687
Water discharge (m3)	167,594	184,515	170,797	237,285
Manufacturing water intensity (m3/metric ton of finished product)	6	9	6	5

<b>Packaging innovation</b>				
Percentage of card board coming from recycled materials used as an input material (%)	NIA	N/A	N/A	N/A
Plastics removed from packaging (tons)	NIA	N/A	N/A	N/A
Paper removed from packaging (tons)	NIA	N/A	N/A	N/A
Total packaging removed from the consumer waste stream (tons)	NIA	N/A	N/A	N/A

<b>Climate Change</b>				
Direct stationary energy usage (in thousands kWh)	9,564	12,331	3,853	11,498
Indirect stationary energy usage (in thousands kWh)	10,120	12,985	10,002	13,075
Total stationary energy usage (direct and indirect, in thousands kWh)	19,684	25,316	13,855	24,573
Total solar energy usage (in thousand kWh)	735	167	600	408
Percentage of electricity consumption from solar (%)	0	1%	4%	2%
Almarai owned refrigerators in stores (in thousands kWh)	NIA	N/A	N/A	N/A

	2020	2021	2022	2023
Manufacturing energy intensity (kWh/metric ton of finished product)	486	456	415	413
Total vehicle fuel consumption (thousands of liters)	3,081	950	3,520	6,890
Scope 1 (direct) emissions (metric tons CO <sub>2</sub> e)	6,862	5,949	5,608	20,981
Scope 2 (indirect) emissions (metric tons CO <sub>2</sub> e)	7,874	10,102	11,542	10,172
Scope 3 emissions from Almarai refrigerators in stores (metric tons CO <sub>2</sub> e)	NIA	NIA	N/A	N/A
Total emissions (metric tons CO <sub>2</sub> e)	14,736	16,051	17,150	31,153
Manufacturing emissions intensity (metric tons CO <sub>2</sub> e/metric ton of finished product)	0.23	0.37	0.20	0.20
Emissions from refrigerant leakage and replacement (metric tons CO <sub>2</sub> e)	NIA	NIA	N/A	N/A

### Waste Management +

Food waste resold for animal feed (Store returns and operational) (metric tons)	0	0	0	0
Recycled waste (metric tons)	0	0	274	285
Total waste generated (metric tons)	4,214	250	51,830*	49,265
Waste sent to landfill (metric tons)	4,214	250	51,556*	48,980
Percentage of waste sent to landfill (%)	100%	100%	99%*	99%



## Producing Responsible Products

### Our sustainability performance

	2020	2021	2022	2023
<b>Quality and food safety <span style="float: right;">+</span></b>				
Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standard (%)	100%	100%	100%	100%
Number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	0	0	0	0
Number of recalls	0	0	0	0
Percentage of significant product categories covered by and assessed for compliance with product information and labeling procedures (%)	100%	100%	100%	100%
Percentage of products which health and safety impacts are assessed for improvement (%)	100%	100%	100%	100%
Total number of manufacturing plants	1	1	1	1



	2020	2021	2022	2023
Number of Food Safety System Certification (FSSC) 22000 certified plants	0	1	1*	1
Number of Global Food Safety Initiative (GFSI) certified plants	0	1	1	1
Percentage of plants that are GFSI certified (%)	0%	100%	100%	100%
Number of food safety and quality assurance employees	3	5*	3	5

### Animal welfare +

Number of cows	3,050	3,200	3,596	3,694
Number of chickens processed	N/A	N/A	N/A	N/A
Number of incidents of non-compliance with laws regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live terrestrial and aquatic mammals	0	0	0	0
Percentage of cows in enclosed housing with resting areas (%)	100%*	100%*	100%*	100%
Percentage of chickens in enclosed cage free housing (%)	N/A	N/A	N/A	N/A

### Ethical Sourcing +

Percentage of locally based suppliers engaged (%)	95%	93%	100%	100%
Percentage of spending on locally based suppliers (%)	86%	90%	90%	82%
Total number of suppliers engaged	351	700	719	445
Total number of local suppliers engaged	334	650	719	445
Percentage of purchased volume from suppliers compliant with company's sourcing policy	100%	100%	100%	98%
Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards	NIA	100%	25%	90%
New suppliers that were screened using social and/or environmental criteria	0	3	3	0
Number of negative social and/or environmental impacts in the supply chain and actions taken	NIA	0	3	0