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Management Messages

Message from our Chairman

“I am pleased to share with you Almarai’s 2024 Sustainability Report. The report covers all the major highlights and the significant progress we have made in our sustainability initiatives in meeting the targets, objectives, and commitments outlined in our 'Doing Better Every Day' strategy. We believe sustainability is a strategic enabler for our current and future success and we expect our sustainability performance to improve day by day.”



Naif Bin Sultan Bin Mohammed Bin Saud Al Kabeer

Chairman of the Board

From an environmental perspective, we are committed to doing better every day, increasing our utilization of renewable energy, and improving our energy efficiency. Significant initiatives and transformations have been implemented across our operations, including biogas energy generation and irrigation improvements, while also achieving climate change targets such as water efficiency and waste reduction goals. Consequently, we remain first in Tadawul’s ESG ranking for the food and beverage sector. Our commitment to sustainability has also been amplified by our use of digital solutions, with cloud adoption enabling us to reduce waste and minimize our environmental footprint.

Throughout 2024, we maintained a strong commitment to social responsibility, both internally among our employees and through active engagement with our local communities. We prioritized employee’s health

and wellbeing, local employment, youth empowerment, and diversity and inclusivity in line with global frameworks such as the United Nations Sustainable Development Goals (SDGs) and, nationally, the Saudi Vision 2030. Our initiatives included food donations, advocacy for health and wellbeing, and offering training and development opportunities. Moreover, our corporate social responsibility activities touched the lives of 50,000 individuals, helping us secure the Gold Award for Excellence in CSR and Community Impact at the inaugural CSR Awards 2024. This recognition acknowledges our efforts to positively impact the communities we serve.

Additionally, we have implemented measures aimed at ethical sourcing and sustainability within our supply chain. This includes developing an ethical sourcing process and an audit plan to verify our supplier’s adherence to our sustainability policies. Furthermore, we are dedicated

to collaborating with our suppliers to reduce their environmental footprint and to ensure the provision of safe working conditions for their employees.

Moving forward, our goal is to invest in ensuring that our people are well-equipped with the skills they need to help Almarai achieve its ambitious business goals, while continuing to invest in environmental initiatives to reduce our environmental footprint. We will also strengthen our HR infrastructure, enhance our HR policies, and ensure a robust corporate

culture that promotes performance-driven success. Additionally, we will increase our efforts in ensuring our communities also benefit from our success. Importantly, the year 2025 will serve as a pivotal moment in our sustainability journey. It will mark the conclusion of our 2019-2025 sustainability strategy, providing us with an opportunity to evaluate our progress and accomplishments. Following this evaluation, we will develop a new sustainability strategy that will guide our efforts moving forward.

Message from our CEO

“ This Sustainability Report sets out Almarai Group’s sustainability achievements in 2024, as well as the progress made towards reaching our 2025 sustainability goals. As the leading company in food and beverage industry, we are committed to driving progress and shaping sustainability in our sector. ”



Abdullah Albader
CEO

Our dedication to the environment is evident in our “Protecting the Planet” pillar, which has guided us in implementing a series of impactful initiatives. Throughout the year, we have made substantial investments in renewable energy and energy-efficient technologies, which have reduced our carbon footprint. A key achievement as to that was the transition to 100% CFC-free cold storage across all our sales depots, thereby eliminating the use of substances that contribute to ozone depletion. Moreover, we have achieved our goal of increasing the fuel efficiency of our sales, distribution, and logistics vehicles by 10%, surpassing our target well before the 2025 deadline. Overall, we have made consistent progress in other critical areas, such as water conservation and waste reduction, as part of our 2025 sustainability roadmap.

On the social front, we have taken significant steps to support the wellbeing of our employees by continuing to invest in our workforce. This year, we have significantly expanded our development programs, offering nearly 75% more training hours compared to 2023 for our employees to grow professionally and excel in their roles. To strengthen our community engagement, we have implemented our strategic investment framework, which prioritizes Training and Development, Healthcare, Sports, and Donations. Looking ahead, we will continue to leverage this framework to assess the effectiveness and positive impact of our initiatives on the community. In our efforts to ensure the wellbeing of both our employees and consumers, we have rolled out a corporate nutrition strategy that meets international health standards. We have also achieved a significant health and safety milestone by attaining ISO 45001:2018 compliance across all our divisions, underscoring our commitment to maintaining the highest levels of a workplace safety.

Governance remains a crucial pillar for our operations, with strong leadership from our Board of Directors and executive team driving our agenda of producing responsible products. We have maintained rigorous compliance standards and have invested in building a strong team that upholds our values and mission. This year we achieved multiple milestones, with all 14 of our manufacturing facilities achieved Global Food Safety Initiative (GFSI) certification, reinforcing our commitment to world-class food safety standards. We also take pride in maintaining our record of zero product recalls and zero incidents of non-compliance with product safety standards. We are also continuing to honor our 2023 animal welfare certifications from National Sanitation Foundation (NSF) International for our farms and operations, which distinguished us as a leader in dairy and the first in Saudi Arabia for poultry to achieve such recognition. These accomplishments serve as a testament to our customers and consumers, ensuring that Almarai's food products are not only subject to rigorous quality and food safety testing but are also produced in adherence to the highest standards of animal welfare.

While we are proud of our achievements so far, we recognize that the journey towards sustainable business practices is an ongoing one. With the continued dedication and enthusiasm of our employees, I am confident that we will propel ourselves forward in the years ahead, enabling us to reach our 2025 sustainability goals and set more ambitious targets for the years ahead. I encourage you to explore this report, provide your feedback, and join us in our mission to create a better and more sustainable future.



Ahmad Abualghaith
EVP, Quality & Support Services

Message from EVP, Quality & Support Services

As the Executive Vice President of Quality and Support Services at Almarai, I recognize the critical importance of sustainability in our operations and the broader impact it has on our stakeholders and the environment. Our leadership team is dedicated to integrating sustainability into our business strategies, driving initiatives that enhance our operational efficiency while minimizing our environmental footprint. In this report, we will outline our progress, share our challenges, and celebrate our successes as we work together to create a more sustainable and resilient future for Almarai and the regions we operate in. The year 2024 has been pivotal for Almarai, marking a period where we have achieved most of our sustainability commitments. It has been a year dedicated to building up and reinforcing both existing and new policies and processes. This foundational work sets the stage for the next year, which will be a year where we establish new strategy, goals, and targets.

We extend our heartfelt gratitude to our leaders, partners and suppliers for their unwavering collaboration and commitment to our shared sustainability endeavors. A special appreciation also goes out to our dedicated team at Almarai and subsidiaries whose tireless efforts form the backbone of our sustainability accomplishments.



Abdulaziz Albader
Head of Sustainability

Message from the Head of Sustainability

As the Head of Sustainability at Almarai, I am proud to present our Sustainability Report, which underscores our commitment to achieving strategic sustainability objectives. Since launching our sustainability strategy in 2019, we have established measurable goals, implemented robust tracking mechanisms, and formed dedicated committees to ensure accountability and transparency. This year marks a significant milestone as we have successfully achieved most of our goals for 2025 across all three pillars of our strategy: Caring for People, Protecting the Planet, and Producing Responsible Products.

We take pride in our participation in COP16 where we showcased our initiatives to reduce carbon emissions, minimize waste, and lower energy consumption. Additionally, we signed the Net Positive Water Initiative, reinforcing our commitment to responsible water management. We also participated in KSA's flagship Sustainability Champions Program, as a mentor, reinforcing our commitment to promoting sustainable practices within our industry and beyond. Through this mentorship role, we were able to guide and support three partners from our supply chain in implementing effective strategies that align with KSA's sustainability goals.

It is important to note that our commitment to sustainability extends beyond environmental initiatives; it encompasses social responsibility and governance as well. We have made substantial progress in animal welfare, product quality, employee development, and health and safety compliance, achieving ISO 45001:2018 certification across all divisions. While we celebrate these accomplishments, we recognize that our journey is ongoing. With the dedication of our employees and stakeholders, I am confident we will achieve our 2025 sustainability goals and set even more ambitious targets for the future. I invite you to explore this report, share your feedback, and join us in our mission for a sustainable future.



About this Report

Welcome to our eighth annual sustainability report. The report contains an overview of our sustainability strategy, initiatives implemented, our targets, and our annual progress toward them, complementing the information provided in our Annual Report 2024.

Scope

This report covers our operations as Almarai Company. This includes our operations in the GCC (Gulf Cooperation Council), which includes Saudi Arabia, United Arab Emirates, Oman, Bahrain, Kuwait, and Qatar (referred to as 'Almarai'), Almarai's operations as Pure Breed and co-manufacturing. To the extent possible, considering data limitations, and the boundaries outlined above, this report covers all main operational and corporate functions, unless otherwise stated.

See Topic boundaries for more information.

Reporting Frameworks

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option (See [GRI Content Index](#) for full details).

Where relevant, we also show our contribution to the National Transformation Program (NTP) of Saudi Arabia's Vision 2030 and the United Nations Sustainable Development Goals (SDGs) (See [Alignment and Contribution to National and International Frameworks](#) full details).



Reporting Period

This report covers the period from 1 January 2024 to 31 December 2024, unless otherwise indicated.



Feedback

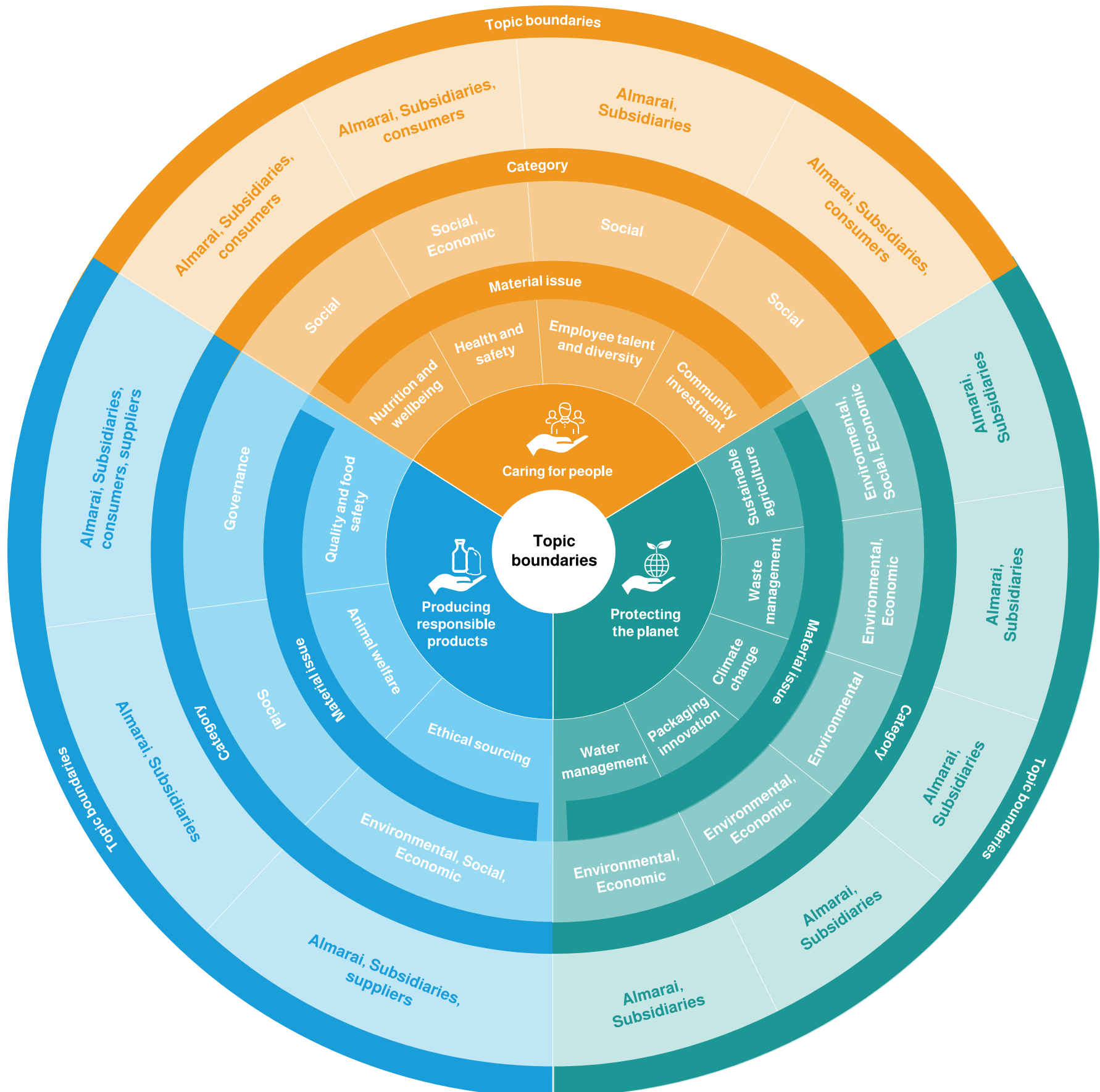
For questions or comments regarding this report and sustainability at Almarai, please contact us at: sustainability@almarai.com.



Report Assurance

This report is assured as per ISAE 3000 standard by a third-party independent auditing firm, Intertek Saudi Arabia Ltd. Please refer to the [Assurance Statement here](#).

Topic Boundaries



Cautionary Statement:

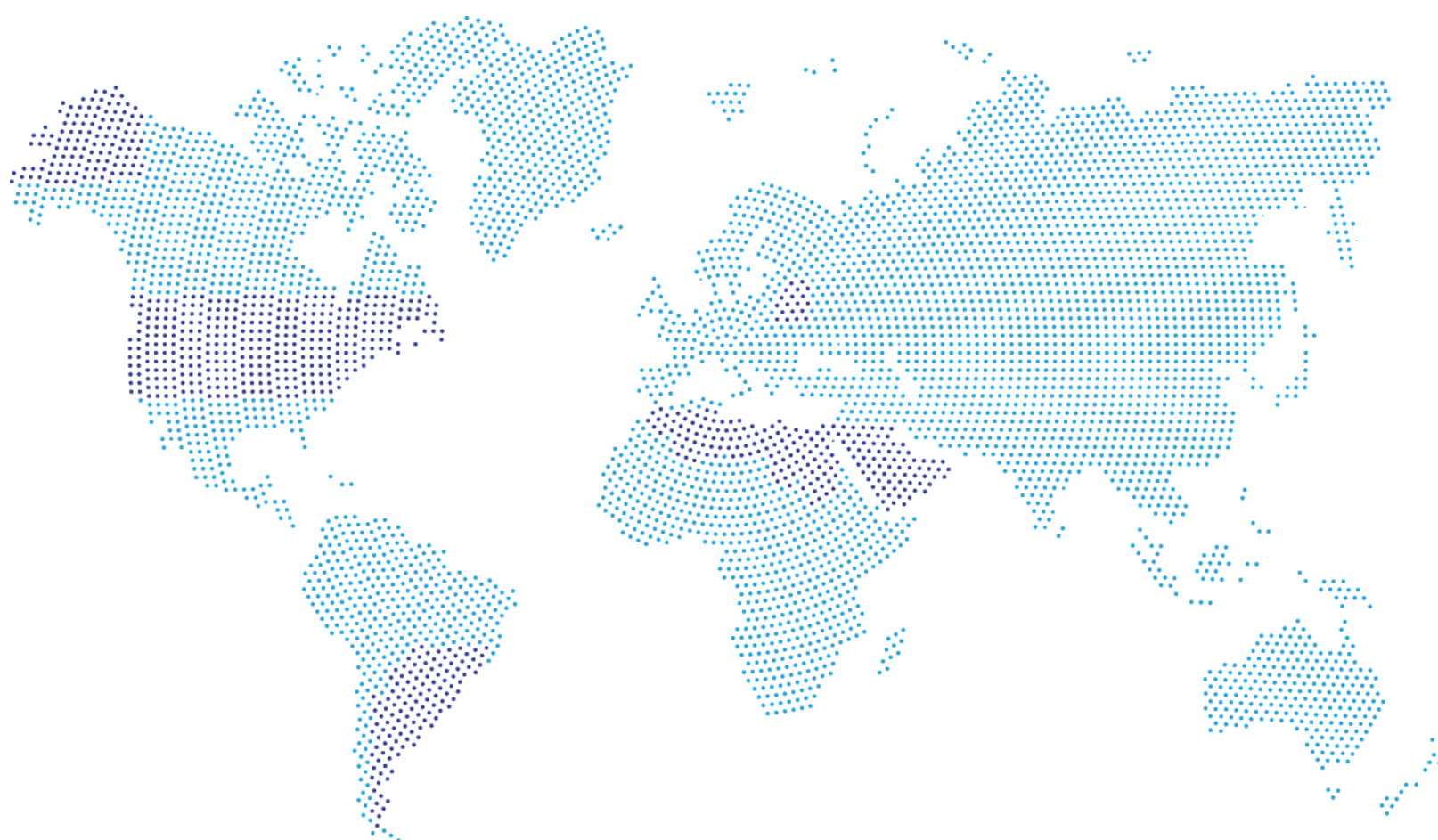
This report contains certain forward-looking statements that express the way in which Almarai, and its Subsidiaries intend to conduct its activities. These statements typically contain words such as 'anticipate,' 'believe,' 'expect,' 'estimate,' 'forecast,' 'intend,' 'plan,' 'project' or similar expressions. Such statements are based on assumptions made using currently available information that is subject to a range of uncertainties that could cause actual results to differ from these projected or implied statements. Any forward-looking statements contained in this report are therefore not promises or guarantees of future conduct or policy, and thus Almarai and its Subsidiaries assume no obligation to publicly update any statements made in this report. Almarai and its Subsidiaries rely on information obtained from sources believed to be reliable but does not guarantee its accuracy or completeness.



About Almarai®

Who We Are

Almarai Company, a publicly traded entity on the Tadawul Stock Exchange, is a Saudi-based leader in the food and beverage industry. Since its inception in 1977, Almarai has grown to become the world’s leading vertically integrated dairy company and the largest food and beverage manufacturer and distributor in the Middle East. Our operations span the entire Middle East and North Africa (MENA) region. We have also established arable farms in the USA, Argentina, and Romania, to ensure a consistent supply of forage for our dairy herds.



How We Deliver

Almarai manages operations from farm to table across the value chain and region. Our journey begins at state-of-the-art farms and facilities in Saudi Arabia, where advanced production, processing, and distribution ensure the delivery of diverse, high-quality products.

Production

We procure high quality ingredients for our Dairy and Poultry products.

Processing

Producing high quality, nutrition rich products in our state-of-the-art processing facilities.

We embed innovation to develop new product categories to delight our consumers.

Distribution

We own more than 10,000 vehicles dedicated to deliver 2 billion kg of product on time and in perfect condition.

Our Transport and Logistics division is by far the largest in the entire Middle East.

Food Service and Retail

We cater to both food service and retail sectors, ensuring our products are available wherever consumers need them.

Home Cooks and Consumers


We provide high-quality products that home cooks and consumers can trust for their daily needs, encouraging healthy and sustainable eating habits.

Consumers In and Out of Home Channels

We serve consumers across various channels, including hotels, restaurants, and catering services, ensuring our products are accessible both in and out of home environments.


What We Do

Our product portfolio consists of four key categories: Dairy and Food, Juices, Bakery and Poultry. Within each of these categories, we are committed to delivering high-quality, nutritious, and healthy products to all our consumers. Additionally, we integrate sustainability-conscious practices into our operations and business decisions, ensuring a positive and lasting impact of our activities.




Dairy

Dairy is the cornerstone of Almarai's products, including Fresh Dairy, Long Life Dairy, and Foods. For over 45 years, we have built consumer trust and become the regional leader in various sub-categories.




Juices

No. 01 in the GCC fresh juice production offering a variety of juices and drinks to customers.



Bakery

Using high-quality ingredients and state-of-the-art facilities, we offer a variety of bakery products across the GCC, marketed under the L'usine and 7DAYS brands.



Poultry

Our poultry brand, Alyoum, is the top choice for consumers in Saudi Arabia, with over 55% brand consideration. Alyoum represents quality and innovation, reflecting our core values; the product range includes whole, portioned, and value-added options.

Most of Our Products Are Offered Under More Than 20 Brand Categories:



What Guides Us

Our growth is anchored on Almarai's 2025 Strategy, which aims to significantly scale up our investments in the poultry and envision to nearly double our supply through targeted investments.



Mission

To provide quality and nutritious food and beverages that enrich consumers' lives every day.

Vision

To grow our leading position as the trusted choice for food and beverages in the region, delighting consumers with quality nutrition every day.

Our Values (ASPIRE)

Our values are meant to guide our behavior and decisions in everything we do:

Adaptable: We are agile and flexible in our work, confidently taking bold decisions that benefit our stakeholders.

Sharing: We work together as one, openly collaborating and sharing skills & knowledge to enable our people to be the best.

Passionate: We are proud of the work we do and strive for exceptional results.

Innovative: We are driven to improve our business every day and to maximize the creative potential of our people.

Respect: We earn respect by embracing fairness, trust and integrity in all our relationships.

Excellence: We are diligent in our work and consistently deliver the best quality in everything we do.

Memberships and Certifications

Almarai aims to expand its business by collaborating with industry peers through memberships. We also ensure adherence to international standards like the International Organization for Standardization (ISO), which guides our adoption of best practices in the field.



ISO 27001:2013 - Almarai has achieved ISO 27001:2013 certification, demonstrating its commitment to information security.



ISO 22000:2018 - Almarai has achieved ISO 22000:2018 certification demonstrating compliance with stringent food safety requirements.



ISO14001:2015 - Almarai has achieved ISO 14001:2015 certification in several divisions, including the Sales, Supply Chain (D&L) Division, general operations in Al Khalidiyah, Riyadh, and the Poultry Division.



ISO 9001:2015 - Since 1996, Almarai has achieved ISO 9001 certification demonstrating compliance to Quality Management standard in Farming, Manufacturing Operations (Dairy, Food, Juice, IPNC, Bakery, Poultry, Premier Foods, Sales and Supply Chain).



FSSC 22000 - a Global Food Safety Initiative (GFSI) recognized certification, this benchmark Almarai products acquired customers confidence in Almarai Food Safety program having a rigorous food safety system that ensure Almarai Quality you can trust products in the market.



ISO 17025 - Since 2023, Almarai Laboratories (Poultry, IPNC, Bakery, Dairy) has been certified with ISO/IEC 17025 the international standards for testing and calibration. It sets Almarai Laboratories requirements for the competence, impartiality, and consistent operation of Almarai laboratories, ensuring the accuracy and reliability of testing and calibration results.



An Exceptional Success Emphasizes Almarai's Leadership!

We are proud to announce that three of Almarai's laboratories have received ISO/IEC 17025:2017 accreditation from the Saudi Accreditation Center (SAC). These laboratories include CPP3, Bakery Al Kharj, and IPNC.

This achievement underscores our commitment to Quality you can trust. Thank you to everyone who contributed to this success!

إنجازٌ بارز يُرسخ المكانة الرائدة للمراعي!

يسرُّنا الإعلان عن حصول ثلاثة من مختبرات المراعي على اعتماد الآيزو (ISO/IEC 17025:2017) من المركز السعودي للاعتماد. وتشمل هذه المختبرات مختبر المصنع المركزي في الخرج (CPP3)، ومختبر المخايز الغربية والمخايز الحديثة في الخرج، ومختبر الشركة الدولية لأغذية الأطفال (IPNC).

هذا الإنجاز يعكس التزامنا المستمر بالجودة وثقة عملائنا في كل ما نقدمه، شكرًا لكل من كان جزءًا من هذا النجاح!

Awards and Recognitions

Almarai takes immense pride and honor in receiving the awards and recognitions below. These achievements stand as a testament to its operational excellence across all business domains.



Forbes Sustainability Leaders Award

Almarai was honored at the Forbes Middle East Sustainability Leaders Awards 2024.



Gold winner at 2024 CSR Award

Almarai received the Gold Category Award at the 2024 Corporate Social Responsibility Awards in recognition for positively impacting over 50,000 individuals through various programs focused on community support, environmental sustainability, and economic opportunities its continuous efforts in social responsibility and sustainability.



Saudi Customer Experience Awards

Almarai received the Gold Award in the 'Employees are at the Heart of Everything' category for their 'WE Care' program.



Corporate Happiness Award

Almarai won the Corporate Happiness Award in the Workplace Recreation Excellence category in 2024.



Stevie for Innovation in the MENA Award

Almarai received the Innovation Award in Human Resources Management and Planning for its "Employee Integration Survey" initiative and the Innovation Award in Public Relations or General Services for its internal communication initiative, "We Almarai Ambassadors."



ESG Invest Ranking*

Almarai proudly secured 1st place in the food and beverage sector 2nd place overall in Saudi Arabia.

*ESG Invest reports ranking by a couple of years late to the current year.