

Doing Better Every Day

Sustainability Report 2024



Our Subsidiaries



Our Subsidiaries



Beyti



Teeba



Beyti

At Almarai, we take pride in our subsidiary, Beyti, which is one of Egypt's leading producers of milk, juice, and yogurt. With a solid presence in the Egyptian market, we are dedicated to adopting sustainability principles within Beyti. We have established a comprehensive environmental and sustainability function to oversee our initiatives, ensuring that our operations positively impact the environment and the communities we serve.



Our Approach

Our approach to sustainability encompasses a wide range of initiatives that reflect our commitment to the environment, our employees, and the communities we serve. In 2024, we achieved significant milestones in our sustainability journey, including investments in renewable energy and energy efficiency projects, showcasing our belief in the importance of clean and sustainable energy sources. Our efforts extended to employee and community outreach, utilizing a variety of platforms to inform and engage stakeholders on sustainability practices. As we look to the future, we are dedicated to continuing this momentum, driven by our detailed sustainability roadmap for 2023 to 2027. This strategic plan outlines our ambitious goals for the future and our pledge to sustainable development.

Environmental Performance

As a leader in the food and beverage industry, Beyti understands that its operations have a direct impact on the planet. In response, the company has taken a proactive stance, developing a detailed 2023-2027 sustainability roadmap that outlines our dedication to reduce our impact on the environment. Our environmental policy is at the core of our commitment, ensuring that we not only comply with relevant regulations but also exceed them wherever possible. We actively manage our carbon footprint and energy usage, striving for continuous improvement. For instance, we have a target to source 30% of our electricity needs from renewables. This initiative is part of a broader strategy to increase our energy efficiency by 15% by 2027. We are also focused on increasing the fuel efficiency of our fleet by 15% by 2027 through the adoption of new technologies and fleet optimization. These measures are all instrumental in reducing the carbon footprint of our operations. We are also proud to be ISO 14001 certified, reflecting our adherence to international standards for effective environmental management systems. This certification underscores our commitment to continuous improvement in managing our environmental responsibilities.

Understanding the importance of water conservation, we have set ambitious goals to increase water efficiency across our Manufacturing, Sales, Distribution, and Logistics Divisions by 25% by 2027. We are also committed to ensuring the recyclability of all our product packaging, which supports our vision of achieving zero waste to landfill. We have made substantial modifications to our plastic and paper packaging, balancing the imperative of maintaining product quality with the need to reduce environmental impact. These changes are broadly aimed at innovating in packaging design and materials, ensuring that we lead the way in sustainable packaging solution.

Community Engagement

In 2024, Beyti invested 535,411 in initiatives aimed at community engagement.

Beyti has an approach to business that goes beyond providing high-quality products; it involves a strong focus on community engagement. Our efforts are channeled through a variety of initiatives and programs designed to generate a positive societal impact, promote social development, and enhance the wellbeing of our consumers and their communities. One of our key community engagement initiatives includes supporting local producers and to enhance their operational efficiency to meet the standards set by the National Food Safety

ZERO LANDFILL Target (Bio-Gas Plant)

Beyti has successfully piloted a pioneering biogas project from Q4 2023 to Q1 2024, transforming liquid waste such as expired goods and ETP sludge into renewable resources. The success of this trial is noteworthy, as it demonstrated the effective transformation of waste materials into usable products. Specifically, 1 cubic meter (m³) of a mixed batch of expired products, was used to generate 1 m³ of liquid fertilizer and an impressive 24 m³ of biogas, equivalent to natural gas.

This Initiative aligns with our overarching sustainability goals, where the generated biogas can be utilized as a renewable energy source, contributing to the reduction of greenhouse gas emissions and promoting energy efficiency within our operations. Additionally, the production of liquid fertilizer from waste not only addresses the issue of waste disposal but also provides an environmentally friendly alternative to chemical fertilizers, supporting sustainable agricultural practices.



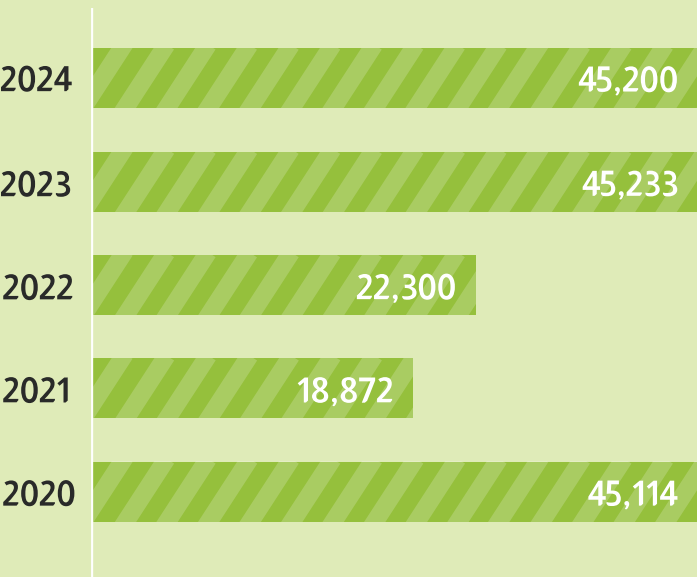
Authority. We are also actively engaged in improving supply chains associated with milk collection centers and minor breeders, providing vital support to smallholder farmers and milk producers in the process. Moreover, we also host numerous school and university visitors, providing educational insights into our industry and our sustainable practices.

Employee Development

In 2024, Beyti invested heavily in employee growth, delivering 45,200 hours of training through the Beyti Academy, internships, and site visits. This extensive training highlights our dedication to building a skilled and knowledgeable workforce. For our management and supervisory staff, we established specific performance objectives to guide their professional growth. To complement these goals, we provided access to specialized leadership and development programs, as well as a variety of e-learning courses to encourage ongoing professional development and adaptability in a rapidly evolving business landscape.

Furthermore, we ensured that every employee participated in performance and career development reviews, achieving a 100% participation rate. This not only reflects our investment in each individual's career trajectory but also reinforces our culture of continuous improvement and personal development.

Total Hours of Training Provided



ZERO LANDFILL Target (Bio-Gas Plant)

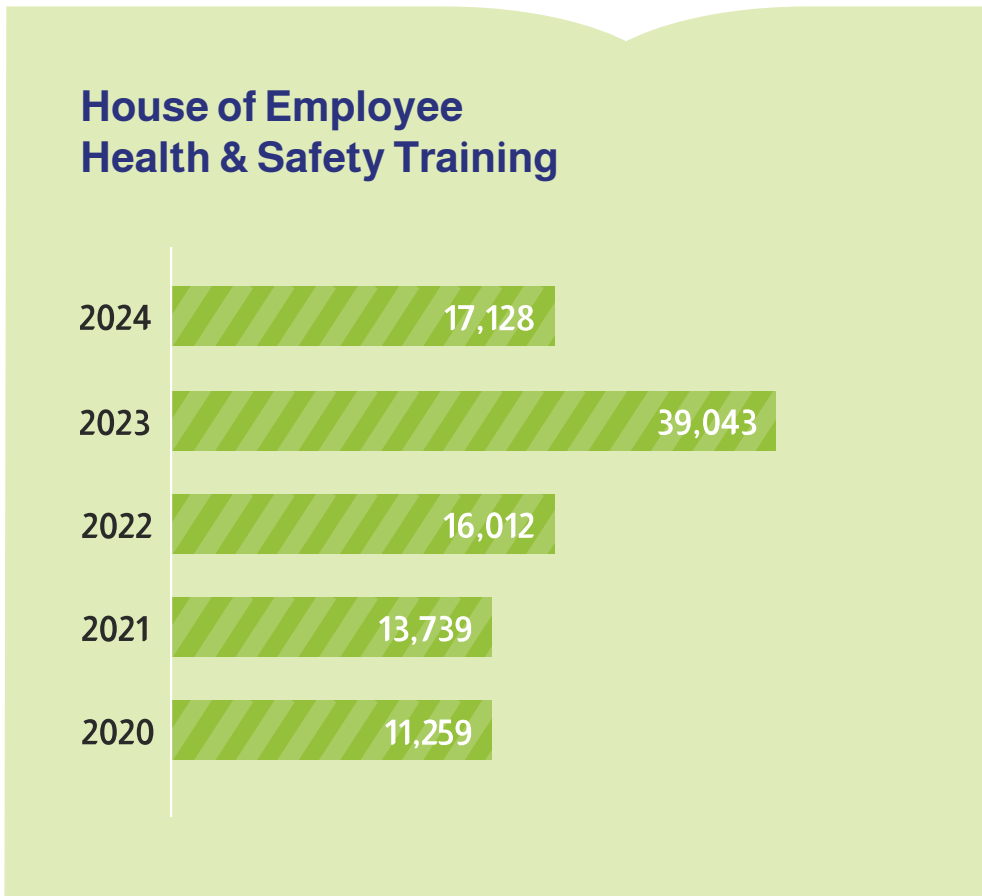
Beyti has initiated a pioneering project focused on the reuse of treated effluent water. The trial commenced in June 2024. The primary goal of this trial was to assess the feasibility and effectiveness of using ETP-treated water for irrigation purposes.

During the trial, 20,000 cubic meters (m³) of effluent water was reused. This amount of recycled water plays a crucial role in reducing the demand for freshwater resources, particularly in our region which is facing water scarcity. By leveraging treated effluent water for agricultural irrigation, we are contributing to the conservation of vital water resources while simultaneously enhancing crop production. The success of this trial sets a precedent for future projects aimed at expanding the reuse of ETP water across larger agricultural areas. It showcases the potential for integrating wastewater treatment technologies with agricultural practices, promoting a circular economy where water resources are efficiently utilized and recycled.

Health and Safety

Our adherence to stringent health and safety standards was further validated by our attainment of the OHSAS 18001 Occupational Health and Safety certification.

Beyti has consistently placed a strong emphasis on health and safety, recognizing that the wellbeing of its employees is paramount to the success and sustainability of the company. As a result, we have taken proactive steps to ensure that every team member is equipped with the knowledge and tools necessary to operate in a secure and healthy environment.



In 2024, Beyti made significant step in this area by developing an occupational health and wellbeing program that is accessible to all employees. This program is designed to elevate awareness and understanding of health and safety matters, incorporating behavioral-based safety principles that are crucial for minimizing risks and preventing incidents in the workplace. Our dedication to health and safety is also evident in our substantial investment towards health and safety training. Over the course of the year, we provided more than 17,000 hours of training to our employees, marking a consistent increase from the years 2020 to 2022. Although there was a decrease in training hours compared to 2023, the overall trend demonstrates a strong and ongoing commitment to employee safety education. These efforts have not only contributed to a safer work environment but have also helped us in achieving the OHSAS 18001 Occupational Health and Safety certification. Moreover, the effectiveness of these programs has

ZERO LANDFILL Target (Cartons Recycle and Reuse)

Beyti, in collaboration with key industry players Juhayna, Tetrapak, and Uniboard, has signed a Memorandum of Understanding (MOU) during the COP27 summit. This strategic partnership marks a pioneering effort to recycle used beverage cartons for the first time in Africa, aligning with our ambitious Zero Landfill target.

The primary objective of this MOU is to ensure compliance with Extended Producer Responsibility (EPR) laws, which mandate manufacturers to take responsibility for the entire lifecycle of their products, including post-consumer waste management. Additionally, the initiative aims to position all the participating companies as leaders in sustainability, effectively branding themselves as a "Green Brand." To kickstart this initiative, a collection pilot program has been successfully implemented in select municipal areas in Cairo and Sharm El-Sheikh. The next phase of this initiative involves launching a collective awareness campaign, scheduled for the first quarter of 2025. This pilot serves as a foundational step in establishing an efficient collection system for used beverage cartons, promoting community involvement and awareness regarding recycling practices.

also helped us in substantial reduction in the number of employees' lost time injuries, which decreased from 25 last year to just 5 this year, demonstrating the tangible benefits of our health and safety initiatives.

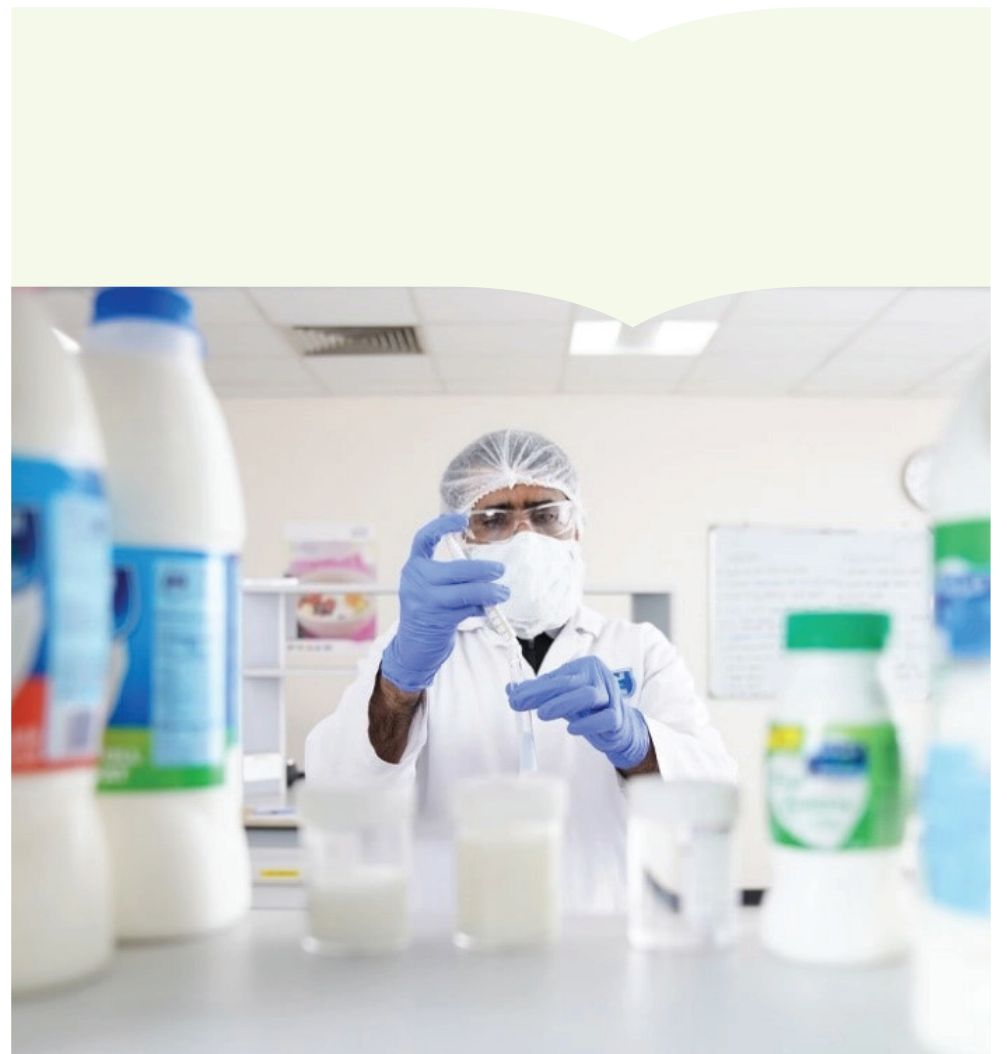
Quality and Food Safety

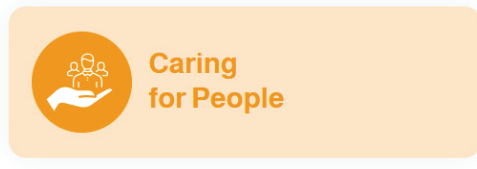
At Beyti, quality and food safety are not just priorities, but they are the very foundation upon which our reputation and consumer trust are built. Our approach to quality control is comprehensive and proactive, encompassing every stage of production—from sourcing the finest ingredients to employing state-of-the-art processing techniques. In 2024, our compliance with Almarai's quality management system remained strong, building on the foundation set by our achievement of the FSSC 22000 certification and ISO 9001 certification in the previous year. We understand that upholding such high standards of quality is an ongoing effort. This is why we have instituted a daily quality reporting system and continue to embrace strategic initiatives tailored to our operations. Regular and detailed assessments are conducted to monitor the food safety impacts, ensuring that our products are consistently safe for consumer use. It is noteworthy that throughout the year, we recorded zero instances of non-compliance related to the health and safety of our products. Furthermore, we have taken significant steps to ensure the integrity of our supply chain. We developed and implemented a Quality & Food Safety program for all high-risk suppliers. These initiatives are integral to our dedication to delivering products that meet the highest standards of quality and safety.

Responsible Marketing and Communications

Beyti's approach to marketing and communication is based on responsibility and transparency, ensuring that consumers have access to well-detailed and accurate nutritional information. This empowers them to make informed and confident decisions regarding their dietary choices. Recognizing this, we provide comprehensive nutritional details for our entire product portfolio, clearly displayed on our packaging. This commitment to transparency is also evident in our approach to handling consumer complaints. In the event of any concerns, we conduct thorough investigations and share the findings openly with consumers, thereby reinforcing trust and accountability. To streamline the resolution of consumer complaints, we have also established a specialized unit dedicated to consumer complaint management. This unit is responsible for tracking and following up on each complaint, ensuring that every concern is addressed to the consumer's satisfaction. We also extend an invitation to those who have filed complaints to visit our manufacturing facilities. This initiative provides consumers with an up-close view of our quality control measures.

Furthermore, our commitment to responsible marketing includes strict compliance with the latest industry regulations and standards. We recently conducted a thorough review of our significant product categories, scrutinizing product information and labeling to ensure full compliance. To maintain this standard, we have adopted an approach that includes regular reviews, thereby guaranteeing that our products and practices remain in strict accordance with evolving regulations and standards.



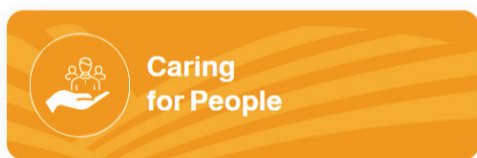


Our Sustainability Performance

2021 2022 2023 2024

Number of incidents of non-compliance with environmental laws and regulations	0	0	0	0
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*Figures are restated in 2024, following the improvements to the data collection systems and analysis



Our Sustainability Performance

2021 2022 2023 2024

Nutrition and Wellbeing				
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%

Health and Safety				
Number of employee lost time injuries	0	8	25	5
Contractor lost-time injuries	0	1	4	0
Employee lost-time injury rate (per 1 mln man-hours)	0	0.6*	1.6	1.2
Contractor lost-time injury rate (per 1 mln man-hours)	0	0.30	1.47	0
Hours of employee health and safety training	13,739	16,012	39,043	17,128
Hours of contractor health and safety training	3,377	1,656	7,740	2995
Average hours of health and safety training per employee	5	5	12	5
Average hours of health and safety training per contractor	2.7	1.3	6.2	2.4
Employee absenteeism rate (%)	1.75%	1.45%	0.99%	1.00%

Employee Talent and Diversity				
Number of employees	2,957	3,162	3174	3343

Male employees	2,842	3,090	3052	3192
Female employees	49	72	95	151
Full time, male employees	2,908	3,090	3052	3192
Full time, female employees	49	72	95	151
Part time, male employees	0	0	0	0
Part time, female employees	0	0	0	0
Senior management employees	41	43	50	51
Middle management employees	175	197	271	334
Non-management employees	2,741	2,965	2826	2958
New employee hires	573	608	432	463
New employee hires, age 18-30	369	410	294	278
	54.0%	67.4%	68.1%	60.0%
New employee hires, age 31-50	201	198	135	180
	35.1%	32.6%	31.3%	38.9%
New employee hires, age 51+	3	0	3	5
	0.5%	0.0%	0.7%	1.1%
New employee hires, male	557	581	398	402
	97.2%	95.6%	92.1%	86.8%
New employee hires, female	16	27	34	61
	2.8%	4.4%	7.9%	13.2%
Voluntary employee turnover	300	205	196	186
	10.1%	6.6%	6.2%	5.6%
Voluntary employee turnover, age 18-30	165	117	113	107
	55.0%	57.1%	57.7%	57.5%
Voluntary employee turnover, age 31-50	131	87	83	78
	43.7%	42.4%	42.3%	41.9%
Voluntary employee turnover, age 51+	4	1	0	1
	1.3%	0.5%	0.0%	0.5%

Voluntary employee turnover, male	294	202	187	177
	98.0%	98.5%	95.4%	95.2%
Voluntary employee turnover, female	6	3	9	9
	2.0%	1.5%	4.6%	4.8%
Female employment rate (%)	1.7%	2.3%	3.0%	4.5%
Women in senior management	6	9	11	8
	14.6%	20.9%	22.0%	15.7%
Women in middle management	16	24	36	39
	9.1%	12.2%	13.3%	11.7%
Women in non-management positions	27	39	48	101
	1.0%	1.3%	1.7%	3.4%
Board seats occupied by women	0	0	0	3
	0%	0%	0%	0%
Number of employees with a disability	57	95	96	97
Number of formal incidents of discrimination reported	0	0	0	97
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	1	4	6
Number of female employees that took parental leave	2	1	3	4
Number of female employees that returned to work in the reporting period after parental leave ended	1	1	3	3
Number of female employees that returned to work after parental leave ended that were still employed 12 months after their return to work	1	1	3	6
Female employee return to work rate of employees that took parental leave (%)	50%	100%	100%	75%
Female employee retention rate of employees that took parental leave (%)	50%	100%	100%	150%
Total hours of training provided	18,872	22,300	45,233	45200
Average hours of training per employee	6.4	7.1	14.3	13.5
Percentage of employees receiving regular performance and career development reviews (%)	100%	100%	100%	100%

Community Investment

Total CSR Spending (ﷲ)	200,000	175,000	504,000	535,411
Number of school and university visitors hosted	27	85	400	200
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 in 2024, following the improvements to the data collection systems and analysis



**Managing
sustainability
at Beyti**



**Caring
for People**



**Protecting
the Planet**



**Producing
Responsible
Products**

Our Sustainability Performance

2021 2022 2023 2024

Water Management

Water withdrawal (m3)	1,603,872	1,846,224	1,916,762	1,925,470
Water recycling and reuse (m3)	0	216,000	2,10,000	230,000
Percentage of water recycled and/or reused (%)	0.0%	11.7%	11.0%	11.9%
Total water consumption (m3)	1,603,872	2,062,224	2,126,762	2,155,470
Water discharge (m3)	697,966	952,000	952,000	1,391,454
Manufacturing water intensity (m3/metric ton of finished product)	3.7	3.3	3.5	3.4

Packaging Innovation

Percentage of card board coming from recycled materials used as an input material (%)	72%*	73%*	72%	73%
Plastics removed from packaging (tons)	N/A	N/A	N/A	N/A
Paper removed from packaging (tons)	N/A	N/A	N/A	N/A
Total packaging removed from the consumer waste stream (tons)	N/A	N/A	N/A	N/A

Climate Change

Direct stationary energy usage (in thousands kWh)	46,579*	74,853*	75,529	64,155
Indirect stationary energy usage (in thousands kWh)	67,147	68,570	71,266	71,512

Total stationary energy usage (direct and indirect, in thousands kWh)	113,726	143,423*	146,794*	135,667
Total solar energy usage (in thousand kWh)	8,071	12,137	12,340	11,830
Percentage of electricity consumption from solar (%)	7%	8%	8%	9%
Almarai owned refrigerators in stores (in thousands kWh)	N/A	N/A	N/A	N/A
Manufacturing energy intensity (kWh/metric ton of finished product)	256.2	256.8*	264.8*	238.1
Total vehicle fuel consumption (thousands of liters)	1,374	2,710*	3,082*	2,938
Scope 1 (direct) emissions (metric tons CO2e)	25,880	27,771*	37,073*	40,113
Scope 2 (indirect) emissions (metric tons CO2e)	29,333	27,397*	31,132*	33,819
Scope 3 emissions from Almarai refrigerators in stores (metric tons CO2e)	NIA	N/A	N/A	N/A
Total emissions (metric tons CO2e)	55,213	55,168*	68,206*	73,931
Manufacturing emissions intensity (metric tons CO2e/metric ton of finished product)	0.13	0.08	0.22*	0.08
Emissions from refrigerant leakage and replacement (metric tons CO2e)	1,166	1,627*	1,635*	1,267

Waste Management

Food waste resold for animal feed (Store returns and operational) (metric tons)	0	0	0	0
Recycled waste (metric tons)	9,042	4,250	3,826	2,772
Total waste generated (metric tons)	19,395	22,702	21,940	20,702
Waste sent to landfill (metric tons)	10,353	11,295	11,100	10,010
Percentage of waste sent to landfill (%)	53%	53%*	51%	48%

*Figures are restated in 2024, following the improvements to the data collection systems and analysis



Managing
Sustainability
At Teeba



Caring
for People



Protecting
the Planet



Producing
Responsible
Products

Our Sustainability Performance

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Quality And Food Safety

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

Animal Welfare



Number of cows	3,200	3,596	3,694	4,727
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 (%)	93%	100%	100%	93%
Percentage of spending on locally based suppliers (%)	90%	90%	82%	80%
Total number of suppliers engaged	700	719	445	512
Total number of local suppliers engaged	650	719	445	475
Percentage of purchased volume from suppliers compliant with company's sourcing policy	100%	100%	98%	80%
Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards	100%	25%	90%	80%
New suppliers that were screened using social and/or environmental criteria	3	3	0	0
Number of negative social and/or environmental impacts in the supply chain and actions taken	0	3	0	0

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Teeba

Teeba, a subsidiary of Almarai, is a leading dairy production company in Jordan committed to delivering high-quality products and promoting sustainability in the industry.

Teeba is deeply committed to environmental stewardship, embedding sustainability across all facets of its business. With a focus on decentralized yet coordinated management, the Quality and Regulatory Department leads our sustainability initiatives. We launched a range of initiatives aimed at minimizing our environmental footprint, including the increased adoption of renewable energy sources and a reduction in water consumption. We also focused on minimizing waste generation by introducing a recycling program. Recognizing the importance of skilled personnel, we invested in training and development for employees to equip them with the knowledge necessary for sustainable operations. We also fostered close collaborations with our suppliers to ensure alignment with our sustainability goals. This commitment to sustainability has established Teeba as a leading force in the Jordanian market and a key contributor to the joint venture, IDJ, within the Almarai Company.

Environmental Performance

Over the past years, Teeba has implemented a range of measures to improve its environmental performance. One of the key achievements was in the area of carbon footprint, with total emissions decreasing to

Teeba



24,148.06 metric tons of CO2 equivalent. This represents a reduction from the 26,283.95 metric tons we recorded in 2023. This decline is attributed to our targeted initiatives aimed at enhancing energy efficiency and minimizing greenhouse gas emissions throughout our manufacturing processes. In 2024, we also made progress in water conservation, increasing our water recycling and reuse to 216,633 cubic meters, up from 213,131 cubic meters in 2023. This improvement, though modest, is an important step in our ongoing efforts to use water more sustainably. Simultaneously, we made decent progress in waste management, particularly in the area of recycling, with 1,464 metric tons of waste being recycled. This represents a significant increase when compared to the 285 metric tons recycled in 2023. Additionally, we achieved a small reduction in the percentage of waste sent to landfills, from 99% in 2023 to 97% in 2024. Although there is more work to be done, this change indicates a positive trend towards reducing landfill waste and finding alternative waste management solutions.

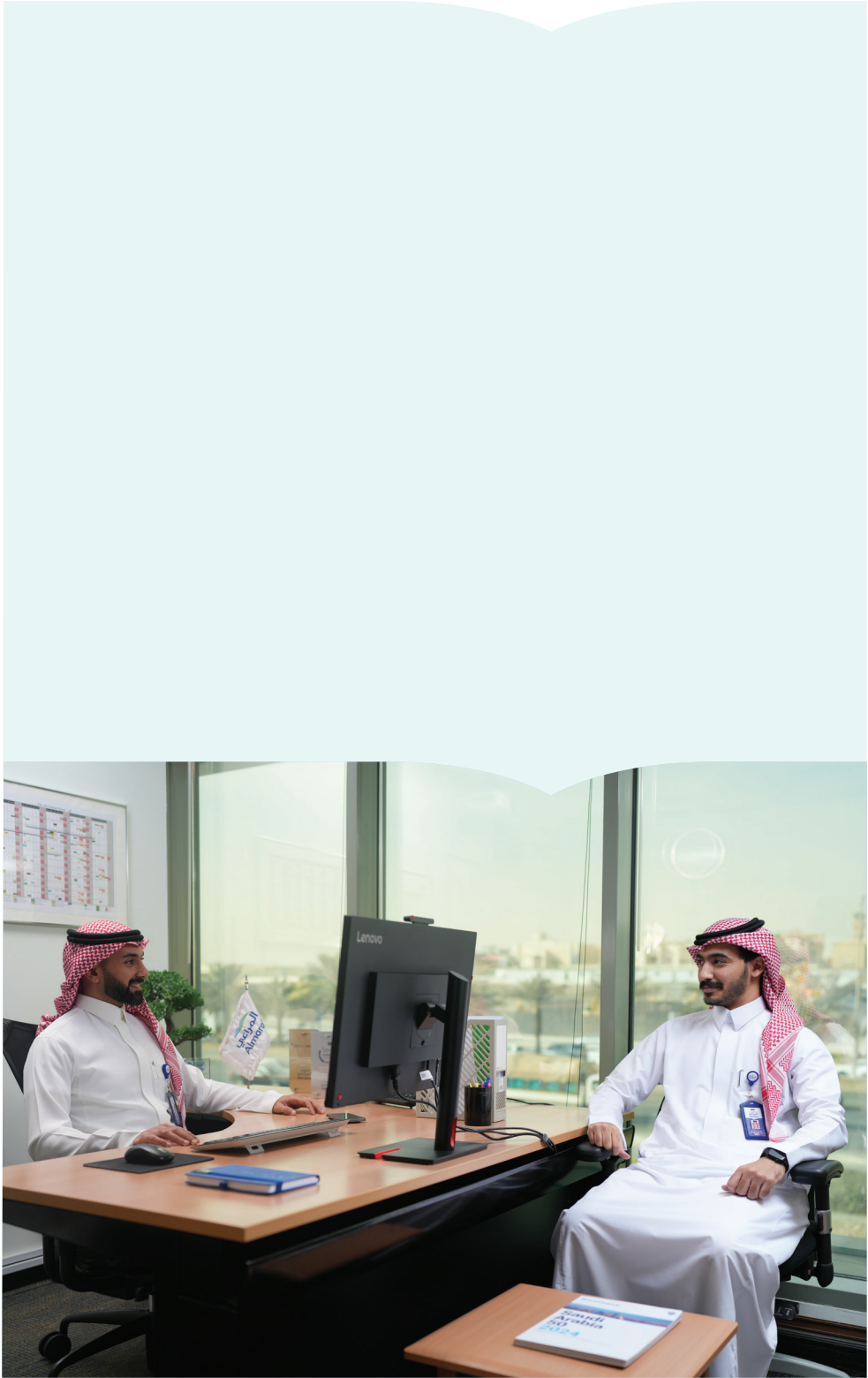
Community Engagement

Teeba is not only a leader in the dairy industry but also a proactive member of the local community. Our commitment extends beyond our business operations to include a range of community engagement initiatives that aim to enrich the lives of those around us. An integral part of our CSR efforts includes hosting numerous school and university visitors at our facilities, providing them with an opportunity to learn about the dairy industry and sustainable practices firsthand. We also continued with our product donation program as part of community outreach initiatives. Building on the momentum from the previous year, we continued the implementation of our Corporate Social Responsibility (CSR) activity plan, which was originally crafted in 2021. This plan represents a significant step forward in formalizing our approach to community investment with identified sectors to focus on. Moving ahead, we will continue to positively influence the lives of those around us and look forward to witnessing the outcomes of our CSR initiatives in the coming years.

Employee Development

In 2024, we delivered a total of 18,553 training hours to our employees.

At Teeba, we recognize that the true strength of our company lies in the hands of our employees. With this understanding, we are deeply committed to nurturing their growth and wellbeing, which we see as pivotal to our long-term success and sustainability. To support this



vision, we have implemented several initiatives to assist our staff, including ongoing training and career advancement opportunities. This investment in training underscores our belief in the power of education and our role in empowering our employees to reach their full potential. In addition to training, we conducted thorough employment development reviews for 100% of our team members, ensuring that individual career paths are aligned with both personal aspirations and company goals. Beyond professional development, we are dedicated to cultivating a positive workplace environment. We are proud to report that in 2024, our efforts resulted in a year free from any incidents of discrimination or misconduct like previous years. Additionally, understanding the importance of work-life balance, we have also introduced flexible work arrangements, allowing our employees to tailor their work schedules to better fit their personal lives. Complementing this flexibility, we have rolled out health and wellness programs, providing our staff with the resources to maintain their health and wellbeing.

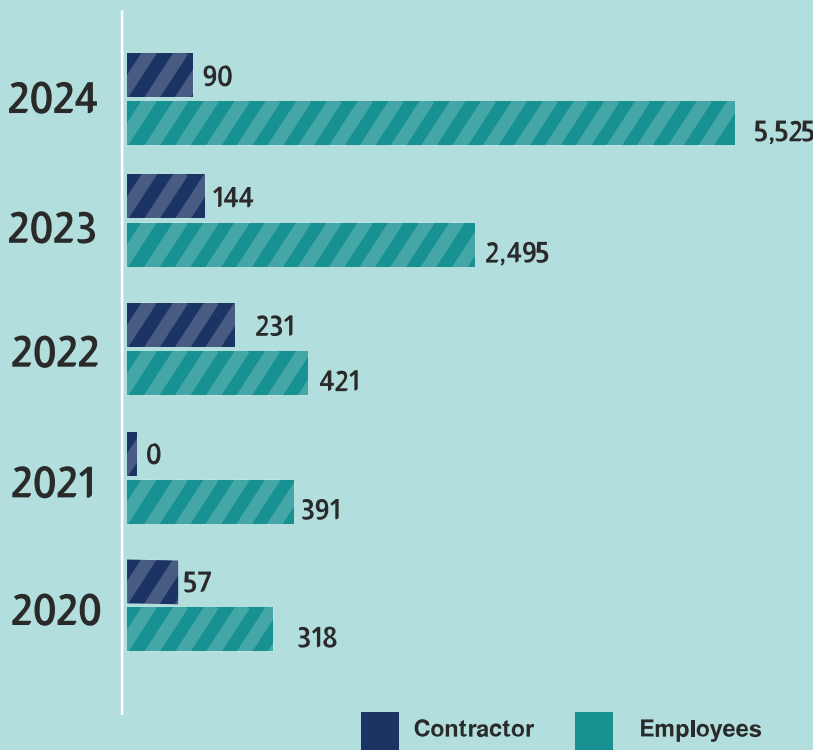
Health and Safety

Teeba has implemented key performance indicators (KPIs) to diligently monitor and enhance the safety of our workforce and the communities we serve. These KPIs includes number of lost time injuries and lost-time injury rate for both employees and contractors. These indicators serve as a warning system, allowing for timely interventions in line with our Health & Safety commitments. In 2024, the number of lost time injuries among employees was recorded at 25, showing a slight increase from the 23 reported in 2023. However, we maintained our record of zero lost-time injuries for contractors. To reduce the incidence of Lost Time Injuries (LTIs), we intensified our focus on employee training programs. These programs are designed to equip our workforce with the knowledge and skills necessary to identify, mitigate, and respond to potential safety hazards. Our dedication to enhancing workplace safety is evident in the substantial increase in training hours, from 2,495 hours in 2023 to 5,525 hours in 2024, and in the average training hours per employee, which more than doubled from 2 hours in 2023 to 4.35 hours in 2024. Moreover, despite having achieved a record of zero LTIs among contractors, we continue to offer them relevant trainings. This ensures that our contractors are also well-versed in our safety protocols and contribute to maintaining a secure work environment across all operations.

Quality and Food Safety

Teeba is committed to providing safe and healthy products for all its customers, in line with its commitment as part of its commitment to maintain the FSSC 22000 Food Safety Certificate. This steadfast commitment to food safety and quality was recently validated during an AIB inspection, in which we received excellent evaluation for our efforts. We have consistently achieved high scores on an international

Hours of employee and contractors health and safety training



level through these comprehensive inspections, which are designed to scrutinize a wide array of food safety parameters. These include evaluating pre-manufacturing conditions, adherence to industry best practices, and overall readiness to produce safe food products. Inspectors also assessed the effectiveness of personal hygiene protocols, preventative maintenance programs, and measures in place for cleaning, sanitization, and pest control. Moreover, the AIB inspection also included review of our internal systems and documentation practices, ensuring that every aspect of the operation meets the highest standards of food safety.

Responsible Marketing and Communications

In 2024, Teeba took significant steps to ensure that its products complied with the regulations set by the Jordan Food and Drug Administration (JFDA). To enhance product promotion, we launched targeted marketing strategies, including cause marketing partnerships, influencer campaigns, and collaborations with nutritionists. We also enhanced online and digital support for both existing products and the development of new offerings. Committed to responsible marketing and communication standards, we ensured that consumers received accurate information about the health and nutritional benefits of our products. Consequently, we reported no instances of non-compliance with regulations or voluntary codes in 2024, as all products were thoroughly evaluated to meet the required standards. This commitment to quality and safety underscores our dedication to providing consumers with exceptional care and reliability.




Zero instances of non-compliance with regulations or voluntary codes concerning marketing communications in 2024.

	2021	2022	2023	2024
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%



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	2021	2022	2023	2024
Number of incidents of non-compliance with environmental laws and regulations	0	0	0	0

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Our Sustainability Performance

2021

2022

2023

2024

Nutrition And Wellbeing



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%

Health And Safety



Number of employee lost time injuries	8	4	23	25
Contractor lost-time injuries	0	0	0	0
Employee lost-time injury rate (per 1 mln man-hours)	7.7	3.71	7.28	9.24
Contractor lost-time injury rate (per 1 mln man-hours)	0	0	0	0
Hours of employee health and safety training	391	421	2495	5525
Hours of contractor health and safety training	0	231	144	90
Average hours of health and safety training per employee	0.37	0.35	2.00	4.35
Average hours of health and safety training per contractor	0.0	0.53*	3.3	1.8
Employee absenteeism rate (%)	1%	1%	1%	1%

Employee Talent And Diversity



Number of employees	1,065	1,188	1,246	1270
Male employees	1,039	1,160	1,211	1230
Female employees	26	28	35	40
Full time, male employees	962	1,160	1,211	1212
Full time, female employees	26	28	35	40
Part time, male employees	0	178	0	0
Part time, female employees	0	26	0	0
Senior management employees	16	9	10	10

Middle management employees	28	32	32	31
Non-management employees	944	1,147	1,190	1216
New employee hires	252	371	266	219
New employee hires, age 18-30	188	269	180	145
	74.6%	72.5%	67.7%	66.2%
New employee hires, age 31-50	64	100	85	74
	25.4%	27.0%	32.0%	33.8%
New employee hires, age 51+	0	2	1	0
	0%	1%	0%	0%
New employee hires, male	314	362	251	207
	124.6%	97.6%	94.4%	94.5%
New employee hires, female	3	9	15	12
	1%	2%	6%	5%
Voluntary employee turnover	92*	266*	97	187
	8.6%*	22.4%*	7.8%	14.7%
Voluntary employee turnover, age 18-30	79*	172*	70	110
	85.9%*	64.7%*	72.2%	58.8%
Voluntary employee turnover, age 31-50	8*	89*	27	75
	8.7%*	33.5%*	27.8%	40.1%
Voluntary employee turnover, age 51+	5*	5*	0	2
	5.4%*	1.9%*	0.0%	1.1%
Voluntary employee turnover, male	84*	259*	92	179
	91.3%*	97.4%*	94.8%	95.7%
Voluntary employee turnover, female	2*	7*	5	8
	2.2%*	2.6%*	5.2%	4.3%
Female employment rate (%)	2.7%	2.4%	2.9%	3.3%
Women in senior management	0	2	2	2
	0.0%	22.2%	20.0%	20.0%

Women in middle management	6	8	5	6
	21.4%	25.0%	15.6%	19.4%
Women in non-management positions	17	20	28	32
	1.8%	1.7%	2.4%	2.6%
Board seats occupied by women	2	1	1	0
	25.0%	12.5%	12.5%	0.0%
Number of employees with a disability	15	15	15	14
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	10	16	11	13
Number of female employees that took parental leave	0	1*	2	1
Number of female employees that returned to work in the reporting period after parental leave ended	0	1*	2	1
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	2	1
Female employee return to work rate of employees that took parental leave (%)	0%	100%*	100%	100%
Female employee retention rate of employees that took parental leave (%)	0%	0%	100%	100%
Total hours of training provided	9,584	12,439	18,627	18553
Average hours of training per employee	9.00	10.47	14.95	14.61
Percentage of employees receiving regular performance and career development reviews (%)	100%	100%	100%	100%

Community Investment



Total CSR spending (ﷲ)	279,635	691,298	827,751	650,000
Number of school and university visitors hosted	0	726	847	593
Product donations (Number of servings)	174,405	199,385	548,670	129,623

*Figures are restated in 2024, following the improvements to the data collection systems and analysis



Managing
Sustainability
At Teeba



Caring
for People



Protecting
the Planet



Producing
Responsible
Products

Our Sustainability Performance

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Water Management

Water withdrawal (m3)	372,250	267,540	251,556	278,455
Water recycling and reuse (m3)	178,191	159,597	213,131	216,633
Percentage of water recycled and/or reused (%)	48%	60%	85%	78%
Total water consumption (m3)	387,070	427,137	464,687	495,088
Water discharge (m3)	184,515	170,797	237,285	242,401
Manufacturing water intensity (m3/metric ton of finished product)	9	6	5	5

Packaging Innovation

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

Climate Change

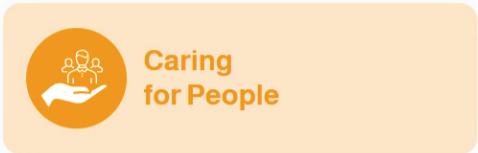
Direct stationary energy usage (in thousands kWh)	12,331	3,853	11,498	12,358
Indirect stationary energy usage (in thousands kWh)	12,985	10,002	13,075	14,342
Total stationary energy usage (direct and indirect, in thousands kWh)	25,316	13,855	24,573	26,700
Total solar energy usage (in thousand kWh)	167	600	408	567
Percentage of electricity consumption from solar (%)	1%	4%	2%	2%
Almarai owned refrigerators in stores (in thousands kWh)	N/A	N/A	N/A	N/A
Manufacturing energy intensity (kWh/metric ton of finished product)	456	415	413	371
Total vehicle fuel consumption (thousands of liters)	950	3,520	6,890	5,963
Scope 1 (direct) emissions (metric tons CO2e)	5,949	5,608	20,981	18,845
Scope 2 (indirect) emissions (metric tons CO2e)	10,102	11,542	10,172*	5,303

Scope 3 emissions from Almarai refrigerators in stores (metric tons CO2e)	N/A	N/A	N/A	N/A
Total emissions (metric tons CO2e)	16,051	17,150	31,153*	24,148
Manufacturing emissions intensity (metric tons CO2e/metric ton of finished product)	0.37	0.20	0.20*	0.13
Emissions from refrigerant leakage and replacement (metric tons CO2e)	N/A	N/A	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	274	285	1,464
Total waste generated (metric tons)	250	51,830*	49,265	57,998
Waste sent to landfill (metric tons)	250	51,556*	48,980	56,533
Percentage of waste sent to landfill (%)	100%	99%*	99%	97%

*Figures are restated in 2024, following the improvements to the data collection systems and analysis



Our Sustainability Performance

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Quality And Food Safety				
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
Number of Food Safety System Certification (FSSC) 22000 certified plants	1	1*	1	1
Number of Global Food Safety Initiative (GFSI) certified plants	1	1	1	1
Percentage of plants that are GFSI certified (%)	100%	100%	100%	100%

Number of food safety and quality assurance employees	5*	3	5	5
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Animal Welfare



Number of cows	3,200	3,596	3,694	4,727
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 (%)	93%	100%	100%	93%
Percentage of spending on locally based suppliers (%)	90%	90%	82%	80%
Total number of suppliers engaged	700	719	445	512
Total number of local suppliers engaged	650	719	445	475
Percentage of purchased volume from suppliers compliant with company's sourcing policy	100%	100%	98%	80%
Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards	100%	25%	90%	80%
New suppliers that were screened using social and/or environmental criteria	3	3	0	0
Number of negative social and/or environmental impacts in the supply chain and actions taken	0	3	0	0

*Figures are restated in 2024, following the improvements to the data collection systems and analysis