

Doing better every day

Sustainability Report 2023

Our subsidiaries

Our subsidiaries



Beyti



Teeba

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. ”



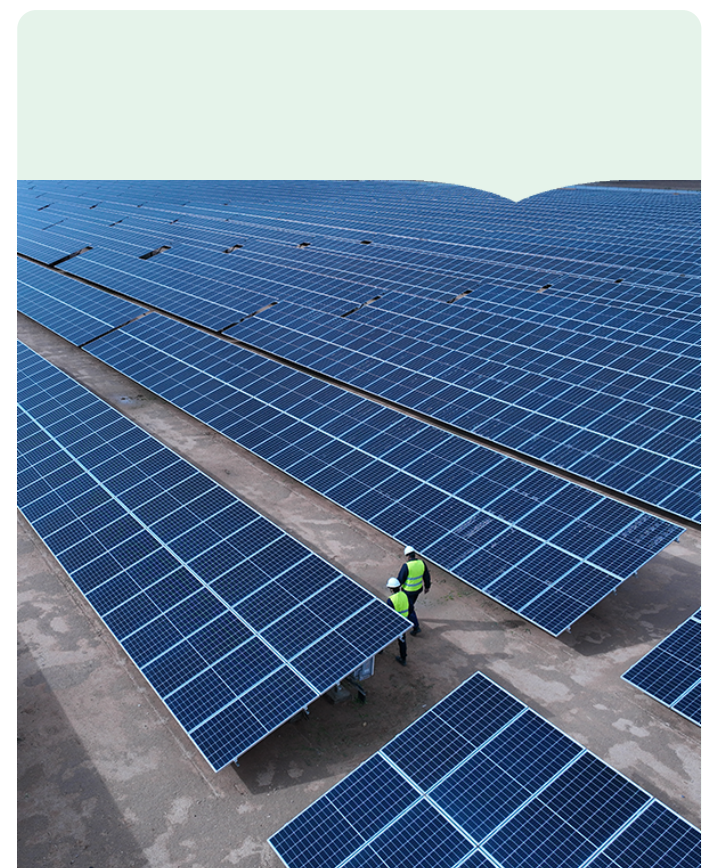
This document describes Beyti's strategy towards sustainability and highlights its accomplishments in 2023, including notable increase in hours of employee and contractor health and safety training, heightened reliance on renewable energy sources and reducing waste generation. Looking forward, Beyti 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

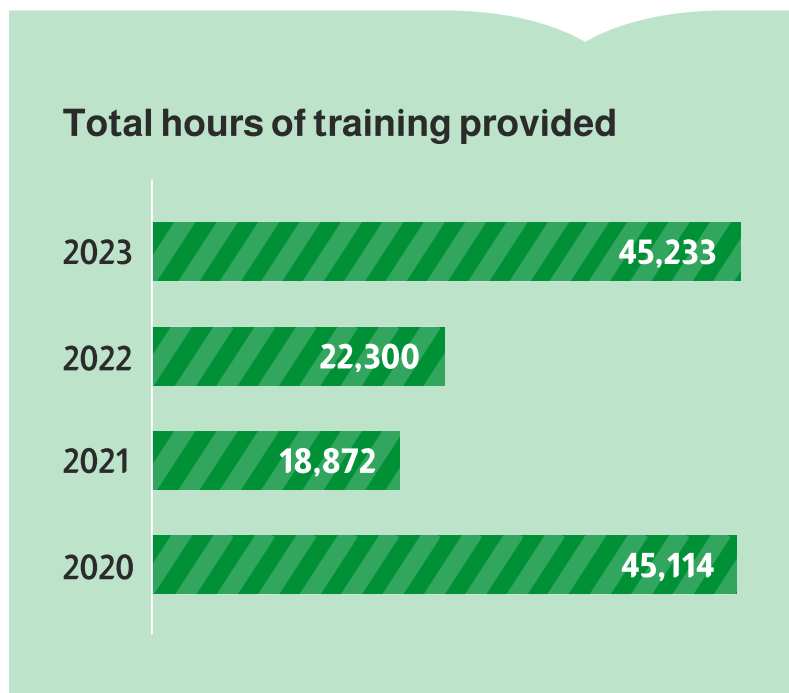


impressive 72% utilization of recycled materials in its cardboard packaging, contributing to a reduction in the environmental footprint of its products and a step towards a circular economy. Beyti remains dedicated to exploring novel and innovative approaches to further diminish its environmental impact, solidifying its position as an industry leader in corporate sustainability.

Community engagement

Beyti is dedicated to fostering solidarity among individuals and society at large. In pursuit of this commitment, Beyti actively supports initiatives aimed at providing assistance to those in need and will continue such efforts in order to enhance lives and contribute positively to the broader community. The company is resolute in its ongoing endeavors to ensure that both individuals and society as a whole benefit from its support and solidarity initiatives. Beyti places significant emphasis on supporting local producers, striving to enhance their efficiency to meet the standards set by the National Food Safety Authority. Prioritizing the health and safety of consumers, Beyti maintains an unwavering commitment to delivering products that adhere to the highest international quality standards. The company is actively engaged in improving supply chains associated with milk collection centers and minor breeders, concurrently pledging to support minor farmers and milk producers in alignment with the state's strategy. Recognizing the pivotal role of the private sector, Beyti firmly believes in its contribution to sharpening the competitive edge of local producers.

Employee development

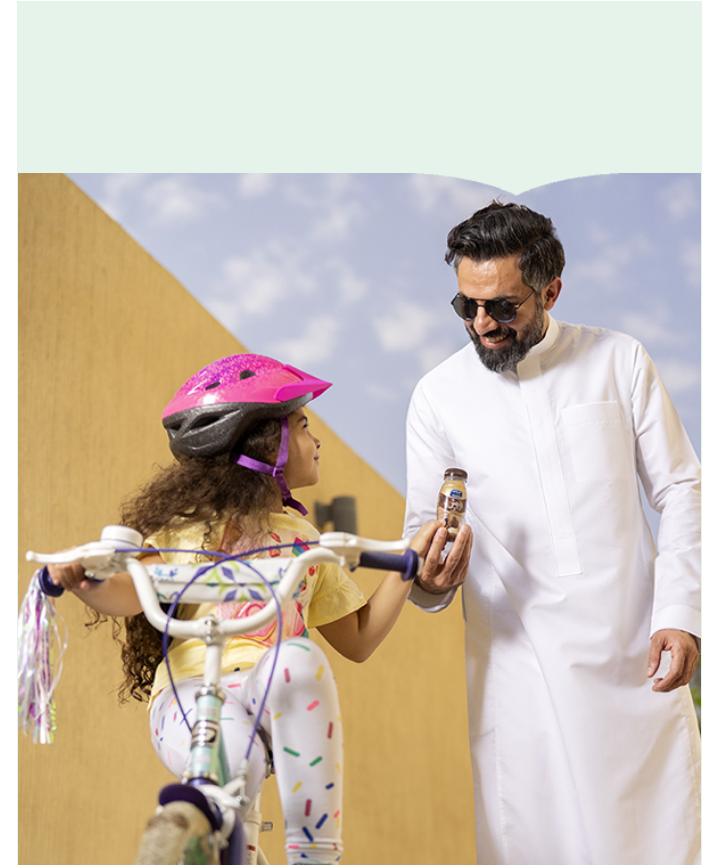


In 2023, Beyti reaffirmed its commitment to corporate sustainability by prioritizing a safe and secure working environment for its employees. The company upheld its Code of Conduct and established a reporting system enabling employees to address issues related to corruption, racism, and code violations. To bolster professional growth, all management and supervisory staff were assigned tailored performance objectives and gained access to leadership and development programs, alongside e-

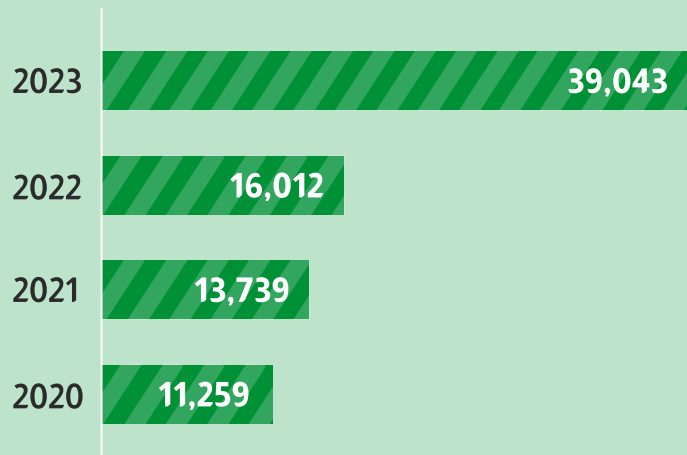
learning courses. In an effort to further enrich employee learning, a comprehensive training and development program was implemented, encompassing over 45,233 hours of training, with 100% of the staff undergoing performance and career development reviews. These initiatives collectively contributed to Beyti's ability to sustain a safe and secure workplace throughout 2023.

Health and safety

In 2023, Beyti took a significant step in prioritizing employee safety by successfully implementing the fire trace system project, encompassing all electrical panels within the plant. The commitment to employee wellbeing was further underscored by providing over 39,000 hours of health and safety training, marking an increase of nearly 144% compared to the previous year. This dedication to health and safety is evident in the company's attainment of the OHSAS 18001 Occupational Health and Safety certification, a testament to their strategy of upholding the highest standards in this regard.



Hours of employee health & safety training



Beyti remains resolute in its commitment to ongoing investments in health and safety initiatives, ensuring the continued wellbeing and safety of its employees.

Quality and food safety

Beyti remains unwavering in its commitment to providing products of the utmost quality, employing the same stringent quality audit processes as Almarai. In 2023, the company continued to adhere to Almarai's quality management

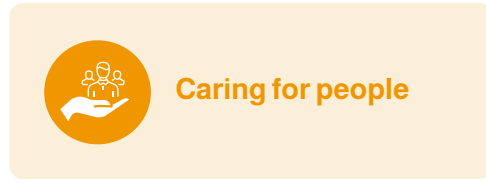
system and successfully attained the latest FSSC 22000 certification, a globally recognized standard by GFSI, and completed the ISO 9001 certification. Sustaining high-quality standards involves the implementation of a daily quality reporting system and strategic leadership approaches. Notably, there were zero instances of non-compliance concerning the health and safety of products, and comprehensive assessments were conducted to evaluate the food safety impacts, ensuring the safety of the products for consumption. Beyti remains dedicated to the company's motto, 'Quality you can trust,' and is resolute in delivering only the finest quality products to its valued customers.

Responsible marketing and communications

Beyti prioritizes transparency in providing nutritional information for its product portfolio, with detailed labels on packaging. The company responds openly to consumer inquiries regarding nutritional information, ensuring transparency. In the case of any consumer complaint related to quality, a thorough investigation is conducted, and the findings are shared transparently with the consumer. Beyti has established a dedicated unit for managing consumer complaints, diligently tracing, and following up on each issue until resolution. To further enhance transparency in consumer relations, those who file complaints are invited to visit our manufacturing facilities, offering them a firsthand understanding of our quality control procedures.

Additionally, Beyti is committed to ensuring compliance with the latest regulations and standards. In 2023, the company conducted a comprehensive review of all significant product categories to verify adherence to product information and labeling requirements. To uphold ongoing compliance, a systematic approach involving regular reviews has been implemented, ensuring that products and processes consistently align with the latest regulations and standards. This rigorous system of reviews is designed to guarantee that Beyti's products consistently meet the highest standards of quality and safety.



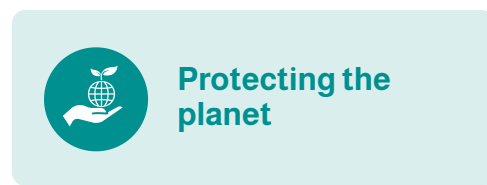


Our sustainability performance

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



Our sustainability performance

2020 2021 2022 2023

| Nutrition and wellbeing | | | | |
|--|--------|--------|--------|--------|
| 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% |
| Health and safety | | | | |
| 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 |

2020 2021 2022 2023

| | | | | |
|--|-------|-------|-------|-------|
| 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% |

Employee talent and diversity

| | | | | |
|-------------------------------|-------|-------|-------|-------|
| Number of employees | 2,800 | 2,957 | 3,162 | 3174 |
| 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 |

| | 2020 | 2021 | 2022 | 2023 |
|--|-------|-------|-------|-------|
| | 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 |
| | 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 |

2020 2021 2022 2023

| | | | | |
|---|--------|--------|--------|--------|
| 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

| | | | | |
|---|---------|---------|---------|---------|
| 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



Managing Sustainability at Beyti



Caring for people



Protecting the planet



Producing responsible products

Our sustainability performance

2020 2021 2022 2023

Water management

| | | | | |
|---|-----------|-----------|-----------|-----------|
| 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 |

Packaging innovation

| | | | | |
|---|-----|------|------|-----|
| 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 |

Climate Change

| | | | | |
|---|---------|---------|---------|---------|
| 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 |

| | 2020 | 2021 | 2022 | 2023 |
|---|--------|--------|--------|--------|
| Manufacturing energy intensity (kWh/metric ton of finished product) | 309.6 | 256.2* | 256.8 | 264.8 |
| Total vehicle fuel consumption (thousands of liters) | 2,683 | 1,374 | 2,710 | 3,082 |
| Scope 1 (direct) emissions (metric tons CO2e) | 5,337 | 25,880 | 27,771 | 37,073 |
| Scope 2 (indirect) emissions (metric tons CO2e) | 28,706 | 29,333 | 27,397 | 31,132 |
| Scope 3 emissions from Almarai refrigerators in stores (metric tons CO2e) | NIA | NIA | N/A | N/A |
| Total emissions (metric tons CO2e) | 34,043 | 55,213 | 55,168 | 68,206 |
| Manufacturing emissions intensity (metric tons CO2e/metric ton of finished product) | 0.08 | 0.13 | 0.08 | 0.22 |
| Emissions from refrigerant leakage and replacement (metric tons CO2e) | 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



Managing Sustainability at Beyti



Caring for people



Protecting the planet



Producing responsible products

Our sustainability performance

2020 2021 2022 2023

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 | 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 |
| 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

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.

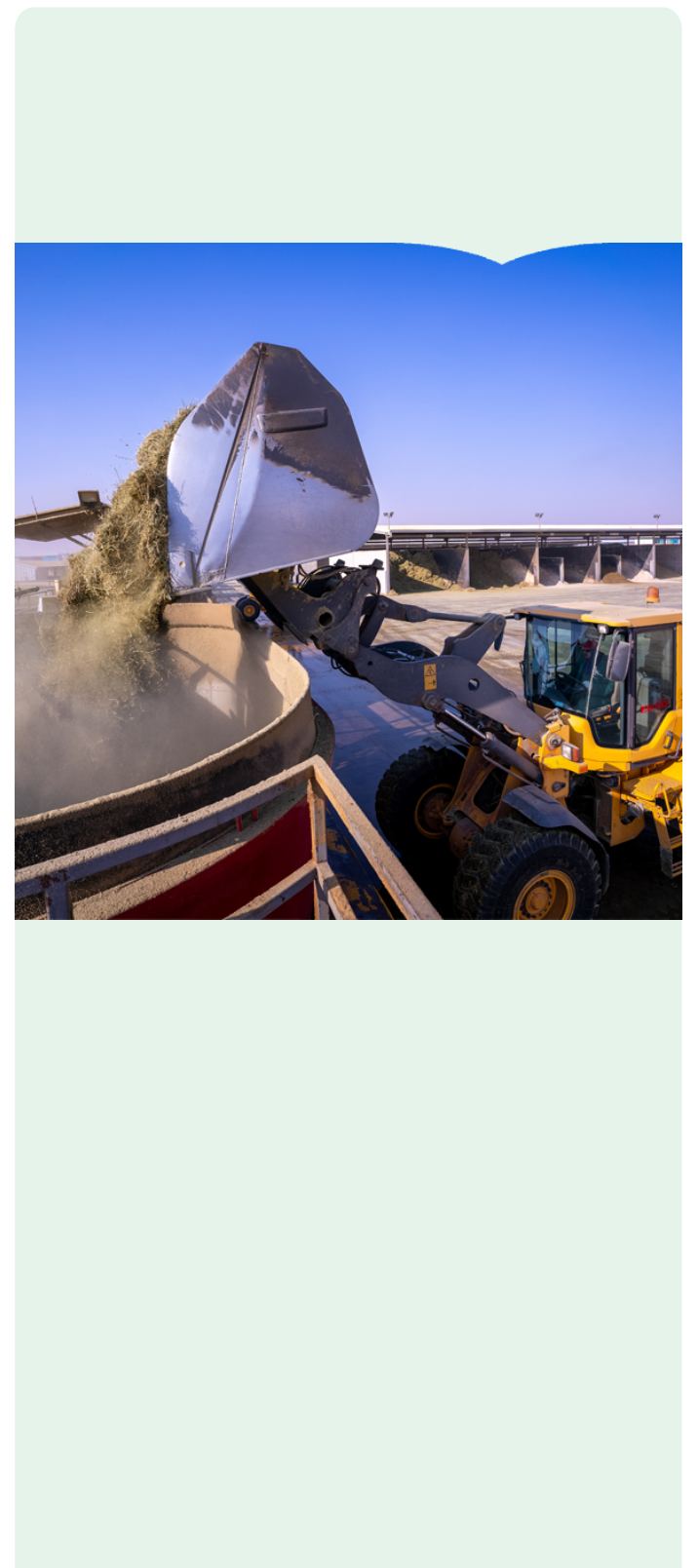
The Quality and Regulatory Department is tasked with coordinating Teeba's sustainability management efforts. In 2023, Teeba made significant progress in its sustainability initiatives. The company implemented various initiatives aimed at reducing its environmental impact, such as increasing the utilization 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 m³ 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.

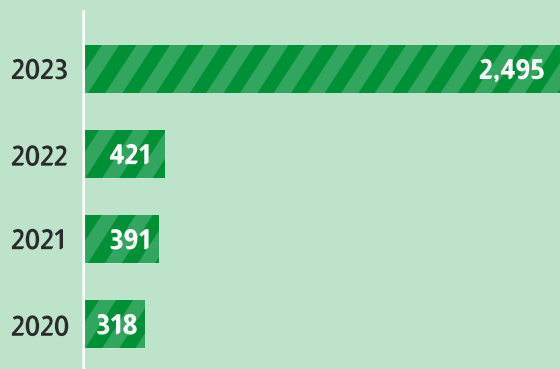
Community engagement

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

Hours of employee health and safety training



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



Caring for people



Protecting the planet



Producing responsible products

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



Managing Sustainability at Teeba



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Protecting the planet



Producing responsible products

Our sustainability performance

| | 2020 | 2021 | 2022 | 2023 |
|--|-------|------|------|------|
| 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 | 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 |

2020 2021 2022 2023

| | | | | |
|--|-----|------|-------|------|
| 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% |

Employee talent and diversity

| | | | | |
|-------------------------------|-------|-------|-------|-------|
| Number of employees | 877 | 1,065 | 1,188 | 1,246 |
| Male employees | 854 | 1,039 | 1,160 | 1,211 |
| 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 |

| | 2020 | 2021 | 2022 | 2023 |
|--|--------|--------|--------|-------|
| | 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% |
| 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% |

2020 2021 2022 2023

| | | | | |
|---|---------|-------|--------|--------|
| 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

| | | | | |
|---|---------|---------|---------|-----------|
| 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 |

*Figures are restated, 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

2020 2021 2022 2023

Water management

| | | | | |
|---|---------|---------|---------|---------|
| 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 |

Packaging innovation

| | | | | |
|---|-----|-----|-----|-----|
| 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 |

Climate Change

| | | | | |
|---|--------|--------|--------|--------|
| 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 ₂ e) | 6,862 | 5,949 | 5,608 | 20,981 |
| Scope 2 (indirect) emissions (metric tons CO ₂ e) | 7,874 | 10,102 | 11,542 | 10,172 |
| Scope 3 emissions from Almarai refrigerators in stores (metric tons CO ₂ e) | NIA | NIA | N/A | N/A |
| Total emissions (metric tons CO ₂ e) | 14,736 | 16,051 | 17,150 | 31,153 |
| Manufacturing emissions intensity (metric tons CO ₂ e/metric ton of finished product) | 0.23 | 0.37 | 0.20 | 0.20 |
| Emissions from refrigerant leakage and replacement (metric tons CO ₂ 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% |

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



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2020 2021 2022 2023

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 | 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 |

2020 2021 2022 2023

| 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 |

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