

2 Social Initiatives

First Milling Company focuses on effective initiatives that directly affect the community, including the social, healthcare and educational initiatives, in addition to other initiatives that could unfold opportunities to develop and boost citizens and to care for their physical and psychological health. At the same time, the Company attempts to create some sort of balance between the economic, social and environmental needs while maintaining sustainable growth and community welfare.

Occupational Health and Safety

The Company's aims to continuously maintain the health and safety of its employees. The Company intends to continue its efforts to develop a safe work environment for its employees and avoid workplace injuries. In addition, the Company conducts periodic reviews for all its sites and production facilities in order to assess compliance with health, safety and environmental policies. The Company is subject to safety and health laws in force in the Kingdom, which set out various standards for regulating aspects of health, safety and security quality, and impose civil and criminal penalties and other liabilities for violations or breaches.

Employee and Talent Development - Employees Efficiency and Diversity

On top of the Company's priorities come the prosperity and productivity of employees. As for talent development, the Company has set up various

bespoke training and development programs. The Company continues to participate in all diversity and equality initiatives of all kinds, aiming to create additional value and enhance organizational performance, by organizing more than 24 training courses and preparing a training program for more than 1,053 employees in 2023G.

Food Safety and Quality

The Company has adopted more rigorous food safety standards, namely Good Manufacturing Practices (GMP) and Hazard Analysis & Critical Control Points (HACCP) that will help the Company to further enhance its public health standards. First Milling Company actively contributes to the provision and sustainability of food resources inside the Kingdom. The Company is also keen on maintaining the safety of the food served to consumers and clients through the provision of leading premium quality products. All of the Company's production facilities comply with regulatory norms, including those set by SFDA and GFSA, and have received Quality System Management (ISO) certifications.

Community Investments

Responsibility and oversight towards the protection of the environment and the entire planet. Our initiatives are related to activities like the Corporate Social Responsibility and the local community initiatives.