

4 - 18 Social Responsibility and Sustainability

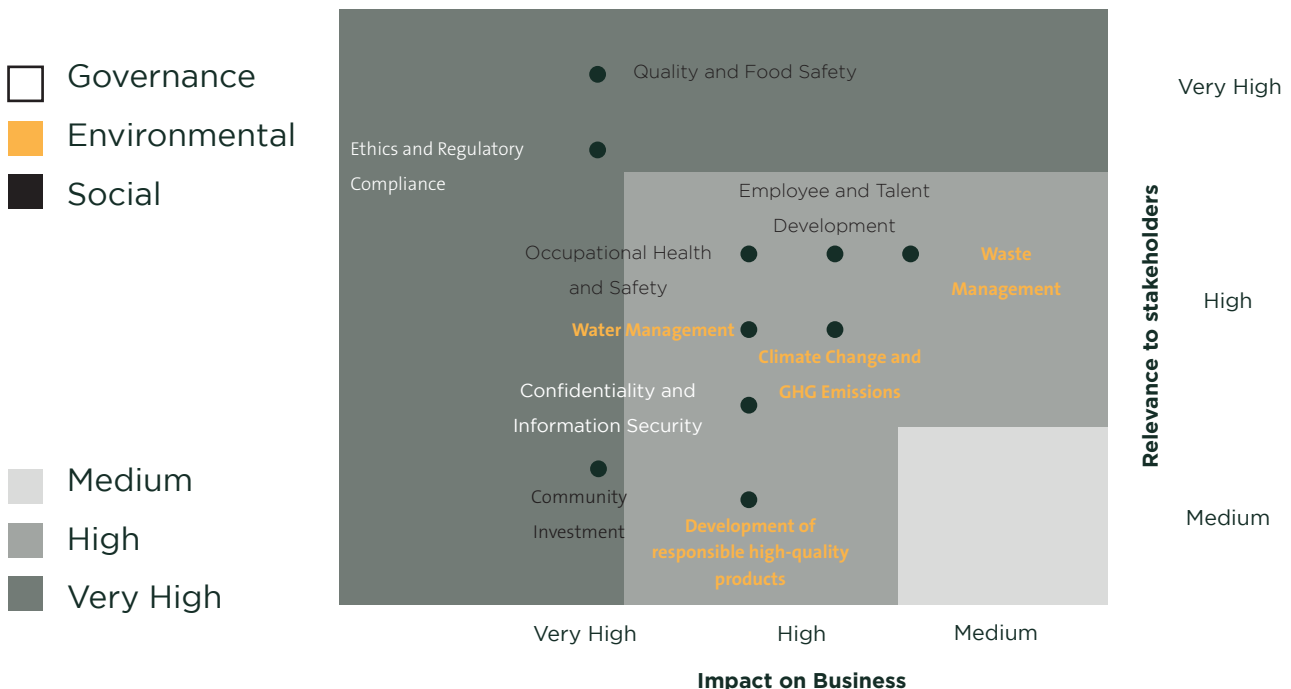
Towards A Sustainable Community

Sustainability is a key factor in building the Company's reputation and enhancing relations with consumers and the community in general. Accordingly, First Milling Company works on sustainability in all aspects of its business and activities.

Individuals & Community	Environment	Public Health	Employees	Economy
Meeting the needs of the community is at the top of the sustainability pyramid.	Preserving and managing natural resources in a good manner.	Providing healthy and nutritious products.	Enhancing the living standards of employees and their families.	Effective Sustainability ensures the success of the Company, the growth of its business, and maximizing the profits of its shareholders.
Providing various programs of responsibility towards the community.	Rationalizing the consumption of water, food and power sources enhances community development .	Protecting the environment against pollution.	Providing the proper health care for employees and their families, including their parents, spouses and children.	The Company's application of sound sustainability contributes to accelerating the growth of the national economy.
Sustainable community ensures economic growth.	Compliance to the international specifications and standards in terms of reducing the waste in resources.	Healthy and safe Packaging.	Maintaining the well-being and welfare of employees.	Contributing to the development of the mills sector in the Kingdom is one of the Company's priorities.
A sustainable community is less vulnerable to risks.	Focusing on food preservation, and encouraging the reduction of food waste and loss.	Emphasizing the necessity of adding the nutritional value tables for products launched in the market with the appropriate details.	Giving special care to the moral principles and the code of conduct.	Achieving financial sustainability is a key goal of the Company.
Continuous development of sustainability benefits the community.	Promoting the reuse and recycling of food in the Kingdom.	Launching gluten-free products that are suitable for all.	Launching sustainability initiatives to improve job performance and operational aspects.	Strengthening cooperation between the private sector, government agencies, non-governmental organizations, restaurants and retail stores.
Increasing the Saudization rates of jobs in the Company serves the Saudi community.	Implementing the thermal treatment program to ensure the non-use of chemical pesticides, achieve better results that support the environment, and ensure higher quality of the finished products.		Training and raising employee awareness as part of the corporate social responsibility.	

In 2023G, in line with the materiality assessment procedures issued as per the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), First Milling Company continued its efforts "Towards a Sustainable Community". Such shall be achieved by developing a more comprehensive sustainability strategy that revolves around three pillars; namely environmental, social and governance aspects, to align its sustainability approach with the renewable expectations of stakeholders.

Materiality Assessment of Fundamental Sustainability Issues in "First Milling Company", 2023G



Introduction

Strategy

Operating Review

Corporate Governance

Financial Performance