



Doing better every day

Almarai Sustainability Report 2021

Caring for people

“ Our promise to improve the lives of those that are integral to our business success every day. ”



Caring for people

Nutrition and wellbeing

“ We are working to make sure that our products and communications support healthy and nutritious living every day. ”


Our approach

Almarai is committed to providing healthy, quality, and nutritious food and beverages to consumers to enrich their lives and ensure that they can maintain a healthy lifestyle. Innovation is at the forefront of our approach to nutrition and wellbeing, and we continuously invest in and develop new technologies and competencies to ensure we remain competitive whilst providing consumers with healthy, nutritious choices. We strive to incorporate health and nutrition criteria in all our products and place it at the center of future innovation.


We believe that we have an active role to play in supporting consumers to have happy, healthy lifestyles that maximize nutrition and wellbeing. The way we brand and market our products play an important role in people’s lives and we acknowledge our responsibility to market responsibly. In 2021, we worked to draft a responsible marketing policy that will outline our commitments to providing consumers with clear, transparent, and accurate labelling and communications. This policy will seek to empower the consumer, giving them greater awareness of the products health and nutritional values, quality, and safety. By providing accurate and credible information, we can build strong brand trust with the consumer whilst also educating them through product labelling, outlining nutritional and safe storage information, as well as serving size and number of servings per item.

Our responsible marketing policy will also cover our other communication channels. We run awareness campaigns to promote knowledge and understanding of nutrition and wellbeing in partnership with healthcare community. Our communication channels aim to reach a wider audience and empower a greater pool of individuals to make better-informed choices regarding nutrition.




Almarai products contain **no artificial colors.**



Almarai products contain **no trans fats.**



All our fresh juices in our biggest market contain **zero added sugar.**

Almarai remains committed to breastfeeding

Human Milk is not only key to a good start in life, it also provides an abundance of lifelong benefits. Breastfeeding is a critical need for the health of the population and one of the most effective preventive health measures for children and mothers regardless of where they live. Breast milk provides babies with complete nutrition and strengthens the bond between mother and child providing enhanced wellbeing and numerous benefits for both. The WHO and UNICEF recommend exclusive breastfeeding for six months. Almarai fully supports this recommendation and outlines that all commercial practices are guided and fully in compliance with the WHO code and regulated by the rules of the Saudi Breastfeeding Law. Promoting healthy habits and best nutrition for moms and babies, including breastfeeding, is at the core of Almarai Infant Nutrition principles.

2021 performance and initiatives

To promote and enhance wellbeing of all our customers and clients, we have a robust nutrition policy and framework that is designed to outline our strategy for enriching the lives of our stakeholders. This policy and framework are supported by a set of visionary internal targets based upon the eight pillars of the framework: product reformulation, innovation, food fortification, marketing to children, food security, corporate social responsibilities, nutrition, and food regulations. During 2021, we conducted a series of activations and awareness campaigns to communicate the importance of nutrition, health, and wellbeing to our employees, customers, and other stakeholders. In doing so, we engaged various individuals in the opportunity for learning how to lead healthy lives. We further seek to help others through our community investment programs, which support thousands of individuals. Our food donations are nutritionally balanced.

As a part of Almarai's corporate responsibility towards the health and wellbeing of consumers, we have implemented a nutrient profiling system, which forms the core of our nutrition policy. This system aims to systemize the classification of our products and to continuously support nutritional improvements across our product lines. The criteria are based on Saudi Food and Drug Authority (SFDA) 2333:2019 Permitted Health and Nutrition Claims standard, international dietary guidelines, and will be periodically reviewed by an independent international scientific committee. This in turn is based upon global standards for salt, sugar, fat content and nutritional information. By providing transparency to our consumers, we are aiding in their ability to lead healthy lives.

Our highlight stories

“ Almarai remains committed to health awareness

Almarai seeks to build awareness of key nutrition and health information using various digital channels. In 2021, we built on the success of 2020 by continuing to expand our online audiences through new digital platforms including publishing health and nutrition social media posts, and providing updated nutrition information on our website. One of our greatest engagement successes came from the growth of our various social media channels, particularly YouTube which we use to run various campaigns and awareness events. Our YouTube channel achieved a record in 2021 as the first Saudi brand to hit one billion video views., Almarai has achieved great interaction and circulation of its awareness and advertising campaigns, with more than 6.9 million followers on social media, Almarai is locally ranked the largest audience FMCG corporate page on Twitter and Facebook. On global rankings, Almarai is the first largest audience FMCG corporate page on Twitter.

In collaboration with various organizations, Almarai has used its platform to support health and nutritional awareness in Saudi Arabia. In 2021, we engaged in the following projects:

- **Supported anti-drug campaigns in partnership with the Narcotics control administration.**
- **Supported an awareness campaign of rheumatic diseases organized by the Saudi Society of Rheumatology.**

-  **1st Saudi brand to hit 1 billion video views on YouTube**
-  **100% of significant product categories are covered by and assessed for compliance with product information and labeling procedures**
-  **Winner of 12 awards at local, regional and national levels.**
-  **Zero incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications**



- Supported awareness campaigns for International Arthritis Day.
- Supported oral and dental health care campaigns.
- Supported blood donation campaigns in collaboration with the association of Facilitate Marriage and Family Care in Al-Ahsa.
- Sponsored anti-smoking campaigns rolled out by Saudi Arabian charity Naqa (Purity) under the tagline “Live it Pure”.

Consumer Recognition and awards

During the year 2021, Almarai won more than 12 awards and rankings at local, regional, and international levels in various financial, administrative, marketing, quality, safety, consumer satisfaction, and sustainability fields to reinforce our commitment to our motto, “Quality you can trust.” Almarai’s rankings varied during the year to top six in various fields such as measuring consumer satisfaction and its brand image. Almarai Also won six local, regional, and international awards these include:

- Topping the list for the most preferred brands by consumers in Saudi Arabia and the United Arab Emirates according to Kantar Research.
- Topping the list for the dairy and juice sectors with L’uisne, ranked first in the food sector by consumer behavior studies.
- Farm Select juices won first prize “Super Star” as the best innovative product in the Saudi market according to Nielson.
- Topping the list for international food companies’ best health brands in 2021 in the United Arab Emirates by a YouGov ranking. Almarai has topped the Brand Index list previously in 2015, 2016, 2017 and 2018.
- Topping the list for the most preferred brands by consumers in Saudi Arabia and the United Arab Emirates in 2020 according to Kantar Research.



Progress on our strategic goals and targets

Achieved ● On-track ◐ Some progress ◑ Limited progress ○

Goal/Target	Progress
Develop and implement a holistic plan to further enhance our nutrition and wellbeing offering by 2025	◐



Caring for people

Health and Safety

“ We are working to make sure we foster a health and safety culture among our people every day. ”

Our approach

We recognize safety as one of our salient human rights issues and put the safety of people, from our employees to contractors and customers, first. We aim to protect anyone who engages with Almarai by applying stringent international health and safety standards, empowering colleagues through awareness and training, and encouraging wider awareness through campaigns and events.

Our health and safety management systems are built around The Almarai Health and Safety Policy. The four pillars that define our approach and safe management are: 'Safe Person, Safe Place, Safe Practice and Safe Productivity Strategy.' Our strategy governs our approach and is owned by all members of the Almarai community. Our strategy includes plans enhancing our safety standards, as well as regular training for employees in applicable areas. The strategy is reviewed and updated regularly by our group health, safety, and security forum that is responsible for the performance, standards, and guidelines we have in place. Its members play an integral part in implementing our strategy across the business and remain key stakeholders for maintaining our high standards.

While standardizing safety processes, we are also developing an occupational health and wellbeing program for our employees. This program will include training on various safety topics relevant to specific personnel and will provide a variety of training resources digitally. Employees will be able to take part in awareness campaigns, interventions, and events to improve health, safety, and wellbeing.

To track and analyze health, safety, and security incidents and risks, we have implemented an incident reporting system, which is accessible to all employees. Our incident reporting system enables us to prevent incidents more effectively from occurring.

2021 performance and initiatives

Our occupational mobile health unit forms an integral part of reaching our strategic sustainability goal, to institute an occupational health and wellbeing program accessible to all employees by 2025. During the COVID-19 pandemic, we reinforced our health and safety measures and focused on physical, emotional, and economic wellbeing of our employees. We prioritized safe operations for our teams to




enable our business to continue operating during this challenging time. We also loaned our expertise and facilities to support healthcare systems, increased our community investment to support struggling communities and collaborated closely with key stakeholders. The pandemic highlighted the need for strong and efficient health and safety systems. We rigorously enhanced our rules and procedures on an ongoing basis to maintain the highest standards throughout this difficult period.

In 2021, we continued with the roll-out of our occupational health and wellbeing program to proactively support our people’s wellbeing through health screenings. We maintained the deployment of our mobile health unit on-site at our main manufacturing site to screen employees, contractors, and visitors. In addition, we launched an internal campaign to vaccinate employees against Coronavirus at their production and manufacturing sites. The campaign cooperated with the Ministry of Health and its directorates in areas where the company’s facilities are located, such as Hail, Al-Kharj, and Almarai’s Head Office. This came as part of Almarai’s efforts to increase safety factors within the work environment. As a result, Almarai won Wa’ai award for the best health initiative for e8787memployees. The award was organized by the Ministry of Health in partnership with the Health Insurance Council, and Almarai also committed on the social media platforms to promote a healthy culture. Following previous accreditations of our Farming and our Sales, Distribution and Logistics divisions, we have been working to achieve the ISO45001 certification across our other business units in 2021. Our strategic sustainability target is to achieve the certification across 100% of our sites by 2025 to ensure that best practice is embedded in every area of our operations.

Technology can play an important role in helping us to manage and mitigate risks, promote best practice, and make training more accessible. In 2021, we continued to implement various digitalization projects including a near miss reporting web form that makes near miss and hazard reporting more accessible to our employees. These have been brought in to complement the suite of other digital systems such as an online incident reporting system run on the cloud that can be accessed by all employees using a smartphone and digital awareness channels and events.



Our highlight stories

Maintaining our covid 19 response

Almarai employs more than 35,000 people worldwide, with majority residing in company accommodations either on-site or nearby. Responding to the pandemic in a timely and safely fashion was paramount to maintain our business and reduce the risk of infection. In 2021, we continued with various measures to limit the spread of infection and protect our staff. Personal protective equipment and tests continued to be available to all staff, and heightened sanitization was continued throughout our operations. Staff continued to have the option to work remotely or through hybrid working where possible and physical distancing requirements continued in line with government advice. Almarai was the first company globally to be awarded the ‘Pandemic Prepared Certification’ in 2020 through AIB International, which validated our efforts, and we have continued to demonstrate that we are doing the right thing by recertifying our operations and making Almarai a leading business in putting its employee’s safety first. The multifaceted assessment rigorously examined our management systems including crisis protocols, supply chain, operations, and health crisis mitigation.

The pandemic has highlighted the importance of health and safety amongst a wider population and particularly showed the need for communities to be vaccinated to protect the vulnerable and allow businesses to continue. In cooperation with the Ministry of Health, Almarai sponsored a number of vaccination centers across the Kingdom of Saudi Arabia. Almarai demonstrated its national role and a sense of social responsibility to immunize citizens and residents from Coronavirus. Almarai also encouraged those unvaccinated to get vaccinated to protect themselves and the community. Besides the vaccination centers, the company also ran, through its Social Media pages, an awareness campaign to remind the public of the importance of being vaccinated. Through these efforts, the health and safety of not only our employees could be improved but also our wider communities.

-  **150,284 hours** of employee health and safety training.
-  Awarded **‘Best Employee Health Initiative’** at the Saudi Arabian Awards Health
-  **Achieved ISO45001 certification** across manufacturing sites.
-  Supported all staff with **vaccinations** and sponsored the vaccine roll out in local communities

-  **Protecting our employees**
-  Providing **safe, quality products**
-  **Maintaining production and food security**
-  Creating **effective communication channels**
-  Managing **exposure risks**

Progress on our strategic goals and targets

Achieved ● On-track ○ Some progress ◐ Limited progress ○

Goal/Target	Progress
Achieve ISO 45001 compliance for all our divisions by 2025	○
Institute an occupational health and wellbeing program accessible to all employees by 2025	○



Caring for people

Employee Talent and Diversity

“ We are working to make sure that our people are developed, valued and included every day. ”

Our approach

Almarai offers one of the largest work environments in the Middle East, with more than 30,000 employees working in its various sectors. At Almarai, we recognize that we are only as strong as our employees, and we are committed to attract, develop, and retain a motivated and diverse workforce. Our aim is to foster a positive working environment in which everyone is part of our growth, where life and work within is defined by the values of the company. We have an internal culture centered around the employees’ progress and evolution. A process of continual feedback is well-established, which delivers constructive guidance for strengthening work culture.

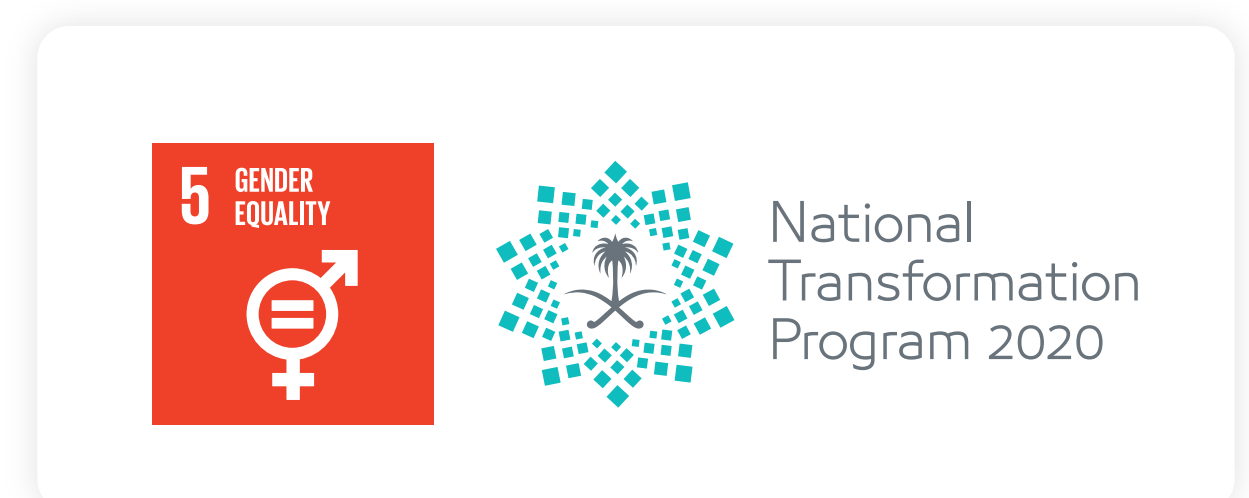
To ensure our employees have the required knowledge and skills to perform their roles effectively, Almarai has a comprehensive training policy. Our training policy addresses all key elements in an annual training cycle, including training needs assessment, training plan, training delivery, training evaluation, and new employee induction. It also addresses education assistance for employees, study leave, and summer and co-op trainee programs.

Our comprehensive Talent Management Process (Project Horizon) enables Almarai to understand its talent portfolio and build a pool of successors for our future business opportunities and challenges. Using leadership potential psychometrics assessments, Talking Talents discussions, and calibration sessions, Almarai targets specific and tailored training needs for its talent.

Established in 2014, the Almarai Academy focuses on leadership development for all management levels. Almarai Academy collaborates with local and global providers to deliver the best-in-class leadership development programs for its employees.

To signify and strengthen our culture, we instituted the ‘WE@Almarai’ initiative which is based on the following pillars derived from our values:

- **WE Evolve:** marks all initiatives that signify individual and team growth and progress within Almarai’s culture
- **WE Care:** involves all employee-centered activities and initiatives



- **WE Empower:** involves showcasing any learning activity, employee training, and charitable initiatives that help drive our people and Almarai forward
- **WE Celebrate:** signifies all celebratory events within and outside of Almarai

Keeping employees engaged, motivated, and satisfied

As a leading dairy and food company, we aim to be an employer of choice. This is supported by a competitive reward framework which is designed to reinforce the wider business strategy by attracting, retaining, and motivating our people to deliver outstanding performance. Almarai provides a wide range of activities that seek to create a flexible work culture that encourages productive, healthy work/life balance, employee retention, and personal and professional growth opportunities, including:

- **Recognition and rewards, such as the Annual Service award**
- **Special day celebrations, such as National Day**
- **Social outings and trips**
- **Health and wellbeing opportunities through discounted gym membership and other in-house events**
- **Training and e-learning opportunities**
- **Leadership opportunities, such as our Future Leaders program**
- **Employee satisfaction and engagement surveys**
- **E-connect, a mobile app to receive company news updates and special employee discounts and offers**
- **Opportunities to support society through blood donation events and micro home-based business in collaboration with the Saudi Human Resources Development Fund**
- **Recreational facilities such as facilities for sport and relaxation at our plants**
- **Personalized appreciation and celebratory emails to all employees**



2021 performance and initiatives

Our global diversity and inclusion aim to serve as a foundation to shape local agendas, with specific focus at Group level on gender diversity and preparing for the next generation of talent. We target gender equality in various operational roles, as well as attracting and developing talent at an early career stage. Action plans look at recruitment and retention, pay equity, nondiscrimination, and other arrangements to support an inclusive workplace.

Committed to continuous learning for our people, we continued to transition key trainings from face-to-face to online platforms, to not let learning stop due to pandemic restrictions. Our e-learning platforms, which employees at all levels can access at any time, continue to have high participation.

The total number of employees trained remains high despite the challenges of the pandemic. The shift to more self-paced online learning is also a move towards higher responsibility of each employee for their own learning and development. As we look at 2022 and beyond, we will leverage this opportunity and continue to build new ways of learning and development.



Zero incidents of discrimination reported.



100% of employees received regular performance and career development reviews



275,596 training hours provided to staff.



2,319 participants of the Almarai Driving School and the Almarai Academy Partners.

Digitalization forms part of our ongoing strategy to create a more efficient and resilient business. We continued to support employees with our app to reduce communication gaps and promote our 'We @ Almarai' programs, especially for our workforce working remotely across GCC. This was particularly useful to push forward internal initiatives and information such as our promotion of vaccinations for Covid-19 through our health program.

Individual development plans continued to be of high importance for senior management grades. This followed the successful roll out to junior management and all supervisory and managerial grades at Almarai. The plans are an important part of career development and focus on individual pathways to training, career enhancement, and feedback. To advance the offering to our staff, the employees' development programs are being built in cooperation with the best educational and training institutions locally and internationally. We have also launched several professional development initiatives such as the Dairy and Food Polytechnic and Almarai Sales Academy, which outline our commitment in investing in human resources by supporting education and training and developing competencies.

Our approach to Human Rights is fully aligned with the UN Guiding Principles on Business and Human Rights and includes a strong commitment, due diligences, remediation measures, and regular engagement with stakeholders at local and global levels. In 2021, we worked to draft our Human Rights Policy, which will outline our expectations and standards applicable in every country where we operate, with action plans to mitigate any issues that are identified. The policy will focus on respecting fundamental human rights including freedom, education and health.

Our 2021 Highlights

Award winning employment

Almarai firmly believes that the employees are an essential element in the success of the company every day and their efforts have resulted in Almarai obtaining many awards and honors over the past years that crown the excellent relationship between our company and our employees. Almarai was proud and humbled to be awarded with several awards for human resources including being ranked in fourth place in Forbes list of "World Best Employers" in 2021 among 11 companies in the Middle East, 316th in the global ranking among 750 multinational companies and ranked on LinkedIn list of the top 10 employers in achieving career development for professionals. We feel these awards reflect the nature of the professional environment in Almarai, and the company will continue to provide development opportunities to all employees at all job levels.



Progress on our strategic goals and targets

Achieved ● On-track ◐ Some progress ◑ Limited progress ○

Goal/Target	Progress
Ensure gender equality in our workforce, with focus on talent development, capabilities building, and opportunities	◑
Reduce voluntary employee turnover to achieve an average of 12% over the period 2020-2024	◐
90% of managers engage in at least 40 hours of professional development per year by 2025	◐



Caring for people

Community investment

“ We are working to leverage our resources to create a positive impact every day. ”

Our approach

Almarai realize the important role we can play in creating a positive impact on society by supporting local communities. We have deeply-established and long-running community programs, which we run directly as well as in collaboration with local organizations through education, training and development, investments, charitable donations, sponsorships, and many more. Every year we support over 300 organizations that focus on helping those in need through health, sport, education, sponsorships or other initiatives, and this forms a key pillar of our Doing Better Every Day strategy.

Building our strategy for community investment

Community investment forms a key part of our Caring For People pillar in our overall sustainability strategy. As such we have developed a strategic community investment framework to ensure there is strategic governance for how Almarai manages its community investments and partnerships. The framework provides a clear guide for our areas of focus: training and development, health, sport, and donations and sponsorships. The framework provides more context and demonstrates how Almarai lives up to its community investment commitments. As part of this work, we conducted an initial analysis of our community investment activities to better understand their impact potential and to structure an approach for assessment. We intend to build off this work to support our ability to measure the outcomes of our initiatives in the coming years.



Our Strategic Community Investment Framework

Where we focus

We prioritize projects, organizations, events and campaigns that align with our pillars.

Training and development

Health

Sports

Donations and Sponsorships

What we do and how we support

We invest in our communities by dedicating resources and working in collaboration with partners across our pillars.



Training and development	Health	Sports	Donations and Sponsorships
We support projects, organizations and events that develop skills, promote education, reward educational excellence, and empower	We support projects, organizations and events that develop skills, promote education, reward educational excellence, and empower young people	We support projects, organizations and events that promote sports.	We support projects, organizations, events and campaigns dedicated to creating a lasting impact in our communities through both financial and non-financial support.
<p>Our flagship initiatives</p> <ul style="list-style-type: none"> • Moments • Dairy & Food Polytechnic • GCC Academic Excellence Award • Almarai Award for Scientific Innovation • Almarai Veterinarian Award 	<p>Our initiatives include</p> <ul style="list-style-type: none"> • Almarai dental campaign • #Almarai Better Health • School-based programs • Almarai site visit program • Sponsoring World Anti-Drug Day. 	<p>Our flagship initiatives</p> <ul style="list-style-type: none"> • Almarai Golf Tournaments • Hail International Rally • Kafeef Championship for goalball • Marathon for people with disabilities • Zubaidah trail 	<p>Our flagship initiatives</p> <ul style="list-style-type: none"> • Almarai Award for the Ideal Mother • Collective wedding ceremony • Product donation program • Alzheimer's Association • 'Saudi ADHD Society (Ishraq)

Almarai provides a wide variety of donations throughout the year as part of its social responsibility and its desire to continue its constant support. In 2021 Almarai launched its Charity Support Program within its citizenship initiatives that aim to contribute food to the beneficiary families in need. This initiative comes in partnership with hundreds of charities in various regions of the Kingdom. The program donated around 400,000 free products to the beneficiary societies in 2021, which reach more than 300 institutions annually in various regions in the Kingdom. Many of these charities have been supported by Almarai for many years given our focus on long term sustainable partnerships and often run-in conjunction with a wider awareness event, national platform or supportive network.

Almarai believes we have an active role to play in enhancing the natural environment for the protection of biodiversity and the wellbeing of communities and it is expected that we direct part of our community investments to promote the enhancement of the environmental protection practices, and its effectiveness. In 2021, Almarai provided a donation of 8 million Saudi Riyals to support the national afforestation campaign launched this year by the National Center for Vegetation Cover Development of the Ministry of Environment, Water, and Agriculture. The campaign aims to plant 10 million trees to empower The Kingdom's vision 2030 by preserving the environment and natural resources. The donation by Almarai had a particular focus on species that are vulnerable or with a high threat of extinction. As a part of the community investment initiatives, Almarai has supported the National Center for Wildlife Development with 3.4 million Saudi riyals in a 10-year partnership to promote and protect the environment and push for better environmental practices to preserve natural habitats and enhance biodiversity.

In 2021, we were proud to support a new program by participating in the voluntary afforestation initiative in King Salman Wilderness Park. The initiative was launched by the Royal Commission of Riyadh City as part of Green Riyadh program. The participation comes in coincidence with the celebration of the Kingdom's 91st National Day and focuses on protecting and enhancing the local environment.

The donations reflect Almarai's beliefs in the need to develop natural vegetation cover, reduce the effects of desertification, restore biodiversity in natural environments, and rehabilitate degraded vegetation sites, in addition to promoting positive behaviors to preserve the home environment, protect the ground, and improve quality of life.

-  **41.6 million SAR** spent on CSR projects
-  Over **300 organizations** supported through donations and sponsorships.
-  Around **400,000 products** donated throughout the year.
-  **Sponsored** vaccination clinics and awareness campaigns.

Our Highlight Stories

The following are the highlights from our 2021 efforts:

Training and development

Almarai supports the education sector. Almarai has long supported education initiatives including the Technical and Vocational Training Corporation which commenced in 2011. This project supports robust technical and vocational educational training (TVET) programs, such as the Dairy and Food Polytechnic (DFP) to develop the skills of young Saudi Nationals, particularly in the dairy and food industry. As one of the major industries in Saudi Arabia, the project takes high school graduates and provides training to meet business demand for technically qualified people with dairy and food industry specific skills.

Almarai is also keen to empower the next generation of females through educational opportunities. In 2021, we sponsored the summer camp held by Prince Nora Bint Abdulrahman University, which provides various skill programs for female students to invest their abilities in creating projects to improve health.

The pandemic has affected many of our typical educational activities which include tours of our manufacturing facilities for the public, schools, and families. Typically, we offer free tours to guests who are interested in learning more about our production and manufacturing processes. Tours of our facilities offer an important opportunity to show case our facilities and engage directly with our consumers.

Despite the temporary suspension of these services, we have sought to respond to other educational challenges including supporting the Learn From Your Home initiative which supports students from low-income families. In 2021, Almarai donated 100,000 SAR to buy 500 tablets to benefit students in Al-Kharj, to ensure they can continue learning remotely. In addition, as part of our wider donations program, we supported many educational facilities with donations of products to provide relief.

Health

Almarai realize the important role we can play in supporting health initiatives to ensure people lead longer, healthier lives. We continued to support various health programs including vaccinations for our staff and communities, events and awareness campaigns in 2021. Some of our notable highlights include supporting:

- **World Anti-Drug Day, Almarai sponsored the event of the Narcotics Control Administration to educate the community about the danger of using drugs and its negative effects on the nation's economic, scientific and professional capabilities.**
- **The awareness campaign of rheumatic diseases organized by the Saudi Society of Rheumatology to encourage early detection of rheumatic diseases and provide medical and in-kind assistance to patients. This included running awareness campaigns for International Arthritis Day.**
- **Gulf Oral and Dental Health Week", Almarai has supported Al-Burj Medical Hospital and the Primary Health Care Center in the Northern Borders by providing several free products to help activate the program.**
- **Health awareness initiatives, including the Health Endowment Fund with 2 million riyals given to King Khalid Hospital in Al-Kharj.**
- **The annual oral and dental health awareness campaign at a ceremony held at Al-Izdihar Hall in Riyadh to educate the community about the importance of oral and dental health and its effects on the individual's general health, also providing methods on how to maintain a healthy life.**
- **The International Day of Blood Donors, Almarai sponsored Al-Ahsa public campaign for blood donation organized by the association of Facilitate Marriage and Family Care in Al-Ahsa.**



- **The World No Tobacco Day, Almarai sponsored the anti-smoking campaign rolled out by Saudi Arabian charity Naqa (Purity) under the tagline “Live it Pure”..**
- **The fourth edition of Almarai Award for the Ideal Mother for People with Disabilities. The Almarai Award for the Ideal Mother, the first of its kind in the Kingdom, was launched in 2017.**
- **A cooperation agreement with the Friends of the Disabled Association to support beneficiaries identified by the association and support the international events for people with special needs, lasting for one year.**

Sports

Almarai recognizes the important role that sports play in promoting wellbeing, inclusion, and positive impacts on human health. In 2021, Almarai sponsored multiple sporting activities including:

- **An indoor ski camp in partnership with the Saudi Federation for Adventure Sports to develop and qualify junior and young players.**
- **The “Six Years of Riyadh Pedestrian” event held to promote the culture of walking in the community and raise their awareness of positive impact on human health**
- **The Kingdom’s Taekwondo Championships held under the umbrella of the Saudi Taekwondo Federation.**
- **2021 Open Sailing Championships held under the umbrella of the Saudi Sailing Navigation Federation.**
- **The Media Professionals Volleyball Championship in collaboration with the Saudi Volleyball Federation.**
- **The Fakhr Program initiative, organized by the Saudi Paralympic Committee and under the Quality-of-Life Program, towards achieving vision 2030 targets.**
- **The idea of the “Fakhr Program” initiative, sponsored and supported by Almarai, is based on the rehabilitation of persons with disabilities, the discovery and development of their sporting abilities, improving their quality of life and enhancing their community participation in sports activities, and making sports heroes from them at the local and international levels.**
- **The third Gulf volleyball festival for youngsters, hosted and organized by the Saudi Volleyball Federation at the Hall of Ministry of Sports in Riyadh. The Elite Championship of Prince Faisal bin Fahd’s Cup for Premier Handball Champions.**
- **The first gymnastics championship for girls in the Kingdom, which was held under the umbrella of the Saudi Gymnastics Federation**

Donations and Sponsorship

Awarding those that are making a difference

As a socially responsible business, we support several awards in partnership with other organizations to reward achievement in society. These include:

- **Almarai Scientific Innovation Award - The award was launched in 2001 in collaboration with the King Abdulaziz City for Science and Technology and aims to strengthen scientific capability through supporting scientists and researchers in the fields of fundamental science, applied and developmental sciences, and innovation in Saudi Arabia.**
- **Almarai Academic Excellence Award – Launched in 2006, it provides support to students who are enrolled in the public education system in GCC countries. The award aims to encourage outstanding students, developing their abilities and talent, and supporting their achievements.**

- **Almarai Veterinarian Award** - Launched in 2010, the award supports the veterinary profession and aims at reinforcing the importance of the veterinarian's role in protecting the general health of the GCC's livestock which is so crucial to supporting food security. We work in collaboration with the Saudi Veterinary Medical Society and King Faisal University.
- **Almarai Award for Ideal Mother** - Almarai launched this award in 2017 in partnership with the Disabled Children's Association. It aims to honor mothers who support their children with disabilities in the process of treatment, education, and rehabilitation.

Progress on our strategic goals and targets

Achieved ● On-track ◐ Some progress ◑ Limited progress ○

Goal/Target	Progress
Donate 2.5 million healthy servings by 2025	●
Educate 250,000 people through our site visit program by 2025	◑
Improve the employability of at least 1,400 young people through the Dairy and Food Polytechnic (DFP) program by 2025	◐



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