



First Milling Governance

The Board of Directors of First Milling Company is committed to establishing an effective governance framework that regulates the Company's business administratively and financially. This commitment to applying the highest governance standards reinforces the Company's values of integrity and transparency in its disclosures, and reflects its compliance with the regulatory mandates issued

by the Capital Market Authority (CMA), to ensure the provision of a clear and fair view of its financial performance and operational results, thereby supporting the sustainability of its success. The Company's Annual Report serves as a key tool for effective communication with shareholders and stakeholders and for fostering mutual trust.

Corporate Governance Framework

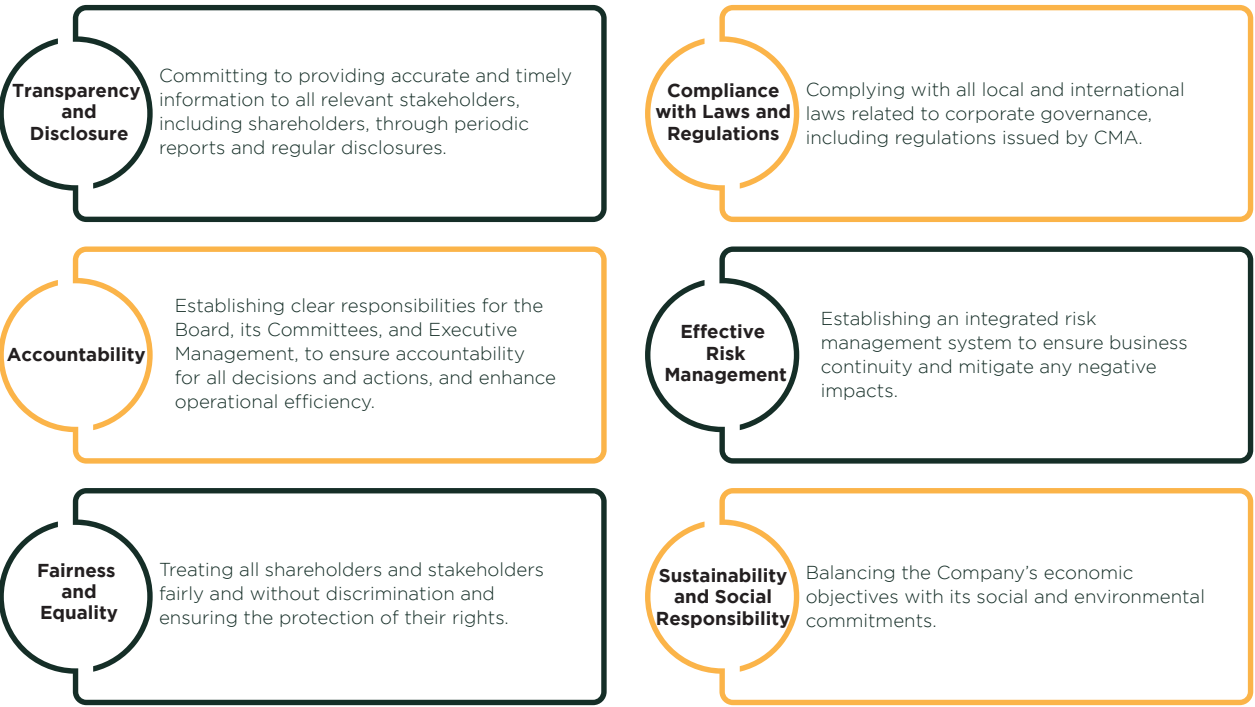
First Milling Company is committed to a robust governance framework aimed at enhancing transparency and ensuring compliance with the best local and international practices. This framework is based on the laws and regulations in force in Saudi Arabia, including:

- **The Companies Law issued by the Ministry of Commerce.**
- **The Corporate Governance Regulations issued by CMA.**
- **Environmental, Social, and Governance (ESG) Standards**, in line with the Company's aspirations to achieve sustainability targets.

This framework is managed through a clear organizational structure that includes the Board of Directors and its specialized committees (such as the Audit Committee, Nomination and Remuneration Committee, and Executive Committee), in addition to a dedicated Governance, Risk, and Compliance (GRC) Department, to ensure the application of the highest standards and promote corporate sustainability.

Key Governance Principles and Pillars

Governance at First Milling Company is based on a set of fundamental principles and pillars that aim to enhance transparency and build trust with shareholders and stakeholders, and includes the following:





Key Governance and Compliance Achievements in 2024G

First Milling Company achieved a set of significant milestones in governance and compliance in 2024G, most notably:

Full Compliance with CMA Regulations:

- First Milling Company has met all disclosure and transparency requirements, including provisions related to annual reports, financial statements, and periodic announcements, thereby earning the Company the Best Annual Report Award for 2024G provided by the Middle East Investor Relations Association (MEIRA).

ESG Priority and Initial Strategy:

- Develop an environmental, social, and governance (ESG) initial strategy focused on reducing environmental impact and promoting socially responsible practices.

Increased Transparency with Shareholders:

- First Milling Company developed its Investor Relations (IR) webpage as part of the Company's website, enabling shareholders to have faster and more detailed access to financial and operational information, as well as committing to engaged and direct communications through the quarterly earnings calls and by attending investor conferences, which resulted in the Company receiving Sultan AlDeghaither's Award - May He Rest in Peace - for the best Investor Relations program of 2024G(Small Cap Category), in recognition of its excellence in this aspect.

Commitment to Social Responsibility:

- The Company was awarded the Corporate Social Responsibility (CSR) Award - Bronze Category - for 2024G provided by the Ministry of Human Resources and Social Development in recognition of its efforts to enhance its positive impact on society.

Governance and Compliance Outlook for 2025G

In 2025G, First Milling Company aims to achieve the following governance and compliance aspirations:

Enhancing the Level of Disclosure in ESG Metrics:

- The Company is currently working on releasing its first sustainability report, by including more details about environmental and social performance and contributing to achieving national sustainability goals.

Digitization of Control Processes:

- Adopting new technical systems to support the control processes and monitor compliance efficiently and accurately.

Launching Specialized Training Programs:

- Providing ongoing training programs and field visits for Board Members and Executive Management, focusing on modern governance topics.

Engaging with International Investors:

- Improving communication channels and strengthening the Company's position in global markets by attending specialized events and conferences.

Strengthening Internal Policies:

- Periodically reviewing and updating internal policies to ensure the highest levels of integrity and commitment.

Improving Legal Compliance Systems:

- Monitoring and tracking changes in local and international laws and regulations and ensuring prompt implementation when necessary.

Achieving Excellence in Social Responsibility:

- Developing more impactful initiatives to support local communities in areas where the Company's facilities are located.