

Social Responsibility and Sustainability

Sustainability

Sustainability is a cornerstone of First Milling Company's strategy to enhance its reputation and build strong relationships with both consumers and the community. Accordingly, First Milling Company works on sustainability in all aspects of its business and activities. These efforts include enhancing environmental efficiency, adopting ethical business practices, and strengthening community engagement. By focusing on sustainability, the Company aims to create sustainable value for all stakeholders and enhance its positive impact on the community and the environment.

Materiality Assessment of Fundamental Sustainability Issues in "First Milling Company", 2024G

This year, First Milling Company reviewed its materiality assessment to stay on top of the latest ESG trends in the Food and Feed industry and across Saudi Arabia. The Company's materiality assessment is guided by its initial sustainability strategy, its values, the results of Stakeholder engagement, recent regulatory developments, Saudi Vision 2030, peer company sustainability disclosures, and the United Nation's Sustainable Development Goals (UN SDGs). The refreshed materiality assessment helped First Mills to verify focus areas, identify opportunities, and prioritize sustainability topics that matter most to the business and its Stakeholders.

The refreshed assessment identified 16 topics considered as material to the Company and its Stakeholders, which were consolidated to outline the sustainability framework. The materiality matrix below identifies these findings. First Mills will continue to evaluate these topics to reflect the evolving priorities of its internal and external Stakeholders on an annual basis.



For more detailed information on sustainability, please refer to the Sustainability Report 2024G.

First Mills is an important player in the communities of Saudi Arabia, maintaining its presence as a partner in activities that are key to the fabric and development of Saudi Arabia, in line with Saudi Vision 2030. Here is a list of the most important initiatives:

Details of the Company's Social Contributions in 2024G

Initiative	Partner Entity	Date	Details
Saudi Bakery Program - Riyadh	National Center for Responsibility and Studies (Saudi CSR) - Monsha'at	February	Training 150 young Saudi men and women to qualify them to launch their own businesses in the restaurant and bakery sector or to secure employment opportunities in the same field.
Saudi Bakery Program - Jeddah	National Center for Responsibility and Studies (Saudi CSR) - Monsha'at	August	Training 150 young Saudi men and women to qualify them to launch their own businesses in the restaurant and bakery sector or to secure employment opportunities in the same field.
Saudi Bakery Program - Dammam	National Center for Responsibility and Studies (Saudi CSR) - Monsha'at	December	Training 50 young Saudi men and women to qualify them to launch their own businesses in the restaurant and bakery sector or to secure employment opportunities in the same field.
Saudi Bakery Graduates Participation in the Saudi Food Expo 2024G.	National Center for Responsibility and Studies (Saudi CSR) - Monsha'at	May	Providing a paid opportunity for two Saudi Bakery graduates to work as "Chef Assistants" for the First Milling Company Chef in live cooking shows at the Company's booth during the Saudi Food Expo 2024G.
In-kind Donation	Kiswat Alsayyida Aisha	March	Donating 1,000 bags of Aloula Patent Flour, 5kg size
In-kind Donation	Tenderness Charity Organization	September	Donating 200 bags of 10kg bakery flour.
In-kind Donation	Sanabel Al-Khair Association	September	Donating 200 bags of 10kg bakery flour.
In-kind Donation	Trahum Association	September	Donating 600 bags of 10kg bakery flour.
In-kind Donation	Namaa Charity	October	Donating 15,000 bags of 10kg bakery flour.
National Charity Day Celebration in Jeddah	Lamset Hanan Voluntary Endowment	September	The Company hosted a celebratory event at Chuck E. Cheese's. The venue was arranged to include a cake and a clown entertainer, and the program featured competitions with prizes, a catered dinner, and the distribution of game cards for orphans to enjoy at Chuck E. Cheese's.
National Charity Day Celebration in Al-Qassim	Charity Orphans Care Foundation (Ekhaa)	September	The Company contributed to funding the National Day celebration, highlighted by a parade in the presence of His Royal Highness Prince Dr. Faisal bin Mishaal Al Saud, the Governor of Al-Qassim Region, alongside a variety of additional events.
National Charity Day Celebration in Tabuk	Tabuk Charitable Orphan Care Society (Aytam)	September	Arranging a National Day celebration for 40 orphans.