

Relevant Authorities and Stakeholders Engagement

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Shareholders and Investors

- The Company's commitment to applying the principles that protect shareholder rights and achieve fairness by providing timely and appropriate information and implementing all policies and procedures related to the disclosure of financial statements, performance reports, and any material developments in accordance with applicable legal requirements, regulatory regulations, and instructions from the competent authorities. As a result, the Company's annual report for the year 2023G has won two awards from the Middle East Investor Relations Association (MEIRA).
- Two general assembly meetings were held for shareholders, in line with the commitment to transparency, governance, and effective communication with shareholders.
- A cash dividend of SAR 1.55 per share was distributed for H1 of 2024G, in addition to the Board's approval to distribute cash dividends for H2 of 2024G at a value of SAR 1.29 per share.
- Four earnings conference calls were held with financial analysts and investors to discuss business results during the periods of 2024G.
- Working to strengthen the relationship between the Board and shareholders; to keep abreast of any developments or changes that may affect the shareholders' orientations.
- Activating the role of investor relations (IR) in the Company to enhance continuous communication with shareholders, investors, and regulatory bodies through various communication channels.
- Participating in investor conferences and sponsorship of the Saudi Capital Market Forum (CMF).

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Employees

- Attracting qualified graduates, technicians, and skilled workers and providing them with 4,690 training hours.
- Providing an attractive and professional work environment by preventing discrimination, harassment, and violence, where employee satisfaction surveys showed high results according to (Best Place to work) classification by 93 %compared to the sector average of 88%. The participation rate in the survey reached 92%, which was made available in four different languages. This was confirmed by receiving the "Best Places to Work" Award.
- All employees were trained on the Company's code of conduct policies, with an average of 2 training hours per employee.
- Employing female staff in various fields as part of First Milling Company's commitment to women's empowerment goals.
- Adopting the Employee Stock Purchase Plan, which enhances the retention of the Company's talents and attracts the best competencies.
- Providing an employee support program that includes psychological, family, and educational counseling.
- Conducting periodic medical examinations at work sites in cooperation with accredited health entities.
- Working on renovating and upgrading employee housing across all Company plants.

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Customers and Suppliers

- Acquisition of a 30% of the local market share, with plans to progressively grow it over the ensuing years.
- Targeting different regions in Saudi Arabia and seeking to reach a large segment of customers from various categories.
- Establish strategic partnerships with major customers in each sales channel.
- Strengthening relationships and partnerships with suppliers and vendors to make First Milling Company their preferred partner.
- Commitment to laws and contractual relationships with all parties without prejudice to their legal rights.

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Community

- Commitment to implementing the corporate social responsibility (CSR) programs aimed at creating a sustainable society.
- Commitment to environmental responsibility through rationalization of energy and water consumption, Heat treatment technology, and reducing the environmental impact of operations to support sustainability efforts.
- Commitment to investing in the community and increasing its contribution to the growth of the national economy.
- Maintaining ethical practices in material sourcing and responsible product marketing.
- Organizing a number of events related to employee health and safety, such as World Health Day and Medical Day, among others.
- The Company's efforts in the community aspect culminated in its receiving the Corporate Social Responsibility (CSR) Award - Bronze Category.

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Regulatory and Government Authorities

- First Milling Company is a trusted partner of the government and regulatory authorities, most notably GFSA and SFDA.
- Commitment to fair competition rules and all laws and regulations issued by the General Authority for Competition (GAC) in the Kingdom.
- Complying with all applicable government regulations, and submitting detailed reports to the competent authorities, in accordance with the said authorities' requirements.
- Applying the necessary systems to implement the E-invoicing Regulation in cooperation with the Zakat, Tax and Customs Authority (ZATCA).
- Continuous cooperation with the Ministry of Human Resources and Social Development (HRSD) in a way that supports the achievement of the Company's goals.
- Participating in numerous events and conferences in cooperation with various local and international entities.
- Cooperation with both the Culinary Arts Commission, Monsha'at and the National Center for Social Responsibility within the "Saudi Bakery" program.